



**Contra  
Costa  
County**

To: Contra Costa County Fire Protection District Board of Directors

From: David Twa, County Administrator

Date: May 26, 2020

Subject: Memorandum of Understanding with United Professional Firefighters I.A.F.F. Local 1230

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**RECOMMENDATION(S):**

Acting as the Governing Body of the Contra Costa County Fire Protection District, ADOPT Resolution No. 2020/7 approving the Memorandum of Understanding with United Professional Firefighters, International Association of Fire Fighters, Local 1230, for the period of July 1, 2020 through June 30, 2023.

**FISCAL IMPACT:**

The estimated cost of the negotiated contract is \$4.14 million for 2020/21; \$8.28 million for FY 2021/22; and \$12.42 million for FY 2022/23. The three year contract has an estimated cost of \$24.85 million.

**BACKGROUND:**

United Professional Firefighters, Local 1230 began bargaining with the District on April 13, 2020. A Tentative Agreement was reached between the District and Local 1230 on May 13, 2020, and the agreement was ratified on May 20, 2020. The resulting Memorandum of Understanding (MOU), which is attached, includes modifications to wages, and other benefit changes.

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☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

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Action of Board On: **05/26/2020** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

**VOTE OF SUPERVISORS**

AYE: John Gioia, Director  
Candace Andersen, Director  
Diane Burgis, Director  
Karen Mitchoff, Director  
Federal D. Glover, Director

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: May 26, 2020

David Twa, County Administrator and Clerk of the Board of Supervisors

Contact: Lisa Driscoll, County  
Finance Director (925) 335-1023

By: June McHuen, Deputy

## BACKGROUND: (CONT'D)

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In summary, those changes include:

- Term
  - The term of the agreement is July 1, 2020 through June 30, 2023.
- Agenda Shop (Section 2)
  - Modified to address changes in the law to dues deductions and Agency Shop.
- Wages (Section 5)
  - Effective July 1, 2020, reallocate the Fire Fighter-Recruit (RPWD) classification to one step and set the step at 90% of the first step of Firefighter/40 hour (RPWF).
  - Effective July 1, 2020, the base rate of pay for all classifications represented by IAFF, Local 1230 will be increased by five percent (5%).
  - Effective July 1, 2021, the base rate of pay for all classifications represented by IAFF, Local 1230 will be increased by five percent (5%).
  - Effective July 1, 2022, the base rate of pay for all classifications represented by IAFF, Local 1230 will be increased by five percent (5%).
  - Added 5% differential for participation on the REACH Helicopter.
  - Add “EMS Division” to 5.17(C) to make employees in the listed classifications assigned to the EMS Division eligible for the Training and Prevention Differential.
- Mandatory Recall (Section 7.1)
  - Expanded the use of Mandatory Recall for emergency situations and changed to Emergency Recall throughout.
- Sick Leave Utilization for Pregnancy Disability (Section 11.3)
  - Amend Section 11.3 to clarify eligibility and usage of sick leave when used in conjunction with Pregnancy Disability Leave.
- Legal Adoption of a Child (Section 11.6)
  - Update references to “Baby/Child Bonding” and include language regarding employee eligibility for child bonding leave under the FMLA and CFRA.
- Leave of Absence (Section 13)
  - Amend multiple areas of Section 13 to include references to FMLA and CFRA.
  - Clarify language in Section 13.2 regarding process and circumstances where leave without pay may be taken.
  - Amend the process for certification of FMLA/CFRA leaves in Section 11.3 and remove redundant language.
  - Amend definitions and criteria under Section 13.8.
  - Update Military leave language to align with Federal Uniformed Services Employment & Reemployment Rights Act (USERRA), limiting period to a maximum of five (5) years, plus ninety (90) days.
  - Replace reference to “LTD Benefit Coordination” with “SDI” in Section 13.11.
  - Amend timeframe for reinstatement from FMLA/CFRA leave to a comparable position to sixty days.

- Extended Coverage (Section 14.10)
  - Specified that late payment shall result in cancellation of health plan coverage for employees on an approved leave of absence without pay.
- District Dental Plan Premium Subsidy On and After January 1, 2014 (Section 14.5)
  - Rename dental plans to remove outdated DeltaCare “PMI” language and other cleanup.
- Continuous Work Hours (Section 29)
  - Added language requiring a break period of at least twelve (12) hours prior to the start of a new continuous work period.
- Minimum Staffing (Section 30)
  - Updated staffing minimums and added minimum staffing of “Dozer Staffing” and Helicopter Staffing”, and clarified temporary modifications to minimum staffing to address temporary increases to minimum staffing due to grant funding (SAFER). Language negotiations did not involve a change to shift length.
- Revised Personnel Bulletins
  - PB#1: Added language in Section (D) to address use of social media, internet, and personal electronic devices.
  - PB#3: Removed language stating that the Battalion Chief will “fix and finalize” the daily roster.
  - PB#51: Section B: Cleaned up and removed language in subsection II(C) referring to “original paramedic list” and remove reference to examination preparatory classes in subsection IV(C); Section C: Amended section I(A) to require accreditation within 30 days of academy graduation. - Remove subsections I(C) and I(D). Amend documentation requirements in section I(E); Section D: Struct Section.
  - PB#81: Amended various aspects of the process for fire station assignments.
- Incorporated new Side Letters.
- Re-ordered, re-numbered, and cleaned-up MOU sections as needed.

#### CONSEQUENCE OF NEGATIVE ACTION:

The District will be out of contract with United Professional Firefighters, Local 1230 and may experience recruitment and retention difficulties.

#### CLERK'S ADDENDUM

**Speaker: Vince Wells, President of Local 1230.**

#### ATTACHMENTS

Resolution 2020/7

MOU IAFF, Local 1230 7-1-20 thru 6-30-23