

**DEPARTMENT OF PERSONNEL ADMINISTRATION
SUMMARY OF THE EXTENSION AGREEMENT FOR BARGAINING UNIT 8**

**Exclusive Employee Representative
CDF Firefighters
(Revised 7-6-06)**

Number of Employees: Approximately 3555 full-time equivalents

I. Compensation

Effective July 1, 2006, bargaining unit classifications who are covered by a 40-hour workweek will receive a 3.5% General Salary Increase.¹ There are no raises for Fire Captains, Fire Apparatus Engineers, Foresters, Firefighter II or any other Unit 8 class.

Seasonal Firefighters (Firefighter I) will have their work shift reduced from 96 to 72 hours a week. This will result in the following:

- Hourly rate for seasonal firefighters will increase from \$8.62/hr. to \$9.10/hr.
- Seasonal Firefighters will qualify for time-and-a-half when they work more than 53 hours in a workweek.

Battalion Chiefs hired after May 12, 2006, will have their work shift reduced from 84 hours a week to 72 hours a week with corresponding reduction in compensation. This change reduces planned overtime for each Battalion Chief from 31 hours at time-and-a-half to 19 hours.

This reduction will not apply to Battalion Chiefs appointed prior to May 12, 2006.

II. Health

Employees will continue to receive health benefits under the State's "85-80" formula. Under this formula, the employer contribution for single-party coverage is 85 percent of that year's weighted average premium of the four plans with the highest employee enrollment; 80 percent for dependent coverage.

III. Retirement

No change to the current contract. The employees remain at their current benefit and employee contribution rate.

IV. Other provisions

The Union agreed that the employer may hire Seasonal Firefighters and Battalion Chiefs at the negotiated 72-hour workweek prior to ratification in order to allow the department to staff up for fire season. If the agreement is not ratified, the parties are required under the Dills Act to return to the bargaining table.

All other provisions, addenda, amendments and side letters are rolled over, except for the ten-year "sleep time exemption," which expires July 3, 2006.² These documents are available on the [Contracts page](#) under Bargaining Unit 8.

¹ Forestry Field Trainee, Forestry Assistant I and II, Forestry Technician, Forestry Aid, Air Operations Officer I, II and III, Air Operations Officer I, II and III (M) Fire Prevention Officer I and II, Forester I (non-supervisory), Fire Prevention Assistant, Fire Prevention Specialist I and II, Forestry Logistics Officer I, totaling approximately 135 employees.

² The "sleep time exemption" allowed the State to modify a federal FLSA requirement that employees who work more than a 53-hr shift be compensated at time-and-a-half, even for sleep time on the shift. Under certain conditions, the State was able to exclude up to 20 hours of sleep time per shift from this requirement. On July 3, 2006, when the exemption expires, the State will be liable for this overtime; reducing the length of the shift limits this liability.

V. **Duration**

The agreement extends the contract from July 1, 2006, through June 30, 2008.

VI. **Impact of Agreement**

The Department of Forestry and Fire Protection anticipates it will need to hire an additional 225 FTE Seasonal Firefighters to compensate for the reduced hours per shift. The cost is largely outweighed by the savings from the State avoiding higher overtime costs associated with the expiration of the sleep time exemption.