



Contract Number _____

SAP Number _____

San Bernardino County Fire Protection District

Department Contract Representative
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Contractor

International Association of Fire
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Contract Term

02/08/2025 – 01/31/2030

Original Contract Amount

Amendment Amount

Total Contract Amount

Cost Center

Briefly describe the general nature of the contract: *Local 935 Firefighter
Unit and Fire Suppression Unit Memorandum of Understanding*

FOR COUNTY USE ONLY

Approved as to Legal Form

► 
Cynthia O'Neill, County Counsel

Date

1/23/25

Reviewed for Contract Compliance

► _____

Date

Reviewed/Approved by Department

► _____

Date

MEMORANDUM OF UNDERSTANDING

BETWEEN

SAN BERNARDINO COUNTY
FIRE PROTECTION DISTRICT

AND

SAN BERNARDINO COUNTY PROFESSIONAL
FIREFIGHTERS
IAFF, LOCAL 935



2025 – 2030

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PREAMBLE

This Memorandum of Understanding is entered into pursuant to applicable provisions of State law and local ordinance between the San Bernardino County Fire Protection District, collectively or individually referred to as the Fire District, and the San Bernardino County Professional Firefighters, IAFF, Local 935, AFL-CIO, CLC, hereinafter referred to as the Union, containing the complete results of the negotiations concerning wages, hours and other terms and conditions of employment for employees represented herein.

The parties to this Agreement hereto have met and conferred in good faith exchanging various proposals in an attempt to reach agreement. The parties affirm their mutual commitment to the goals of effective and efficient public service, high employee morale, sound and responsible management of Fire District business, and amicable employer-employee relations. The parties acknowledge that productivity improvement can only be achieved as a by-product to valuing people.

The parties encourage the highest possible degree of friendly, cooperative relationships between their respective representatives at all levels and with and between all employees.

RECOGNITION

Pursuant to the provisions of local ordinance and applicable State law, the San Bernardino County Firefighters, IAFF, Local 935 (hereinafter Union), is hereby acknowledged as the exclusive recognized employee organization for Fire District employees in the classifications listed in Appendix B , as well as employees in such classes as may be added to this listing hereafter by the Fire District.

APPROVAL BY BOARD OF DIRECTORS

This Memorandum of Understanding is subject to approval by the Board of Supervisors acting as the Board of Directors for the Fire District. The parties hereto agree to perform whatever acts are necessary, both jointly and separately, to urge the Board to approve and enforce this Memorandum of Understanding in its entirety.

Following approval of this Memorandum of Understanding by the Board, its terms and conditions shall be implemented by appropriate ordinance, resolution or other appropriate lawful action.

ASSIGNMENT TO VACANT HIGHER POSITION

Employees directed to continuously perform duties in a vacant higher level regular position for which funds have been appropriated shall be entitled to a salary rate increase to the higher level for the time actually worked in excess of five (5) consecutively assigned shifts unless specifically waived by the employee. The salary rate increase will become effective the first day of the pay period following completion of the five shifts provided, however:

- (a) The Fire Chief or designee certifies to the Director of Human Resources, in writing at the time of appointment that the employee is assigned and held responsible to fully perform all of the duties normally associated with the higher level position without limitations as to difficulty or

complexity of assignments or consequences of action and that the employee shall be required to meet standards for satisfactory performance normally required at the higher level position.

- (b) A written request for a salary rate increase to the higher level is directed to the Director of Human Resources for approval. Such increase to the higher level shall be determined as if the assignment had been a promotion.
- (c) The employee meets the minimum qualifications for the higher level position.

Requests for a salary increase should be initiated during the first thirty (30) calendar days of such assignment. It shall be the responsibility of the Fire Chief to initiate such requests.

The duration of such assignments to vacant higher positions shall not exceed one (1) calendar year. This Article does not apply to a situation in which there is no vacant higher level position for which funds have been appropriated. For purposes of this Article, a vacant position is defined as an authorized regular position for which funds have been appropriated and which may be:

- (a) An unoccupied position due to attrition and for which the appointment process has been initiated; or,
- (b) A position from which the incumbent is on extended leave of absence. Extended leave of absence is defined as a leave of absence with or without pay due to any illness and injury when required in writing by a certified physician.

An incumbent on Paid Time Off for vacation leave purpose or holiday leave will not be considered to be on an extended leave of absence unless Paid Time off for vacation purpose or holiday leave are being used in lieu of sick leave, or as part of a Special Leave as defined in Section (8) of the Article on "Leave Provisions."

BILINGUAL COMPENSATION

Employees in positions designated by the Fire Chief, which require employees as a condition of employment to perform oral bilingual translation as a part of their regular duties, shall be entitled to bilingual compensation. Such compensation shall apply regardless of the total time required per day for such compensation. Employees in such positions must be certified as competent by the Director of Human Resources to be eligible for compensation. Compensation per pay period shall be fifty dollars (\$50.00). Employees who are certified to speak Spanish qualify under this Article.

CALL BACK

When the employee in a regular position returns to duty at the workstation at the request of the Fire Chief or designee after said employee has been released from duty and has left the workstation, said employee shall be entitled to call back compensation. Special tours of duty scheduled in advance, or when employees are called back within two (2) hours of the beginning of a scheduled tour of duty, are not considered call back hours for the purpose of this article. An employee need not be assigned to on-call duty to be entitled to receive call back compensation.

Call back compensation shall be paid in the following manner: The employee shall be paid for a minimum of three (3) hours at the premium rate of pay for each call back occurrence; said

compensation shall be in-lieu of any travel time to and from home and the first or last work contact point.

CHANGES IN PROVISION AFTER ADOPTION

If, after adoption by the Board of Directors of all or part of the provisions contained herein, the Board of Directors proposes to amend any said provisions, then at least thirty (30) calendar days written notice shall be given to the Union and an opportunity shall be given to the Union to meet and confer with representatives of the Fire District concerning any proposed change in provisions.

COMPANY OFFICER CERTIFICATION PAY

Captains who are certified by the California Office of the State Fire Marshal (OSFM) as a Company Officer shall receive Company Officer Certification pay. Employees must submit a Company Officer Certificate from the California OSFM to receive Company Officer Certification pay. The compensation shall be in the amount of one hundred and fifty dollars (\$150.00) per month (approximately \$69.23 per pay period). Effective January 9, 2027, the compensation shall be increased to two hundred and ten dollars (\$210.00) per month (approximately \$96.92 per pay period). At this time, salary range CAP shall have the two hundred and ten dollars (\$210.00) per month converted into an hourly equivalent of \$0.87 per hour and rolled into the first step of the salary range. Each subsequent step on the CAP salary range after the first step shall be calculated based on 2.5% of the previous step.

Employees eligible for the certification pay who are not in paid status (i.e., not coding paid hours) during a pay period shall not receive the certification pay for that pay period.

DEFERRED COMPENSATION

Section 1. Participation

All bargaining unit employees shall be eligible to participate in the County's 457(b) Deferred Compensation Plan.

Fire Suppression Aides who have completed one (1) year of continuous service in a regular position shall be eligible for the following benefit: The biweekly contribution of employees who contribute to the County's Section 457 (b) Deferred Compensation Plan will be matched by a Fire District contribution on the basis of one-half times ($\frac{1}{2}x$) the employee's contribution up to one-half percent ($\frac{1}{2}\%$) of the employee's biweekly base salary. For example, an employee who contributes \$10.00 per pay period shall receive a Fire District contribution of \$5.00 per pay period, provided that the \$5.00 does not exceed one-half percent ($\frac{1}{2}\%$) of the employee's biweekly base salary. Fire District contributions to the Plan shall not be considered earnable compensation. Effective May 17, 2025, Fire Suppression Aides will no longer be eligible for the Fire District contribution due to transition to a 24-day work period pursuant to section 207(k) of the Fair Labor Standards Act (FLSA), 29 USC 201 et seq.

Section 2. Salary Deferral Enrollment

Employees in the Unit shall automatically be enrolled in the County's 457 Deferred Compensation Plan and contribute 1.00% of base salary to the plans, subject to all legal requirements and constraints. Prior to the first salary deferral deduction, employees shall be provided a 30-day period during which the employee may decline in writing to be enrolled and no salary deferral deduction shall be taken. Thereafter, after being enrolled into the County's 457 Deferred Compensation Plan employees may withdraw at any time.

The Human Resources Employee Benefits and Services Division shall establish the forms and guidelines for the salary deferral declaration of enrollment and administer the deduction according to the applicable Plan Document(s) and/or Human Resources Benefits procedures.

DEFINITIONS

Listed below are definitions of terms commonly used in this Agreement:

Appointing Authority – Refers to the Fire Chief. It includes any person who is designated as acting Fire Chief; employees acting for the Fire Chief during absence, and/or employees delegated any authority to act on behalf of the Fire Chief on a regular basis.

Base Rate of Pay/Base Hourly Rate – Refers to the employee's base hourly wage, excluding differentials and other pay above the base hourly wage.

Board of Supervisors – Refers to the San Bernardino County Board of Supervisors sitting as the governing body of the Fire District.

Calendar Year - Refers to pay period 1 through 26 consecutively (or 27 when applicable).

County – Refers to San Bernardino County, a separate legal entity that contracts with the Fire District to provide certain administrative functions to the Fire District.

Continuous Service – Refers to the total length of service from an employee's most recent beginning (hire) date in a regular position with no separation from the Fire District employment.

Date of Hire or Hire Date – Refers to the effective date of the most recent date of hire in a regular position.

Director of Human Resources – Refers to the incumbent in the County's Director of Human Resources position. It also includes any person who has been designated as acting Director of Human Resources, employees acting for the Director during absence, and/or employees delegated authority approval on a regular basis by the Director of Human Resources.

Fiscal Year – Ordinarily refers to pay period 15 of one year through pay period 14 of the following year.

Paid Hours – Shall mean hours actually worked or the use of accrued leave time such as vacation, sick, holiday, or compensatory time. It does not include unpaid hours or disability payments such as Short Term Disability or workers compensation.

Paid Status – Refers to any pay period in which an employee codes paid hours.

Regular Position – Refers to a position authorized by the Board of Directors, that may be budgeted at full-time level, and may be in the Classified or Unclassified Service. Regular positions do not include recurrent, extra-help, ordinance, contract and other contingent positions.

Regular Status – Refers to an employee's status upon the completion of a required probationary and/or trainee period in a regular classified position in the employee's current or prior position as applicable.

Service Hours – Refers to paid hours in a regular Fire District position from an employee's most recent date of hire and during an employee's regular tour of duty, up to 112 hours per pay period. Time without pay, disability payments, Medical Emergency Leave, and overtime hours do not count as service hours.

Working Days – Refers to the days that the Fire District is normally open to conduct business, i.e. Monday through Friday, excluding Fire District holidays.

DEMOTIONS

A demotion is the appointment of an employee from an incumbent position to a position in a different classification for which the maximum rate of pay is lower. An employee demoted for disciplinary reasons shall be placed on the step within the base salary range of the class to which demoted as provided in the Order of Demotion.

An employee demoted for non-disciplinary reasons may be retained at the same salary rate, provided, that the salary rate does not exceed the top step of the salary range of the demoted class, except that such an employee may be placed on an "X" step in accordance with the provisions of the Article on "Downgradings," with the approval of the Fire Chief and the Director of Human Resources.

DEPENDENT CARE ASSISTANCE PLAN

The purpose of Section 125 Dependent Care Assistance Plan (DCAP) is to permit eligible employees to make an election to pay certain dependent care expenses with salary reduction from compensation contributed to the Plan before federal income or social security taxes are paid to the Internal Revenue Service ("Salary Reduction") in accordance with Sections 125 and 129 of the Internal Revenue Code (IRC) of 1986 and regulations issued pursuant thereto. DCAP shall be construed to comply with said Code Sections and to meet the requirements of any other applicable provisions of law. DCAP exclusions from gross income do not affect compensation for retirement purposes.

DCAP will be administered by the Human Resources Department Division Chief, Employee Benefits and Services consistent with said IRC Section and the County's Dependent Care Assistance Plan Document.

- (a) To be eligible to enroll in this benefit, an employee must be in a regular position.
- (b) Enrollment in the Plan for current employees is required every Plan Year and is limited to the annual open enrollment period or no later than sixty (60) days following the date of becoming

eligible due to a mid-year Change in Status event. Failure to submit participation agreement within the time frame shall result in an election to not participate in the Plan.

- (c) An employee must elect to contribute to DCAP through salary reduction on forms approved by the Human Resources Division Chief, Employee Benefits & Services. An employee election to participate shall be irrevocable for the remainder of the plan year. Once a salary reduction has begun, in no event will changes in elections be permitted during the Plan Year, except to the extent permitted under Internal Revenue Service rulings and regulations and the County's Dependent Care Assistance Plan Document.
- (d) Pursuant to IRC Section 125, any amounts remaining in the employee's account at the end of the Plan Year must be forfeited. The County will use any forfeited amounts to help defray the Plan's administrative expenses.

DIRECT DEPOSIT (ELECTRONIC FUND TRANSFER)

All employees must make and maintain arrangements for the direct deposit of paychecks and reimbursements into the financial institution of their choice via electronic fund transfer. In cases where an employee is unable to make arrangements for electronic fund transfer, the Director of Human Resources may allow an exception to this Article. Any exceptions granted may be reviewed periodically for continuation, subject to the approval of the Director of Human Resources.

Employees who fail to make arrangements for direct deposit shall receive paychecks and reimbursements via pay card.

FIRE DISTRICT MANAGEMENT RIGHTS

All management rights shall remain vested exclusively with the Fire District except those which are clearly and expressly limited or explicitly eliminated by this Agreement. Management retains as its rights anything not specifically covered in this Memorandum of Understanding. It is recognized merely by way of illustration that such management rights include, but are not limited to:

- (a) The right to determine the mission of its constituent districts, boards, commissions, and work units.
- (b) The right of full and exclusive control of the management of the Fire District; supervision of all operations; determination of the methods, means and personnel required to perform any and all work; and composition assignment, direction, location, and determination of the size of the work force.
- (c) The right to determine the work to be done by the employees.
- (d) The right to change or introduce new or improved operations, methods, means, equipment or facilities.
- (e) Subject to the Personnel Rules for Board-Governed Special Districts, the right to prescribe qualifications for employment and determine whether they are met; to hire, set and enforce performance standards, and promote employees; to work time and time off; to transfer, reassign, furlough and lay off employees; to determine the content of job classifications; to suspend,

reduce in step, demote, discharge or otherwise discipline employees for cause; and, to otherwise maintain orderly effective and efficient operations.

DOWNGRADINGS

When a position is downgraded because of decreased responsibility or difficulty, the Director of Human Resources may authorize continuation of the same salary payment to the incumbent employee that the employee received prior to the downgrading of the position by placing the employee on an "X" step, provided that the employee shall receive no future salary increase until the salary rate of the position held exceeds the "X" step.

ELIGIBILITY LIST

An eligibility list is an arrangement of applicants qualified as a result of the examination process. Except as otherwise provided for in the Personnel Rules for Board-Governed Special Districts, all selection interviews shall be conducted and appointments made from applicants qualifying on an eligibility list. All eligibility lists shall terminate one hundred and eighty (180) calendar days after established; however, upon the recommendation of the Fire Chief, and with the approval of the Director of Human Resources, eligibility lists may be extended or reactivated for a period not to exceed one (1) year from the first date they were established.

EMERGENCY MEDICAL TECHNICIAN (EMT) PAY STIPEND

Firefighter EMT, Firefighter Paramedic Trainee, Engineers, and Fire Suppression Aides, who are certified and have a valid Emergency Medical Technician (EMT) Certification shall receive an EMT pay stipend of one-hundred and sixty dollars (\$160.00) per month (approximately \$73.85 per pay period). Effective January 9, 2027, Firefighter EMT and Firefighter Paramedic Trainee (salary range FFE) and Engineer EMT (salary range ENGE) shall have the one-hundred and sixty dollar (\$160.00) EMT pay stipend converted into an hourly equivalent of \$0.66 per hour and rolled into the first step of the salary range. Each subsequent step on the FFE and ENGE salary ranges after the first step shall be calculated based on 2.5% of the previous step. Fire Suppression Aides will continue to be eligible for the EMT pay stipend.

EMPLOYEE RIGHTS

Employees shall have all the rights guaranteed by the Meyers-Milias-Brown Act which may be exercised in accordance with current and future applicable Federal, State and Local laws and regulations.

EXPENSE REIMBURSEMENT

Section 1. General Provisions

The purpose of this Article is to define the policy and procedures by which employees shall report and be reimbursed for necessary expenses incurred on behalf of the Fire District, except as may be otherwise provided in this Agreement.

Section 2. Responsibilities

It shall be the responsibility of the Fire Chief or designee to investigate and approve each request for expense reimbursement. It shall be the responsibility of each employee to obtain prior approval from the Fire Chief or designee to incur a business expense or to exceed maximum allowable amounts provided in Section 7 of this Article. Prior approval may be in the form of standing orders issued by the Fire Chief. Failure to obtain prior approval may result in denial of any expense claim (or excess amount) not pre-approved.

Section 3. Travel Authorization

- (a) Travel outside the State of California must be approved by the Chief Executive Officer or designee except when the trip outside California is within twenty (20) miles of the California border or travel through a location anywhere in the adjacent state as a means of arriving at a location within California. Requests for such travel shall be submitted to the County Administrative Office through a travel request.
- (b) The Fire Chief or designee shall initiate travel requests. The Chief Executive Officer and Auditor-Controller/Treasurer/Tax Collector shall be notified in writing of all such designees.
- (c) The Fire Chief or designee is authorized to approve necessary travel within the State of California and use of a transportation mode consistent with this Article.

Section 4. Authorization for Attendance at Meetings

- (a) Appointing authorities may authorize attendance at meetings at County Fire's expense when the program material is directly related to an important phase of County Fire service and holds promise of benefit to County Fire as a result of such attendance.
- (b) Authorization for attendance at meetings without expense reimbursement, but on County Fire time, may be granted when the employee is engaged on the County Fire's behalf, but from which the gain will inure principally to the benefit of the employee and only incidentally to County Fire.

Section 5. Records and Reimbursements

- (a) Requests for expense reimbursement should be submitted once each month and within one year of the date that expense was incurred.
- (b) Unless otherwise provided in this Article, receipts or vouchers which verify the claimed expenditures will be required for all items of expense, except:
 - (1) Private mileage (e.g., mileage to the airport).
 - (2) Telephone and other communication-related charges including Wi-Fi and internet access fees if needed to conduct Fire District business.

- (3) Other authorized expenses of less than one dollar (\$1.00).
- (c) Claims for expense reimbursement totaling less than one dollar (\$1.00) in any fiscal year shall not be paid.
- (d) Reimbursement shall not be made for any personal expenses such as, but not limited to: entertainment, barbering, alcoholic beverages, etc.
- (e) Except as otherwise provided in this Article, expense reimbursements shall be made on an actual cost basis.
- (f) If receipt is unavailable, the employee may submit a signed statement with an explanation of expenses (i.e., itemized list of expenses with location, date, dollar amount, and reason for expenses) and an explanation as to why the receipt is unavailable.
- (g) Expense reimbursements may be made via Electronic Fund Transfer into the financial institution of the employee's choice or by pay card. Employees who fail to make arrangements for direct deposit shall receive reimbursements via pay card.

Section 6. Transportation Modes

- (a) The general rule for selection of a mode of transportation is that mode which represents the lowest expense to the Fire District. Where an employee is given the choice between several means of travel (e.g., use of the Fire District vehicle vs. own personal vehicle, flying vs. driving, etc.) and the employee chooses the option that is more costly, the employee shall only be reimbursed for the lesser cost option. For example, if an employee chooses to drive their own vehicle when offered a the Fire District vehicle, the employee shall not be entitled to any reimbursement. Similarly, if the cost of flying on an airplane is less than the cost of driving, the employee shall only be reimbursed for the amount the Fire District would have paid for the flight.

(b) Travel Via Private Automobile

- (1) Reimbursement for the use of privately owned automobiles to conduct the Fire District business shall be at the IRS allowable rate. Reimbursement at this rate shall be considered as full and complete payment for actual necessary expenses for the use of the private automobile, insurance, maintenance, and all other transportation-related costs. The Fire District does not provide any insurance for private automobiles used on Fire District business. The owner of an automobile is responsible for the personal liability and property damage insurance when the vehicle is used on the Fire District business.
- (2) When employees traveling on official Fire District business, leave directly from their principal place of residence rather than from their assigned work location, mileage allowed to the first work contact point shall be the difference between the distance from the residence to the assigned work location and the distance from the residence to the first work contact point. If the first work contact point is closer than the assigned work location, no mileage shall be allowed. If the employee departs from the last work contact point directly to the residence, the same principle governs.

Employees may have multiple assigned work locations. Mileage allowed is based on the assigned work location for that day. When employees have more than one assigned work location in a standard tour of duty, mileage shall be allowed between assigned work locations.

In no case will mileage be allowed between the employee's residence and the assigned work location.

(c) Travel Via Rental Vehicles

Reimbursement will be provided for the cost of a rental vehicle for business purposes if such use is approved by the Fire Chief. Rental vehicles are covered for liability and vehicle physical damage under the Fire District's self-insurance program. Reimbursement will not be provided for the additional costs incurred if any employee purchases additional insurance or signs a Collision Damage Waiver (CDW) when renting a vehicle for Fire District business. Requests for reimbursement for gasoline for rental vehicles must be accompanied by a copy of the rental agreement or rental receipt and gasoline receipt.

(d) Travel Via Ride-Share Service, Taxi, or Public/Mass Transit

Reimbursement will be provided for the cost of using a ride-share service, (e.g., Uber or Lyft), taxi, or public/mass transit (e.g., bus, streetcar, and ferry) if such expenses are incurred for Fire District business and approved by the Fire Chief.

(e) Travel Via Air

When commercial aircraft transportation is approved, the "cost of public carrier" shall mean the cost of air coach class rate including tax and security surcharges.

(f) Incidental Travel Expenses

Reimbursement will be provided for the cost of incidental travel expenses such as bridge tolls, road tolls and parking fees if such expenses are incurred as part of Fire District business and approved by the Fire Chief. Valet parking will not be reimbursed unless self-parking is not available or security is a concern.

Section 7. Meals and Lodging

- (a) Meal and lodging expenses shall not be allowed without prior approval of the Fire Chief or designee as necessary for the purpose of conducting Fire District business. Meal and lodging selections should represent a reasonable cost to the Fire District and be generally consistent with the rates established by the General Services Administration (GSA). Excess charges for meals and lodging greater than the amounts listed below in paragraphs (b) and (c) may be authorized under special conditions, such as a convention or conference requirement (e.g., lodging at the hotel where the conference is held) or if the Fire District business requires lodging and meals in an area of unusually high cost (i.e., Non-Standard Areas as established by the GSA). Employees may be reimbursed for expenses in high cost areas for the actual cost incurred, but generally not to exceed the per diem amounts established by the GSA for that area and month. Receipts are mandatory to obtain reimbursement for all lodging expenses, and except as provided below for all meal expenses claimed.
- (b) An employee may be reimbursed for lodging expenses at actual cost, generally not to exceed the standard lodging per diem rate as established by the GSA, except as otherwise provided in Section 7, paragraph (a) of this Article.

- (c) Except as otherwise provided in Section 7, paragraph (a) of this Article, reimbursements for meal expenses for up to three (3) separate meals per day may be provided as follows:
 - (1) With receipts, an employee may be reimbursed for meal expenses at actual cost, not to exceed eleven dollars (\$11.00) for breakfast, fifteen dollars (\$15.00) for lunch, and twenty-four dollars (\$24.00) for dinner, plus tax and up to 15% gratuity.
 - (2) Without receipts, an employee may be reimbursed for meal expenses at per diem rates not to exceed six dollars (\$6.00) for breakfast, nine dollars (\$9.00) for lunch, and nineteen dollars (\$19.00) for dinner, plus tax and up to 15% gratuity.
- (d) Where the cost of a meal is included as part of a registration charge for an event (e.g., lunch at a conference or training seminar, or provided at a camp while on a strike team), an employee may not claim reimbursement for that meal.
- (e) The parties agree that it is the basic responsibility of employees to anticipate and make provision for their own meals. In emergency situations at the work site, if an employee is unable to obtain a meal due to extraordinary working conditions or an extremely remote work site, the Fire District shall make every effort to provide meals.

Section 8. Expense Advances

Advancement of funds for business expenses can be obtained from the Auditor-Controller/Treasurer/Tax Collector through submission of the appropriate form. Advancements shall not exceed the maximum amounts for each meal as set forth in Section 7, paragraph (c)(2) herein. The minimum amount to be advanced is twenty-five dollars (\$25.00). Upon return from travel, the employee must submit an expense reimbursement form and all receipts documenting expenses incurred. If the employee does not submit this accounting within fifteen (15) calendar days of return from travel, or prior to termination of Fire District employment, the Auditor-Controller/Treasurer/Tax Collector may recover the amount advanced from the employee's pay.

Section 9. County Credit/Debit Cards

The Fire Chief may issue a Fire District credit card to an employee and require business expenses be paid for with said card. Further, the Fire District may require that meal and lodging expenses be limited to the maximum amounts listed in Section 7, paragraphs (b) and (c) above. If unauthorized charges are placed on the card, the employee shall be required to reimburse the Fire District. If the employee fails to reimburse the Fire District within fifteen (15) calendar days or prior to separation from Fire District service, the Auditor-Controller/Treasurer/Tax Collector may recover any unauthorized charges from the employee's pay.

FLEXIBLE SPENDING ACCOUNT

The purpose of this Section 125 Medical Expense Reimbursement Flexible Spending Account (FSA) is to permit eligible employees to make an election to pay for qualifying medical care expenses, as determined by Section 213 of the Internal Revenue Code of 1986 (IRC), on a pre-tax basis by salary reduction in accordance with Sections 125 and 105(b) of the IRC and regulations issued pursuant thereto. FSA shall be construed to comply with said Code Sections and to meet the requirements of

any other applicable provisions of law. FSA exclusions from gross income do not affect compensation for retirement purposes.

FSA will be administered by the Human Resources Department, Employee Benefits and Services Division, consistent with said IRC Sections and the County's Medical Expense Reimbursement Plan Document.

- (a) To be eligible for this benefit, an employee must be in a regular position.
- (b) Enrollment in the Plan for current employees is required every Plan Year and is limited to the annual open enrollment period or no later than sixty (60) days following the date of becoming eligible due to a mid-year Change in Status event.
- (c) Eligible employees may contribute, on a pre-tax basis, to a flexible spending account, each bi-weekly pay period up to the established amount pursuant to the IRC annual maximum. An employee election to participate in the Plan shall be irrevocable for the remainder of the Plan year. Once a salary reduction has begun, in no event will changes to elections or discontinuation of contributions be permitted during the Plan year except to the extent permitted under Internal Revenue Service rulings and regulations and with the County's Plan Document.

Employees who select the Blue Shield Access + HMO Plan or the Kaiser Choice HMO Plan and elect to enroll in the Flexible Spending Account shall be eligible for up to a \$10.00 per pay period match to the Flexible Spending Account, to be credited on a quarterly basis.

- (d) Any unused amounts remaining in an employee's account at the end of the Plan Year must be forfeited except that the County may permit an employee to carry over unused amounts to be used in the following Plan Year in accordance with the County's Medical Expense Reimbursement Plan Document and the IRC regulations. The County will use any forfeited amounts to help defray the Plan's administrative expenses.

FULL UNDERSTANDING, MODIFICATION AND WAIVER

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the full right and adequate opportunity to make demands and proposals with respect to any subject or matter within the scope of representation, and that the understandings arrived at after the exercise of that right are set forth in this Agreement. The express provisions of this Agreement for its duration therefore constitute the complete and total contract between the Fire District and Local 935 with respect to wages, hours, and other terms and conditions of employment. Any prior or existing Agreement between the parties, whether formal or informal, regarding any such matters are hereby superseded and terminated in their entirety. Therefore, the Fire District and Local 935 for the life of this Agreement, each voluntarily waives the right to meet and confer in good faith with respect to any subject or matter referred to or covered in this Agreement. The waiver of any breach, term or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

This article shall not act as a waiver of any reserved or customary Fire District management rights or act as a waiver of Local 935's right to bargain over matters within the scope of representation, or the impacts and effects of the County's exercise of its management rights, as applicable. The Fire

District's failure to exercise any management rights, shall not be considered a waiver of the Fire District's ability to exercise such reserved and/or customary management rights.

GRIEVANCE PROCEDURE

Section 1. Purpose

The Fire District and Union recognize the importance of a viable means of resolving disputes which may arise between Fire District employees, supervisors, and management. The procedure is intended to establish a systematic means for processing a grievance and for obtaining answers and decisions regarding employee complaints. The initiation of a grievance in good faith by an employee shall not cast any adverse reflection on the employee's standing with immediate supervisors or loyalty as a Fire District employee.

Section 2. Definition of a Grievance

A grievance is a disagreement between Fire District management and an employee, groups of employees or the Union concerning the interpretation, application, or violation of a specific article(s) of this Memorandum of Understanding. The union may not independently submit or process a formal grievance unless it alleges that at least one (1) employee within the Unit has suffered detriment as a result of the aggrieved contract provision.

Section 3. Exclusions

All matters are excluded from this proposal which deal with the Article on "Fire District Management Rights" federal or state statutes, rules or regulations; Personnel Rules for Board-Governed Special Districts, or which are preempted by County Charter. Grievance matters are excluded where law provides more appropriate and speedy remedy.

Section 4. Consolidation of Grievances

In order to avoid the necessity of processing numerous similar grievances at one time, similar grievances shall be consolidated whenever possible.

Section 5. Representation

Aggrieved employee(s) may represent themselves or may be represented by the Union. This representation may commence at any step in the grievance procedure. No person hearing a grievance need recognize more than one representative for any employee at any one time.

Section 6. Time Limitations

Time limitations are established to settle a grievance quickly. Time limits may be modified by written agreement of the parties. If at any step of this grievance procedure, the grievant is dissatisfied with the decision rendered, it shall be the grievant's responsibility to initiate the action which submits the grievance to the next level of review within the time limits specified. Failure to submit the grievance within the time limits imposed shall terminate the grievance process and the matter shall be considered resolved. The grievant shall promptly proceed to the next step if a reviewing official does not respond within the time limits specified.

Section 7. Steps in the Grievance Procedure

The procedures outlined herein constitute the informal and formal steps necessary to resolve an employee's grievance. The presentation of the informal grievance is an absolute prerequisite to the institution of a formal grievance. The grievance must be submitted within twenty-one (21) calendar days after the employee is aware of the conditions precipitating the grievance.

- (a) Informal Grievance Disposition. Initially, the employee having a grievance shall personally discuss the complaint with the immediate supervisor informally. At this step, it is the responsibility of the employee to inform the supervisor that they are initiating the grievance process. Within four (4) calendar days, the supervisor, after conferring with the Battalion Chief (Fire Chief if the grievant is a Captain) shall give the decision to the employee orally.
- (b) Human Resources Division Review. If a mutually acceptable solution has not been reached in Step 1, the grievant shall submit the grievance in writing on appropriate forms supplied by the Human Resources Division which shall provide, in order to be considered, a detailed statement of the grievance, including the date of occurrence, names of witnesses or individuals involved, location, applicable Agreement articles alleged to have been violated, date discussed with immediate supervisor, and the specific remedy or action requested. The written grievance shall be filed with the Director of Human Resources or designee within fifteen (15) calendar days of oral notification of the immediate supervisor's decision. The Director of Human Resources or designee, shall make a determination of whether the grievance is a matter for which the Grievance Procedure is appropriate. In making such determination, the Director of Human Resources, or designee, shall determine if: (1) the grievance has been filed in a timely manner; (2) the informal grievance process has been followed, (3) the employee became aware of the inequity or damage suffered, specific details of inequity or damage suffered; dates; names; and places), (4) if the grievance alleges that a specific Memorandum of Understanding article(s) has been misinterpreted, misapplied, or violated, and (5) the matter complained of in the grievance is covered by a specific provision of the Agreement.

The determination and notification to the grievant and Local 935 will be made within seven (7) calendar days of receipt of the grievance. If the Director of Human Resources Division, or designee, determines that the grievance is not subject to this procedure, the employee or Local 935 may appeal this decision directly to an arbitrator, in accordance with the provisions of this procedure, within seven (7) calendar days of the receipt of the Human Resources Manager, or designee's written decision. If the arbitrability of the grievance is in dispute, the arbitrator shall render a decision on the arbitrability of the dispute prior to scheduling a hearing on the merits of the grievance.

- (c) Formal Grievance Procedure.

- (1) Step 1. If the grievance is accepted, the grievant shall, within seven (7) calendar days, submit the grievance to the Assistant Fire Chief. The Assistant Fire Chief, after conferring with the Deputy Fire Chief, shall meet with the grievant and thoroughly discuss the grievance prior to issuing any response to the employee. Within four (4) calendar days, the Assistant Fire Chief shall give the written decision to the employee on the appropriate form. If the Assistant Fire Chief fails to reply within this time period, or issues a decision which is unsatisfactory to the employee, the employee may proceed to Step 2 of the formal grievance procedure.

- (2) Step 2. Within fourteen (14) calendar days after the Assistant Fire Chief's response, the employee or employee representative may submit the written grievance to the Fire Chief. Within seven (7) calendar days after receipt of the grievance, the Fire Chief will call for a conference to allow for full discussion of the grievance with the parties involved and their representatives. Within fourteen (14) calendar days of the meeting, the Fire Chief must give a written decision on the appropriate form. If the employee is not satisfied with the decision of the Fire Chief, the employee may proceed to the next step.
- (3) Step 3. Within seven (7) calendar days after the Fire Chief's response, the employee shall submit the written grievance on the appropriate form to the Director of Human Resources or designee. The grievance shall state that a resolution of the issue was unattainable through the informal and formal procedures through Step 2, and that the formal hearing is now requested. Within fourteen (14) calendar days of receiving the grievance, the Director of Human Resources or designee, in concert with the Union, shall initiate the selection of a hearing officer as stated in the Article "Hearing Officer." The Hearing Officer shall conduct a formal hearing on the grievance within thirty (30) calendar days of appointment, in accordance with Section (8) of this procedure, unless the parties mutually agree to extend the time period.

Section 8. Grievance Hearing

The following guidelines shall be adhered to in all grievance hearings conducted by the Hearing Officer.

- (a) Hearings will be conducted within thirty (30) calendar days after the appointment of said Hearing Officer, unless the parties agree to a date beyond the thirty (30) day period.
- (b) The Hearing Officer shall require all witnesses to testify under oath or affirmation. The oath shall read:
- "Do you solemnly swear (or affirm) that the testimony you are about to give in this matter shall be the truth, the whole truth, and nothing but the truth, so help you God?"
- (c) A hearing date will be scheduled by the Director of Human Resources or designee in consultation with the Hearing Officer, the grievant, and if appropriate, the employee representative. Written notice stipulating the time and place of the hearing will be provided to all parties.
- (d) Grievants will appear before the Hearing Officer to present their individual grievances. If the grievant does not appear, the Hearing Officer will make a decision on the information available at the time of the hearing.
- (e) Each party to the grievance shall have these rights: to call and examine witnesses; to introduce exhibits; to cross examine opposing witnesses on any matter relevant to the issues, even though the matter was not covered on direct examination; to impeach any witness regardless of which party first called the witness to testify; and to rebut the evidence. If the grievant does not testify in his own behalf, he may be called and examined as if under cross examination.

The hearing need not be conducted according to technical rules relating to evidence and witnesses. Any relevant evidence shall be admitted if it is the sort of evidence upon which responsible persons are accustomed to rely in the conduct of serious affairs, regardless of the

existence of any common law or statutory rule, which might make improper the admission of such evidence over objection in civil actions. The rules of privilege shall be effective to the same extent that they are commonly recognized in civil actions. Irrelevant and unduly repetitious evidence shall be excluded.

- (f) Decisions of the Hearing Officer shall be binding on all parties unless there is a financial impact on the Fire District, in which case the decisions shall be subject to approval of the Board of Directors. Written decisions of the Hearing Officer shall be submitted to the Director of Human Resources, the grievant, and, if appropriate, the employee representative, within thirty (30) calendar days after the close of hearing.
- (g) All costs associated with the Hearing Officer, including but not limited to a Certified Shorthand Reporter, will be shared equally between the parties, unless the Union does not endorse the member's grievance or disciplinary appeal.

Section 9. Administrative Appeals of Disciplinary Decisions

Any appeal of a dismissal, demotion, suspension, reduction in salary, written reprimand, or transfer for purposes of punishment shall be heard by a Hearing Officer selected pursuant to the procedures set forth in the Article titled "Hearing Officer" of this Memorandum of Understanding.

The decision of the Hearing Officer in an administrative appeal of a punitive action shall be binding on all parties.

Administrative appeal hearings conducted pursuant to this Article shall be conducted in accordance with the procedures set forth in Rule XI ("Disciplinary Actions") of the Personnel Rules for Board-Governed Special Districts (except that the selection and appointment of the Hearing Officer shall be made pursuant to the provisions of this Memorandum of Understanding rather than Section 7 of Personnel Rule XI).

HAZARDOUS MATERIALS EXPOSURE RECORDS

The Fire District shall pay the annual membership fee for each safety employee to participate in the State's record keeping system of personal exposure to hazardous materials.

HEARING OFFICER

The selection and appointment of a Hearing Officer required by Section 7, Step 3(c) of the "Grievance Procedure" article and in all disciplinary action appeals (including administrative appeals of disciplinary actions involving dismissal, demotion, suspension, reduction in salary, reprimand, or transfer for purposes of punishment) shall be made according to the following procedures: The parties will request the State Mediation and Conciliation service, or mutually agreed upon service, to supply a list of five (5) hearing officers. As determined by lot, the parties shall alternatively strike a name until one (1) hearing officer remains. The parties may agree to select a hearing officer without the use of a formal list. Said hearing officer will be officially appointed by the Director of Human Resources as the Hearing Officer who shall hear the appeal and formulate a written decision. All costs associated with the Hearing Officer including, but not limited to, a Certified Shorthand

Reporter, will be shared equally between the parties, unless the Union does not endorse the members' grievance or disciplinary appeal.

HEALTH CARE TRUST

Section 1. General Provisions

- (a) The parties agree that the San Bernardino County Professional Firefighters, IAFF, Local 935 ("Association") and the Fire District will, immediately following Board's approval of the MOU, meet and confer on the establishment a Voluntary Employee Benefit Association ("VEBA" or "Trust" sometimes referred to as "Association Trust") that offers medical, dental, vision, prescription drug coverage components and other wellness benefits (collectively, "Healthcare Benefits") compliant with Internal Revenue Code section 4980H and the Affordable Care Act ("ACA") and that does not create Government Accounting Standards Board ("GASB") Other Post Employment Benefit ("OPEB") liability for the Fire District. The Fire District will not be a party to the Trust agreement, nor will the Fire District be responsible for administering the Trust. Once established, the Trust will provide sufficient documentation and information for the Fire District to conduct an analysis to determine whether the Trust meets the criteria outlined in this paragraph and is relevant to the Fire District's compliance with other applicable State and Federal statutes. The parties shall utilize best efforts to negotiate additional details of the Trust pursuant to Government Code section 3505. Parties will make every reasonable effort to complete as soon as reasonably possible the meet and confer over the establishment of the Trust.
- (b) The Trust shall offer medical, dental, vision, prescription drug coverage and other wellness benefits to eligible active employees in the Bargaining Unit. The Trust may also offer coverage to former Bargaining Unit employees who are eligible and who retire subsequent to the effective date of the Trust, subject to agreement of the parties. Active Bargaining Unit employees may choose to participate in medical, dental, vision, prescription drug coverage and other wellness benefits offered by either the Fire District or the Association through the Trust. The open enrollment period and plan year period for the Trust shall coincide with the Fire District's open enrollment and plan year period, with the exception of the first year in which the Trust is established. When the Trust is offered the first year, it shall be deemed a special election under the Internal Revenue Code (IRC) Section 125 and its attendant regulation at 26 C.F.R. § 1.125-4(f)(3)(iii), which permits a special open enrollment outside of the regular open enrollment period. The parties shall utilize best efforts to negotiate additional details of the Trust pursuant to Government Code section 3505.
- (c) The parties have reached agreement on the bi-weekly contribution which will be made to the Association's Trust for each member who chooses to participate in receiving Healthcare Benefits from the Trust. Beginning July 12, 2025, provided parties reach mutual agreement on the terms and conditions of the Trust, for each "actively employed" person in all classifications represented by the Association, the Fire District will contribute eight hundred and seventy-five dollars (\$875.00) per pay-period to the Association's Trust for the purpose of providing medical, dental, vision, prescription drug and other wellness benefits. Beginning July 11, 2026, the per pay-period amount will increase to nine hundred dollars (\$900.00) per pay-period for each member participating in the Trust. "Actively employed" for purposes of this Agreement is an employee who

is receiving their base salary, is using accrued paid leave, receiving benefits pursuant to Labor Code section 4850, or is on an approved leave per this MOU or the law.

- (d) The Trust will maintain separate accounting for active members and retirees, with the intent of ensuring the use of Fire District-paid biweekly contribution is solely used for active members. The Fire District-paid biweekly contribution to the active plan will be used solely to fund Healthcare Benefits under the active plan, including reasonable administrative expenses, and may not be diverted to any other purpose, including subsidizing retiree healthcare premiums. Employee contributions to the Trust, along with investment earnings on those funds, will be used solely to fund Healthcare Benefits provided by the Trust, including reasonable administrative expenses.
- (e) Annually, the underwriters for the Trust plans will provide separately underwritten rates for the active plan and the retiree plan. Each set of rates will be designed to be self-sufficient. The Fire District will not make any financial contributions to subsidize medical plans covering retired employees and/or their dependents.
- (f) Parties have reached agreement that there will be no opt-out or cash-out options for employees who participate in either the Fire District's Healthcare Plan or the Association Trust. All employees are required, at a minimum, to enroll in an employee-only coverage option. Provided the parties have reached mutual agreement on the terms and conditions of the proposed Trust, if an employee fails to select a medical plan the employee will be automatically enrolled in the Association Trust in the lowest-cost employee-only medical plan offered.
- (g) Parties agree with the implementation of the Association Trust the Needles Subsidy (Medical and Dental Coverage Section 5) will sunset.
- (h) The parties have reached agreement to a one-time contribution to the Association's Trust provided the parties reach mutual agreement on the terms and conditions of the proposed Trust. The Fire District shall make a one-time \$4 million contribution (Contribution) to the Trust. The parties agree that the Contribution shall only be used for the creation, maintenance, and administration of the Trust, and for the exclusive benefit of the employees and their dependents described in paragraph (b) above. Should the parties agree to a Health Care Trust, the contribution will be made no sooner than 30 days and no later than 45 days following Board approval. During the term of this Agreement, there is no expectation by the Association that the Fire District will make additional contributions. If the agreed-upon Trust is not implemented within one year of the date of the final signed Trust agreement, the Fire District's \$4 million Contribution will be returned to the Fire District.
- (i) The parties will meet and confer in good faith to establish a side letter that will outline the terms of agreement for the Health Care Trust.
- (j) The grievance procedure shall not be applicable to disputes regarding this article.
- (k) If an agreement cannot be reached and either party declares impasse, the County upon request from Local 935 will agree to mediation, utilizing the California State Mediation and Conciliation Service.

IMPLEMENTATION

Any changes to this Memorandum of Understanding, which do not have specific effective dates, become effective on the date of Board of Directors approval. Any economic changes to this

Memorandum of Understanding, which do not have specific effective dates, become effective the beginning of the pay period following Board of Directors approval.

INCIDENT ACCOMODATIONS

In the interest of the health and safety of Fire District employees assigned for extended periods to emergency incidents, the Fire District authorizes the use of motels and other comparable facilities for sleeping or freshening up. The use of these facilities will be administered in accordance with department policy.

LAYOFF

The layoff provision shall be provided in the Personnel Rules for Board-Governed Special Districts employees adopted by the Board of Directors.

LEAVE PROVISIONS

Section 1. Vacation

- (a) Effective the pay period following Board approval, all employees in the unit shall have accrued Vacation Leave hours converted on a one-to-one basis to Paid Time Off. After the conversion, any employee with more hours than the Maximum Allowed Unused PTO Balance in Section 2(c) will have any hours over the Maximum Allowed Unused PTO Balance automatically cashed out at their then hourly rate.

Section 2. Paid Time Off (PTO)

- (a) Definition. Employees shall be granted Paid Time Off (PTO) in lieu of Vacation or Sick leave accrual.
- (b) PTO Accumulation. Employees in regular positions shall accrue, on a pro rata basis, PTO leave for completed pay periods. Such PTO leave allowance shall be available for use on the first day following the pay period in which it is earned.
- (c) PTO Allowance.
- (1) Firefighter Paramedic Trainees, Firefighter EMTs, Firefighter Paramedics, Engineers, Heavy Fire Equipment Operators, and Captains who are regularly assigned to a 56-hour work week or temporarily assigned to a 40-hour work week shall receive the following PTO allowance:

Length of Service From Hire Date	PTO Allowance	Approximate Accrual Rate Per Pay Period	Maximum Allowed Unused PTO Balance
After 1 & through 104 pay periods	180 hours	6.92 hours	270 hours
Over 104 & through 234 pay periods	236 hours	9.08 hours	356 hours
Over 234 pay periods	292 hours	11.23 hours	440 hours

*The employee's maximum allowed PTO balance may not exceed 270, 356, or 440 hours, as applicable.

- (2) Effective May 17, 2025, all employees who are regularly assigned to a 56-hour work week or temporarily assigned to a 40-hour work week shall receive the following PTO allowance:

Length of Service From Hire Date	PTO Allowance	Approximate Accrual Rate Per Pay Period	Maximum Allowed Unused PTO Balance
After 1 & through 104 pay periods	180 hours	6.92 hours	270 hours
Over 104 & through 234 pay periods	236 hours	9.08 hours	356 hours
Over 234 pay periods	292 hours	11.23 hours	440 hours

*The employee's maximum allowed PTO balance may not exceed 270, 356, or 440 hours, as applicable.

- (3) Fire Suppression Aides shall receive the following PTO allowance:

Length of Service From Hire Date	PTO Allowance	Approximate Accrual Rate Per Pay Period	Maximum Allowed Unused PTO Balance
From hire date through 10,400 service hours	180 hours	6.92 hours	270 hours
Over 10,400 service hours	216 hours	8.31 hours	324 hours

*The employee's maximum allowed PTO balance may not exceed 270 and 324 hours, as applicable.

Effective May 17, 2025, Fire Suppression Aides will be covered under Section 2(c)(2) of this article, at that time Section 2(c)(3) will sunset.

(d) PTO Administration.

- (1) PTO for Vacation Leave Purposes. When PTO has been requested for vacation leave purposes, the leave should be taken annually with the approval of the Fire Chief at such time as will not impair the work schedule or efficiency of the department, but with consideration given to the well-being of the employee. No employee shall lose earned PTO leave time because of work urgency. If an employee has reached the maximum allowed unused balance and is unable to take PTO leave due to work urgency, the Director of Human Resources or designee will approve a waiver of the maximum allowed unused balance for a period not to exceed thirteen (13) pay periods.

The minimum charge against accumulated PTO for vacation leave shall be one (1) hour. After one (1) hour, the minimum charge shall be in fifteen (15) minute increments. PTO for vacation leave shall be compensated at the employee's base rate of pay.

(2) PTO for Sick Leave Purposes.

- (i) Definition. PTO when used for sick leave purposes is defined to mean the authorized absence from duty of an employee because of physical or mental illness, injury, pregnancy related illness, confirmed exposure to a serious contagious disease, or for a medical, optical, or dental appointment.
- (ii) Compensation. The minimum charge against accumulated PTO leave shall be one (1) hour.
- (iii) Bereavement Leave. A maximum of seventy-two (72) hours of earned PTO leave for all employees (except Fire Suppression Aides) may be used, per occurrence, for bereavement leave due to the death of persons in the immediate family, or any relative living with the employee. Fire Suppression Aides may use a maximum of three days (i.e., 24 hours) of earned PTO leave, per occurrence, for bereavement due to the death of persons in the immediate family, or any relative living with the employee. Additionally, Fire Suppression Aides in regular positions may use up to two (2) days paid leave, not charged to the employee's personal leave balances, per occurrence for bereavement due to the death of a family member of the employee, as defined Section 2(d)(2)(iv) of this Article. One (1) additional day shall be granted to a Fire Suppression Aide if the employee travels over one thousand (1000) miles from their residence to the bereavement services of an immediate family member. This additional day shall not be charged to the employee's personal leave balances. The appointing authority may request verification of distance traveled.

Effective May 17, 2025, Fire Suppression Aides will no longer be eligible for the additional two (2) days of paid leave or the additional day for traveling over one thousand (1000) miles but the Fire Suppression Aides may use a maximum of seventy-two (72) hours of earned PTO leave per occurrence, for bereavement due to the death of persons in the immediate family, or any relative living with the employee.

All employees are entitled to a total of 5 unpaid days of bereavement leave per occurrence. Employees may elect to be compensated through the use of the provisions of this Section, Section 2(d)(1) of this Article, other leave time or unpaid.

An employee who has been with the Fire District for 30 days or more may utilize Bereavement Leave under this section for each occurrence of reproductive loss. Reproductive loss includes failed adoption, failed surrogacy, miscarriage, stillbirth, and unsuccessful assisted reproduction as defined by California Government Code section 12945.6. The leave may be non-consecutive, but must be taken within 3 months of the event as defined by California Government Code section 12945.6(a)(7). If an employee experiences more than one reproductive loss event in a 12-month period, Bereavement Leave for reproductive loss shall not exceed 20 days within a 12-month period.

- (iv) PTO for Sick Leave Purpose – Family Sick. A maximum of one-half of their annual accrual earned PTO leave per fiscal year may be used for attendance upon the members of the

employee's immediate family who require the attention of the employee. Immediate family as used in paragraphs (iii) and (iv) herein, is defined by Labor Code section 245.5, as parent, spouse, child, domestic partner, or child of a domestic partner, grandparents, sibling, or any person designated by the employee at the time the employee requests paid PTO for sick leave purposes. An employee shall not identify more than one "designated person" as a family member in a 12-month period from the first day of designation. Domestic Partner is defined by Family Code as defined by California Family Code Section 297. Child means a biological, foster, or adopted child, a step child, a legal ward, a child of a domestic partner or a child of a person standing in loco parentis. Parent means a biological, foster, or adoptive parent, a stepparent, legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.

Upon approval of the Fire Chief, or designee, the employee may use part of this annual allowance for attendance upon members of the employee's extended family residing in the employee's household, who require the attention of the employee.

Extended family as used in (iii) and (iv) herein is defined as sibling-in-law, aunt, uncle, nephew, niece, or any step relations as defined herein.

(v) Administration.

- a. Investigation – It will be the responsibility and duty of the Fire Chief or designee to investigate each request for sick leave and to allow PTO for sick leave with pay where the application is determined to be proper and fitting, subject to approval of the Fire Chief or designee.
- b. Sickness – The Fire Chief or designee needs to be notified at least one (1) hour prior to the start of the employee's scheduled tour of duty of a sickness on the first day of absence. It is the responsibility of the employee to keep the Fire Chief or designee informed as to continued absence beyond the first day for reasons due to sickness. Failure to make such notification may result in denial of sick leave with pay.
- c. Review – The Director of Human Resources or designee may review and determine the justification of any request for PTO for sick leave with pay and may, in the interest of the District, require a medical report by a doctor to support a claim for sick leave pay.
- d. Proof – A doctor's certificate or other adequate proof of illness shall be provided by the employee when requested by the Fire Chief or Director of Human Resources or designee. An employee providing an off work order from a physician shall also provide a physician's written statement of release to return to work.
- e. Improper Use – Evidence substantiating the use of sick leave for trivial indispositions, instances of misrepresentation, or violation of the rules defined herein shall be construed as grounds for disciplinary action including termination or such other action as may be deemed proper and necessary by the Fire Chief.

- f. Misconduct – PTO for sick leave with pay may be denied if the absence is found to be due to willful injury, gross negligence, intemperance, or improper conduct on the part of the employee.

(vi) Sick Leave for Other than Personal Illness/Injury:

- a. Birth/Adoption – A maximum of seventy-two (72) hours (40 hours for Fire Suppression Aides) earned PTO leave may be used per occurrence for the birth of a child or arrival of an adoptive child at the employee's home. An employee (father) may utilize on an annual basis no more than seventy-two (72) hours (40 hours for Fire Suppression Aides) of accumulated sick leave per calendar year for the birth of his child. Effective May 17, 2025, Fire Suppression Aides may use a maximum of seventy-two (72) hours earned PTO leave per occurrence for the birth of a child or arrival of an adoptive child at the employee's home.
- b. Medical, Optical or Dental Appointments – The employee may use PTO for sick leave purposes for medical, dental or optical appointments; however, every effort should be made to schedule the appointments at a time of day that will minimize the employee's time off work.

(vii) Return-to-Work Medical Clearance:

- a. Under the following circumstances, all employees who have been off work due to an illness or injury will report to the San Bernardino County Center for Employee Health and Wellness for a medical evaluation of their condition and authorization to return to work before returning to work.
 - i. Employees whose treating physician or other qualified medical provider has ordered job modification(s) as a condition for either continuing to work or for returning to work after an illness or injury. This applies to both occupational and non-occupational illness or injury.
 - ii. Employees who have been off work due to communicable diseases such as, but not limited to, chicken pox and measles.
 - iii. Employees who have been absent on account of a serious medical condition, when so directed by their appointing authority, and with concurrence of the San Bernardino County Center for Employee Health and Wellness.
- b. Employees are required to attend return-to-work medical appointments at the Center for Employee Health and Wellness on their own time; however, mileage for attending such appointments are eligible for reimbursement pursuant to the Expense Reimbursement Article.
- c. It is the responsibility of the employee, covered by (1) (a.) - (c.) above, to obtain written notice from their medical provider of their authorization to return to work with or without job modification. To ensure all necessary and relevant medical information is provided, the Fire District shall make available forms to be

completed by the medical provider. It is the responsibility of the employee to provide verbal notice to their Appointing Authority immediately upon receipt of their medical provider's authorization to return to work, and no later than 24 hours after receipt of the notice. The Appointing Authority or designee will schedule an appropriate medical evaluation for the employee with the Center for Employee Health and Wellness prior to the employee's return to work. The employee shall provide their medical provider's written notice of authorization to return to work to the Center for Employee Health and Wellness at or prior to the employee's scheduled appointment time.

- d. Exceptions to the above requirements may be made on a case-by-case basis by the Medical Director or designee for the Center for Employee Health and Wellness.
- e. The employee is obligated to attend the appointment as scheduled under the conditions outlined above. If the employee fails to adhere to the procedure, the employee is required to use sick leave or leave without pay for any work hours missed. If required notice has been provided, and there is a delay between the employee's appointment with the Center for Employee Health and Wellness and the start of their scheduled tour of duty on the day that they were released to return to work, the Fire District will pay for work hours missed, without charge to the employee's leave balances.
- f. The final decision on the employee's ability to return to work rests with the medical provider at the Center for Employee Health and Wellness. In the event the employee is not released to return to work by the medical provider at the Center for Employee Health and Wellness, the employee's status would continue on sick leave or, where there is no balance, leave without pay.

(viii) Workers' Compensation. As provided in Section 4850 of the Labor Code, an employee in this Unit who is injured in the line of duty is entitled to full salary in lieu of workers' compensation benefits and sick leave for a period not to exceed one (1) year. After the employee has used one (1) full year of such 4850 time, said employee may use accumulated sick leave with pay, with the approval of the appointing authority, to augment temporary disability payments if said employee is still temporarily disabled by order of an accepted physician under the Workers' Compensation sections or until said employee is retired.

(ix) Conversion of PTO Leave for Education Use. Employees (except Fire Suppression Aides prior to May 17, 2025; including Fire Suppression Aides effective May 17, 2025) may transfer accrued PTO leave hours to a personal educational bank account on any of the following basis:

- a. Any balance over fifty percent (50%) of the total annual accrued sick leave for the prior calendar year.

- b. Any balance over seventy-five percent (75%) of the total lifetime accrued sick leave on the books at the end of the calendar year.
- c. All accrued sick leave over 1,000 hours at the end of the prior calendar year.

The value of the educational bank shall be determined at the time of usage for education courses at the then current hourly rate multiplied by the number of hours to be used for educational courses. The maximum dollar amount that can be reimbursed to an employee for educational use is \$2,500 per year. Employees may only be reimbursed for courses approved by the Fire Chief, or designee, in which they receive a grade of C or better, or if no grade is given the employee records a "pass" or "complete" or other such equivalent grade. Employees may transfer educational bank hours to their sick leave accounts for sick leave purposes.

- (e) Separation. Employees not planning to return to District employment at the expiration of a PTO/vacation leave, except those retiring, shall be compensated at their base rate of pay in a lump sum payment for accrued PTO leave and shall not be carried on the payroll. Retiring employees may elect to use PTO leave or be compensated in a lump sum payment for accrued vacation leave. Terminating employees not covered by the above provisions shall be compensated at their base rate of pay for accrued PTO leave that they were entitled to use as of the date of termination.
- (f) An employee may elect to sell back accrued PTO leave at the then current base rate of pay. Employees may cashout PTO under procedures established by the Human Resources Department. In lieu of cash, an eligible employee may designate that part or all of the value of PTO time to be sold back is allocated to a deferred income plan if such a plan is approved by the Fire District and credit for PTO time is allowed under the plan. In order to sell back PTO leave prior to termination or retirement, an employee may exercise the following options.

Future Accruals. On one occasion each calendar year an employee who had used one hundred and twelve (112) or more hours of PTO/vacation leave during the preceding calendar year may elect to convert up to one hundred and twelve (112) hours of accrued PTO leave into a cash payment, at the base rate of pay in effect at the time of the cash-out. In order to sell back PTO leave, an employee must make an irrevocable election (i.e., pre-designation) during the month of December (beginning in December of 2015), specifying the number of hours to be sold back from the next year's PTO leave accrual. During the calendar year following the pre-designation, no more than three (3) requests may be made to cash out the PTO leave in a single block of not less than fourteen (14) hours and no more than one hundred and twelve (112) hours. An employee shall be eligible to cash-out PTO leave hours accrued up to the preceding pay period in which they requested the cash-out. For example, an employee who requests a cash-out in pay period 15 can only cash-out the PTO accrued through pay period 14. The number of hours requested for cash-out shall not exceed an amount equal to or less than the amount accrued. Once an election is made, if the employee does not request that the designated number of hours be sold back by pay period 25 of the calendar year in which the election is effective, the hours will be automatically converted to cash in pay period 26.

Existing Accruals. Existing accruals may be cashed out in whole hour increments with a minimum of fourteen (14) hours and a maximum of one hundred and twelve (112) and will be subject to a ten percent (10%) penalty.

Section 3. Holiday Leave

- (a) Definition. Holiday leave is a right, earned as a condition of employment, to a leave of absence with pay for the recreation and well-being of the employee. Under unusual circumstances, holiday leave may be used for sick leave purposes upon a special request of the employee with the approval of the Fire Chief.
- (b) Firefighter Paramedic Trainees, Firefighter EMTs, Firefighter Paramedics, Engineers, Heavy Fire Equipment Operators, and Captains
- (1) Accumulation. Employees in regular positions shall accrue, on a pro-rated basis, holiday leave for completed pay periods. Such holiday leave allowance shall be available for use on the first day following the pay period in which it is earned, provided an employee has completed thirteen (13) pay periods or its equivalent of continuous service from the employee's hire date. Employees in regular positions scheduled for less than one hundred twelve (112) hours per pay period shall receive holiday leave accruals and maximum accumulations on a prorated basis.

Hours Per Year/Accrual Rates Per Pay Period	Maximum Allowed Unused Balance
154 hours/5.92	332 hours

- (2) Holiday leave should be taken annually with the approval of the Fire Chief at such time as will not impair the work schedule or efficiency of the department, but with consideration given to the well-being of the employee. No employee shall lose earned holiday leave time because of work urgency. If an employee has reached the maximum allowed unused balance and is unable to take holiday leave due to work urgency, the Director of Human Resources or designee will approve a waiver of the maximum allowed unused balance for a period not to exceed thirteen (13) pay periods.
- (3) The minimum charge against accumulated holiday leave shall be one (1) hour, after one (1) hour, the minimum charge shall be in fifteen (15) minute increments. Holiday leave shall be compensated at the employee's base rate of pay.
- (4) Employees not planning to return to District employment at the expiration of a holiday leave, except those retiring, shall be compensated at their base rate of pay in a lump sum payment for accrued holiday leave and shall not be carried on the payroll. Retiring employees may elect to use holiday leave or be compensated in a lump sum payment for accrued holiday leave. Terminating employees not covered by the above provisions shall be compensated at their base rate of pay for accrued holiday leave that they were entitled to use as of the date of termination.

- (5) Employees may elect to sell back accrued holiday leave up to a maximum of one hundred forty-two (142) hours at the then current base rate of equivalency. Employees may exercise this option under procedures established by the Director of Human Resources or designee. In lieu of cash, the eligible employee may designate that part or all of the value of holiday time to be sold back be allocated to a deferred income plan, if such a plan is approved by the Fire District and credit for holiday time is allowed under the plan.

In order to sell back holiday time prior to termination or retirement, an eligible employee may exercise the following options:

Option 1-Future Accruals. An employee may elect to convert up to one hundred and forty-two (142) hours of accrued holiday leave into a cash payment, at the base rate of pay in effect at the time of the cash-out.

In order to sell back holiday leave, an employee must make an irrevocable election (i.e., pre-designation) during the month of December, specifying the number of hours to be sold back from the next year's holiday leave accrual. During the calendar year following the pre-designation, no more than three (3) requests may be made to cash out the holiday leave in a single block of not less than fourteen (14) hours and no more than one hundred and forty-two (142) hours.

An employee shall be eligible to cash-out holiday leave hours accrued up to the preceding pay period in which they requested the cash-out. For example, an employee who requests a cash-out in pay period 15 can only cash-out the holiday leave accrued through pay period 14.

The number of hours requested for cash-out shall not exceed an amount equal to or less than the amount accrued. For example, an employee in December 2024 makes a pre-designation to cash-out 80 hours. The employee accrues 5.96 hours of holiday leave per pay period. At the end of pay period 9 the employee can request to cash-out the 40 hours of holiday leave that he had accrued through pay period 8, but is not yet eligible to cash-out the entire 80 pre-designated hours because the employee has yet to accrue 80 hours of holiday leave.

Once an election is made, if the employee does not request that the designated number of hours be sold back by pay period 25 of the calendar year in which the election is effective, the hours will be automatically converted to cash in pay period 26.

Option 2-Existing Accruals. Existing accruals may be cashed out in whole hour increments with a minimum cash out of forty (40) hours and will be subject to a ten percent (10%) penalty.

(c) Fire Suppression Aides

- (1) Holiday Pay. Employees shall not accrue any holiday leave, but shall be paid twice their base hourly rate for all hours actually worked up to 12 hours per shift on the following holidays:

January 1st	Thanksgiving Day
Last Monday in May	Day after Thanksgiving
June 19th	December 24 th
July 4th	December 25th
First Monday in September	December 31st
November 11th	

- (2) Effective May 17, 2025, Fire Suppression Aides will be covered under Section 3(b) of this article, at that time Section 3(c) of this article will sunset.

Section 4. Leave Accruals While on Disability Leave (Fire Suppression Aides only)

Fire Suppression Aides receiving the benefits for Disability Insurance leave receive partial replacement of their income through these benefits. Fire Suppression Aides on these types of disability leaves may choose to fully integrate, partially integrate or not integrate personal leave time with these disability payments.

The maximum amount the employee receives from integrating leave time with disability payments shall not exceed 100% of the employee's base salary. Paid personal leave time coded on the employees' time and labor report will be limited to the amount of leave necessary to integrate benefits to the level designated by the employee. When the exact amount is not known, a good faith estimate may be made and the amount will be adjusted later as necessary. If any overpayments are made, the employee will be required to repay that amount in accordance with the Payroll Adjustments Article. An employee who knowingly receives payment in excess of their regular base salary is required to report it to their County Fire payroll clerk.

Fire Suppression Aides who are fully integrating accrued leave time with disability benefits shall be eligible to receive full accruals of vacation and sick leave. Employees who are not fully integrating shall earn pro-rated vacation and sick leave accruals based upon paid leave time coded on the time and labor report. Employees who are fully integrating paid leave time with disability benefits will be eligible for fixed holiday pay provided that they are on the payroll for the entire pay period and have no unapproved leave for the pay period. Employees who are partially integrating or not intergrading paid leave time with disability benefits will be paid for holidays in accordance with the holiday leave provisions in Section 3 (c) of this article.

Fire Suppression Aides eligible to apply for disability benefits must provide proof of benefit amount or denial of disability benefits. If proof is not provided, County Fire will presume the employee is getting the maximum allowable benefit payment and the amount of paid leave coded on the TLR will be limited to the maximum allowable leave integration to ensure gross pay from all combined sources does not exceed the employee's base salary.

Effective May 17, 2025, this article will sunset due to Fire Suppression Aides transitioning to a 24-day work period pursuant to section 207(k) of the Fair Labor Standards Act (FLSA), 29 USC 201 et sec.

Section 5. Military Leave

As provided in the California Military and Veterans Code Section 395 et seq., and any amendment thereto, and the federal Uniformed Services Employment and Reemployment Rights Act of 1994, a

District employee, regular, extra-help, or recurrent may be entitled to the following rights concerning military leave:

- (a) Definition – Military leave is defined as the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority and includes active duty, active duty for training, initial active duty for training (weekend drills), full-time National Guard duty, and a period for which an employee is absent for the purpose of an examination to determine the fitness of the person to perform any such duty.
- (b) Notice and Orders – All employees shall provide advance notice of military service unless military necessity prevents the giving of notice or the giving of notice is impossible or unreasonable. Where available, copy of military orders must accompany the request for leave.
- (c) Temporary Active Duty – Any employee who is a member of the reserve corps of the Armed Forces, National Guard, or Naval Militia shall be entitled to temporary military leave of absence for the purpose of active military training provided that the period of ordered duty does not exceed one hundred eighty (180) calendar days, including time involved in going to and returning from such duty. While on paid status, an employee on temporary military leave shall receive the same vacation, holiday, and sick leave, step advances and benefits that would have been enjoyed had the employee not been absent, providing such employee has been employed by the Fire District for at least one (1) year immediately prior to the date such leave begins. In determining the one (1) year employment requirement, all time spent in recognized military service, active or temporary, shall be counted. An exception to the above is that an uncompleted probationary period must be completed upon return to the job. Any employee meeting the above one (1) year employment requirement shall be entitled to receive their regular salary or compensation, pursuant to Section (e) of this Article.
- (d) Full-Time Active Duty – Employees who resign from their positions to serve in the Armed Forces for more than one hundred eighty (180) days, shall have a right to return to their former classification upon serving written notice to the appointing authority, no later than ninety (90) days after completion of such service. Returning employees are subject to a physical/psychological examination.

Should such employee's former classification have been abolished, then the employee shall be entitled to a classification of comparable functions, duties, and compensation if such classification exists, or to a comparable vacant position for which the employee is qualified.

The right to return to former classification shall include the right to be restored to such civil service status as the employee would have if the employee had not so resigned; and no other person shall acquire civil service status in the same position so as to deprive such employee of this right to restoration.

Eligible employees are also entitled to the reemployment and benefit rights as further described in the Uniformed Services and Employment and Reemployment Rights Act, 38 U.S.C. Sections 4301-4333. Specifically, a returning employee will receive restoration of original hire date, salary step, vacation accrual rate, sick leave balance (unless the employee has received payment for unused sick leave in accordance with provisions contained herein), the retirement plan contribution rate and retirement system contributions (provided the employee complies with any requirements established by the Retirement Board). However, such employee will not have

accrued vacation, sick leave, or other benefit while absent from District employment, except as provided in the temporary duty provision.

- (e) Compensation – This provision does not include an employee's attendance for inactive duty, commonly referred to as weekend reserve meetings or drills. Employees must use their own time to attend such meetings. Should the meetings unavoidably conflict with an employee's regular working hours, the employee is required to use PTO or holiday leave, leave without pay, or make up the time. Employees who are called in for a medical examination to determine physical fitness for military duty must also use PTO leave, leave without pay, or make up the time. Employees cannot be required to use their accrued leave. Any employee meeting the requirements in (c) and (d) shall be entitled to receive their regular salary or compensation for the first thirty (30) calendar days of any such leave. Pay for such purposes shall not exceed thirty (30) days in any one fiscal year and shall be paid only for the employee's regularly scheduled workdays that fall within the thirty (30) calendar days.
- (f) Extension of Benefits – The Fire District recognizes the increased requirements of the military due to the current threats facing the United States of America and, as such, has established a program under which employees may be eligible for an extension of benefits. Employees who are called to active duty as a result of the activation of military reservists beginning in September 2001, and who are eligible to receive the thirty (30) calendar day military leave compensation, and meet the requirements established by the Board shall receive the difference between their base District salary and their military salary starting on the 31st calendar day of military leave. The difference in salary may be extended when expressly approved by the Board of Directors. During any period extended, the Fire District will continue to provide the employee the benefits and all leave accruals as was provided prior to such active duty. Retirement contributions and credit will be granted if the employee had enough pay to cover the entire contribution. If the employee does not get enough pay to cover the retirement contribution, no contribution or credit will be given. Employees should note that the Accidental Death and Dismemberment (AD&D) plan contains a war exclusion.

If the employee becomes eligible for full District payment for the first 30 days of military leave provided in (e) of this Article, the extended payments provided under this Section shall be suspended and shall be continued after the 30 days compensation has been completed.

No compensation shall be paid beyond the 30-day leave period, unless such compensation is expressly approved by the Board of Directors. The Fire District may unilaterally extend the benefits of this subsection upon the approval of the Board of Directors.

- (g) Vacation and Military Leave – Employees shall not be permitted to take vacation or other accrued leave in lieu of the military leave provisions provided in Section (c) of the Article. Employees may elect to use accrued leave time, except sick leave, in lieu of the integrated pay in Section (f) of this Article under the following conditions:
 - (1) The employee must decline in writing the benefits of Section (f) of this Article prior to the due date of the Time and Labor Report (TLR). The employee must include the dates for which they are declining the benefit.
 - (2) The employee must use accrued leave time for the entire pay period (i.e., District pay will not be integrated with military pay for partial pay periods).

- (3) Such written declination cannot be revoked or amended at a later date for a pay period for which the TLR has already been submitted.
- (4) Benefits, leave accruals, and pay will be administered per normal procedures for vacation pay; no additional benefits otherwise granted under this Article will be available.

Employees may elect to use accrued leave time, except sick leave, once all paid benefits have been exhausted.

Section 6. Compulsory Leave

If, in the opinion of the Fire Chief, an employee is unable to work for physical or psychological reasons, the Fire Chief may require the employee to take a medical examination at the Fire District expense. If the medical report shows the employee to be in an unfit condition to perform the duties require of the position, the Fire Chief shall have the right to compel such employee to take sufficient leave of absence with or without pay until medically qualified to return to unrestricted duty. Medical findings of the Fire District may be challenged by not less than two (2) professional opinions from outside physicians at the employee's personal expense.

Section 7. Political Leave

Any employee who is a declared candidate for public office (i.e., a candidate who has filed the appropriate documents) shall have the right to a leave of absence without pay with or without right to return for a reasonable period to campaign for the election. Such leave is subject to the conditions governing special leaves of absence without pay under Section 8 of this Article.

Section 8. Special Leaves of Absence Without Pay

Special leave of absence without pay for a period not exceeding one (1) year may be granted to an employee who is:

- (a) Medically incapacitated to perform the duties of the position.
- (b) Desires to engage in a relevant course of study which will enhance the employee's value to the Fire District.
- (c) Takes a leave of absence pursuant to the Family Medical Leave Act, the California Family Right Act, and/or Pregnancy Disability Leave provisions under the Fair Employment and Housing Act (FEHA).
- (d) For any reason considered appropriate by the Fire Chief and the Director of Human Resources or designee.

Such requests must be in writing and requires the approval of the Fire Chief and the Director of Human Resources or designee. Upon request, the Fire Chief and Director of Human Resources or designee may grant successive leaves of absence. Leaves of absence without pay may be given to a regular employee with or without right to return to classification. When a leave of absence with right to return is approved, notice of the actual return date shall be given to the employee. Two (2) weeks prior to such date of return, the employee shall contact the Fire Chief to determine the employee's assignment upon return.

At the expiration of leaves without right to return, employees must contact the Fire District to have their name referred for a ninety (90) calendar day period to all job openings in their classification in the Fire District for reemployment without examination, such time to run concurrently with the ninety (90) day period or be terminated. Leaves of absence with right to return may only be granted to employees who have obtained regular status.

Section 9. Jury Duty Leave

Employees in regular positions who are ordered/summoned to serve jury duty shall be entitled to base pay for those hours of absence from work, provided the employee waives fees for service, other than mileage. Employees are required to provide the Appointing Authority with notice of the order/summons to serve jury duty upon receipt of such summons. Such employees will further be required to deliver a "Jury Certification" form at the end of the required jury duty to verify such service. If an employee is required to report to jury duty during hours the employee is not scheduled to work (e.g., it is the employee's normal day off, the employee is off work pursuant to an FMLA, CFRA, or workers' compensation leave, the employee is not in a paid status for the pay period, etc.) the employee is not entitled to Jury Duty Leave for those hours. Employees required to serve on a jury must report to work before and after jury duty provided there is an opportunity for at least one (1) hour of actual work time. The employee will not be required to return to work if more than one (1) hour remains after the employee has completed jury duty and the employee has received prior approval from the appointing authority or designee to use appropriate leave from the employee's accrued "leave bank."

Employees called for County Grand Jury shall be granted a leave of absence without pay to perform the duties of a member of the County Grand Jury, in the same manner as provided in Section (7) of this Article.

Section 10. Witness Leave

Employees in regular positions shall be entitled to a leave of absence from work when subpoenaed to testify as a witness, such subpoena being properly issued by a court, agency, or commission legally empowered to subpoena witnesses. This benefit shall not apply in any case in which the subpoenaed employee is a party to the action. When the subpoena has arisen within the scope of employment, the employee will be paid at their regular hourly rate of pay only for those hours actually spent in court. Witness Leave shall not be charged against any accumulated leave balances and shall be compensated at the employee's base hourly rate. Travel time and meal time shall not be considered as time spent in court and shall not be considered hours worked for purposes of overtime. If an employee is required to testify as a witness during hours the employee is not scheduled to work (e.g., it is the employee's normal day off, the employee is off work pursuant to an FMLA, CFRA, or workers' compensation leave, the employee is not in a paid status for the pay period, etc.) the employee is not entitled to Witness Leave during those hours. This benefit will be paid only if the employee has demanded witness fees at time of service of the subpoena, and such fees are turned over to the Fire District. The employee may collect witness fees only if they waive payment by the Fire District for time spent in court.

Section 11. Examination Time

Employees in regular positions shall be entitled to a reasonable amount of leave with pay for the purpose of applying for and taking District promotional examinations. Employees are responsible for notifying and obtaining approval from their immediate supervisor prior to taking such leave. Examination time shall not be charged against accumulated leave balances and shall be compensated at the employee's base hourly rate of pay. Employees must report to work before and after examination time provided there is an opportunity for at least one (1) hour of actual work time. The employee will not be required to return to work if more than one (1) hour remains after Examination Time and the employee has received prior approval from the appointing authority or designee to use appropriate leave from the employee's accrued "leave bank."

Section 12. Blood Donations

Employees in regular positions, who donate blood without receiving compensation for such donation, may have up to two (2) hours off with pay to recover with prior approval of the Fire Chief, or designee, for each such donation. This benefit shall not be charged to any accumulated leave; provided, however, if the employee is unable to work, any time in excess of two (2) hours must be charged to accumulated sick leave or taken as leave without pay. Evidence of each donation must be presented to the Fire Chief, or designee, to receive this benefit.

Employees in regular positions who are apheresis donors may have up to four (4) hours off with pay to recover with prior approval of the Fire Chief, or designee, for each such donation, provided no compensation is received for such donation. This benefit shall not be charged to any accumulated leave; provided, however, if the employee is unable to work any time in excess of four (4) hours may be charged to accumulated sick leave or be taken as leave without pay. Evidence of each apheresis donation must be presented to the Fire Chief, or designee, to receive this benefit.

Section 13. Failure to Return After Leave

Failure of the employee to report to work at the expiration of an approved leave of absence and who has not contacted the Fire Chief or designee within twenty-four (24) hours shall separate the employee from the service of the Fire District and be considered, in effect, a resignation unless extenuating circumstances can be justified to the Fire Chief or Director of Human Resources or designee, who may approve additional leave.

LIFE INSURANCE**Section 1. Firefighter EMT, Firefighter Paramedic, Engineer, Heavy Fire Equipment Operator and Captain**

The Fire District agrees to make available to each employee a group term life insurance program wherein the employee may purchase, through payroll deductions, term life insurance in the amounts specified in the Certificate of Insurance. New employees shall become initially eligible to participate in these programs on the first day of the pay period following the pay period in which the employee works and receives pay for 56 hours of their regularly scheduled hours. Participation will continue as long as premiums are paid timely. In the absence of sufficient earnings to cover the deduction for premiums, the employee will be given another payment option.

The Fire District agrees to provide these benefits subject to carrier requirements as specified in the Certificate of Insurance. Selection of the insurance provider(s), and the method of computing the premiums shall be within the sole discretion of the County.

Effective May 17, 2025, Fire Suppression Aides will be covered under this section.

Section 2. Fire Suppression Aides

County Fire agrees to pay a premium for term life insurance for Fire Suppressions based on scheduled work hours according to the table below.

This benefit shall only apply to Fire Suppression Aides who have been appointed to a regular position budgeted for more than forty (40) hours per pay period. Life Insurance will become effective on the first day of the pay period following the first pay period in which the employee works and is in paid status.

County Fire agrees to provide these benefits subject to carrier requirements as specified in the Certificate of Insurance. Selection of the insurance provider(s), the method of computing premiums and administration of the plan shall be within the sole discretion of the County.

Amount of Life Insurance	
Scheduled Hours from 40 to 60	Scheduled Hours from 61 to 80
\$12,000	\$25,000

Effective May 17, 2025, Fire Suppression Aides will be covered under Section 1 of this article, at that time Section 2 of this article will sunset.

LONG TERM DISABILITY (LTD) INSURANCE

The Fire District will pay to Local 935, twenty-nine dollars and fifty cents (\$29.50) times the number of employees covered in this MOU in regular positions at that particular time for the LTD plan picked by Local 935. Participation is mandatory for all employees. Local 935 shall have sole fiduciary and administrative responsibility to pay premiums to its provider. These payments shall not be reported to the Retirement System as "Earnable Compensation." Effective January 25, 2025, the Fire District will pay to Local 935, thirty-four dollars and fifty cents (\$34.50) per month (approximately \$17.25 per pay period), times the number of employees covered in this MOU in regular positions at that particular time for the LTD plan picked by Local 935. This contribution shall be made on the first two pay periods of each month.

MAINTENANCE OF BENEFITS

Benefits, including present working conditions, will not be diminished. There will be no change in any matter covered by this agreement without the mutual consent of the parties. There will be no change in any matter within the scope of the representation without negotiations as required by law. Nothing in this article shall abrogate or diminish the rights of the Fire District under the Management Rights Article of this agreement.

MEDICAL AND DENTAL COVERAGE

Section 1. Medical and Dental Plan Coverage

- (a) All eligible employees scheduled to work fifty-six (56) hours (40 hours for Fire Suppression Aides prior to May 17, 2025; 56 hours for Fire Suppression Aides effective May 17, 2025) or more or temporarily assigned to a 40-hour work week per pay period in a regular position must enroll in a medical and dental plan. Employees who fail to elect medical and dental plan coverage will be automatically enrolled in the medical and dental plan with the lowest bi-weekly premium rates available in the geographical location of the employee's primary residence. Medical and dental plan coverage will become effective on the first day of the pay period following the first pay period in which a Firefighter Trainee, Firefighter EMT, Firefighter Paramedic, Engineer, Heavy Fire Equipment Operator or Captain is scheduled a minimum of fifty-six (56) hours or temporarily assigned to a 40-hour work week and in paid status. Prior to May 17, 2024, Medical and dental plan coverage for Fire Suppression Aides will become effective on the first day of the pay period following the first pay period in which they are scheduled to work for forty (40) hours or more and is in paid status. Effective May 17, 2025, Medical and dental plan coverage for Fire Suppression Aides will become effective on the first day of the pay period following the first pay period in which they are scheduled a minimum of fifty-six (56) hours and is in paid status.
- (b) To continue enrollment in a Fire District medical and dental plan coverage, an employee must remain in a regular position scheduled to work a minimum of fifty-six (56) hours or temporarily assigned to a 40-hour work week (40 hours for Fire Suppression Aides prior to May 17, 2025; 56 hours for Fire Suppression Aides effective May 17, 2025) in a pay period and be in paid status or be on an approved leave for which continuation of medical and dental coverage is expressly provided under Section 6 of this Article, or be eligible for and have timely paid the premium for COBRA continuation coverage.
- (c) Eligible employees may elect to enroll their dependents upon initial eligibility for medical and dental insurance. Thereafter, newly eligible dependents may be enrolled within sixty (60) days of obtaining eligibility status, such as birth, adoption, marriage, or registration of domestic partnership.
- (d) Dependent(s) must be removed mid-Plan Year when a dependent(s) becomes ineligible for coverage under the insurance plan eligibility rules, for example, divorce, overage dependent, or termination of domestic partnership.
- (e) Enrollment elections must remain in effect for the remainder of the Plan Year unless an employee experiences a mid-year qualifying event
- (f) Notification of a mid-year qualifying event must be submitted to the Human Resources Employee Benefits and Services Division in accordance with established procedures. Employees are responsible for notifying the Fire District within sixty (60) days of any change in eligibility for the Fire District's plans.
- (g) Premiums for coverage will be automatically deducted from the employee's pay warrant. In specific circumstances, in the absence of sufficient earnings to cover the deduction for premiums, the employee may be given another payment option. Failure to pay premiums will result in loss of coverage for the employee and/or the dependents.

Section 2. Opt-out and Waive

Employees eligible for medical and dental plan coverage who are also enrolled in comparable group medical and/or dental plan sponsored by another employer may elect to opt-out of District sponsored medical and/or dental plan coverage (opt-out).

Employees eligible for medical and dental plan coverage who are covered by a spouse, domestic partner, or parent who is also employed with the Fire District or County may elect to waive their Fire District-sponsored medical and/or dental plan (waive).

To receive the opt-out or waive amounts of this Section must be in a position regularly scheduled for a minimum of fifty-six (56) hours (40 hours for Fire Suppression Aides prior to May 17, 2025; 56 hours for Fire Suppression Aides effective May 17, 2025) and in paid status.

All employees who elect to opt-out or waive Fire District-sponsored medical plan coverage will receive twenty dollars (\$20.00) per pay period (\$40.00 per pay period for Fire Suppression Aides) in lieu of the Medical Premium Subsidy described below. Fire Suppression Aides who opt-out or waive and are scheduled for 40 to 60 hours will receive twenty dollars (\$20.00) per pay period. Effective May 17, 2025, Fire Suppression Aides who elect to opt-out or waive Fire District-sponsored medical plan coverage will receive twenty dollars (\$20.00) per pay period in lieu of the Medical Premium Subsidy described below.

The rules and procedures for electing to opt-out or waive Fire District-sponsored medical and dental plan coverage are established and administered by the County's Human Resources Employee Benefits and Services Division.

- (1) Employees may elect to opt-out or waive Fire District medical and/or dental plan(s) within sixty (60) calendar days of the effective date of coverage of another employer-sponsored group plan. Proof of initial gain of other employer group coverage is required at the time the opt-out or waive is elected.
- (2) Employees may elect to opt-out or waive Fire District-sponsored medical and/or dental plan(s) during an annual open enrollment period. All employees who are newly opting-out during an open enrollment period must provide verification of other employer group coverage.
- (3) Employees who voluntarily or involuntarily lose their other employer group medical and/or dental plan coverage must enroll in a District/County-sponsored medical and/or dental plan within sixty (60) calendar days. Enrollment in the Fire District-sponsored medical and/or dental plan will be provided in accordance with the requirements of the applicable plan. If the employee elects not to enroll their eligible dependents, the dependents may only be added at a subsequent annual open enrollment period.
- (4) There must be no break in the employee's medical and dental plan coverage between the termination date of the other employer group coverage and enrollment in a Fire District-sponsored medical and dental plan. The retroactive enrollment period and premiums required to implement coverage are subject to the terms and conditions of the applicable plan. Failure to notify the Fire District of loss of group coverage within sixty (60) calendar days will require the employee to pay their insurance premiums retroactively on an after-tax basis.

Should the Union and the Fire District agree to a Health Care Trust Section 2 of this article will sunset at implementation of the Health Care Trust.

Section 3. Medical Premium Subsidy

- (a) The Fire District has established a Medical Premium Subsidy (MPS) to offset the cost of medical plan premiums charged to eligible employees. The MPS shall be applied first to medical insurance premiums and then be applicable to dental insurance premiums. The applicable MPS shall be paid directly to the provider of the Fire District-sponsored medical plan in which the eligible employee has enrolled. In no case, shall the MPS exceed the medical, dental, and vision insurance premium for the coverage selected. The MPS shall not be considered compensation earnable for purposes of calculating benefits or contributions to the San Bernardino County Employees' Retirement Association.

In no case, shall the MPS exceed the cost of the medical insurance premium for the coverage selected (e.g., when the MPS amounts below exceed the lowest HMO cost).

(b) Eligibility.

Employees (excluding Fire Suppression Aides) in regular positions scheduled for a minimum of fifty-six (56) or temporarily assigned to a 40-hour work week hours per pay period and in paid status, who are enrolled in a Fire District-sponsored medical plan, are eligible to receive the MPS towards the cost of medical coverage. Fire Suppression Aides in regular positions, in paid status and scheduled for a minimum of forty (40) hours per pay period are eligible to receive the MPS towards the cost of a Fire District-sponsored medical plan. Effective May 17, 2025, Fire Suppression Aides in regular positions scheduled for a minimum of fifty-six (56) per pay period and in paid status, who are enrolled in a Fire District-sponsored medical plan, are eligible to receive the MPS towards the cost of medical coverage.

"Paid" hours for the purposes of this Sub-section (b) shall include accrued paid leave time such as vacation, sick leave, and holidays. It shall not include disability payments such as Short-Term Disability and Workers' Compensation.

(c) Subsidy Amounts.

Employees shall receive MPS in the amounts per pay period as set forth below:

Effective Pay Period Following Board Approval	
Coverage Type	MPS Amount
Employee Only	\$616.42
Employee + 1	\$763.77
Employee + 2	\$848.00

Effective 07/12/2025	
Coverage Type	MPS Amount
Employee Only	\$707.86
Employee + 1	\$863.21
Employee + 2	\$874.20

Effective 07/11/2026	
Coverage Type	MPS Amount
Employee Only	\$723.86
Employee + 1	\$887.21
Employee + 2	\$900.40

Section 4. Dental Premium Subsidy (Fire Suppression Aides Only)

Fire Suppression Aides in regular positions scheduled for a minimum of forty (40) hours per pay period, in paid status, and are enrolled in both a District/County-sponsored medical plan and dental plan, are eligible to receive a Dental Premium Subsidy (DPS) as follows:

Coverage Type	Dental Premium Subsidy
Employee Only	\$9.46 per pay period
Employee + 1	
Employee + 2	

The applicable DPS amount shall be paid directly to the provider of the Fire District sponsored dental plan in which the eligible employee has enrolled. In no case shall the DPS exceed the total cost of the dental insurance premium for the coverage selected (e.g., when the DPS amounts exceed the dental plan cost).

Effective May 17, 2025, Section 4 of this article will sunset due to Fire Suppression Aides converting to a 24-day work period.

Section 5. Needles Premium Subsidy

For employees assigned to work in the Needles, Trona, Big River, Havasu Lake, and Baker work locations, the Fire District will establish a "Needles Subsidy." To be eligible for the Needles Subsidy the employee must be enrolled in a medical plan and receive MPS. The Needles Subsidy will be paid by the employee's Department and will be equal to the amount of the premium difference between the indemnity medical plan offered in these specific work locations and the lowest cost medical plan provided by the Fire District/County. The applicable Subsidy amount shall be paid directly to the provider of the Fire District/County-sponsored medical plan in which the eligible employee has enrolled. This Subsidy will be established each year when premiums change for the Fire District/County-sponsored medical plans. The Subsidy will be discontinued when the lowest cost medical plan becomes available to the employees.

Should the Union and the Fire District agree to a Health Care Trust Section 5 of this article will sunset at implementation of the Health Care Trust.

Section 6. Eligibility for MPS and DPS While on Leave

- (a) FMLA/CFRA – Employees who are on approved leave, pursuant to applicable law and whose paid hours in a pay period are less than the required number of hours designated in Sub-section 3(b)

above will continue to be enrolled in a Fire District-sponsored medical plan and receive the MPS in accordance with applicable law.

An employee who does not otherwise meet the requirements for FMLA and/or CFRA (e.g., an employee who has not actually worked 1,250 hours during the applicable twelve (12) month rolling period) after the employee has received the MPS, shall not be eligible for continuation of the MPS in the subsequent year. For example, an employee who is off work continuously for two years, and has received the MPS for a total six (6) pay periods during their absence, shall not be eligible for the continuation of MPS in the next rolling year.

- (b) Pregnancy Disability Leave (PDL) – An employee is eligible for continuation of MPS in accordance with applicable law.
- (c) Per Episode of Illness or Injury – Employees who are on an approved medical leave of absence and whose paid hours in a pay period are less than fifty-six (56) hours (40 hours for Fire Suppression Aides prior to May 17, 2025; 56 hours for Fire Suppression Aides effective May 17, 2025) or temporarily assigned to a 40-hour work week will continue to receive MPS for up to six (6) pay periods per episode of illness or injury.
- (d) Workers' Compensation (Fire Suppression Aides) – Employees who are on an approved leave based on an approved workers' compensation claim shall continue to receive the MPS and DPS for up to twenty (20) pay periods while off work due to that work injury as long as the employee pays their portion of the premiums on time. Should any subsequent workers' compensation claims occur during the initial twenty (20) pay periods, the remaining MPS eligibility from the original claim shall run concurrent with any additional approved workers' compensation claims that occur during the initial claim. For example, if the employee is receiving the MPS and DPS for twenty (20) pay periods for an injury and after ten (10) pay periods another workers' compensation claim is approved and the employee is eligible to receive the MPS and DPS for an additional twenty (20) pay periods, ten (10) pay periods will run concurrent with the initial claim, for a total of 30 pay periods.

Employees who are still on workers' compensation after the expiration of the initial twenty (20) pay periods shall continue to receive MPS provided the employee is fully integrating appropriate paid leave time.

Effective May 17, 2025, Section 6(d) of this article will sunset due to Fire Suppression Aides transitioning to a 24-day work period pursuant to section 207(k) of the Fair Labor Standards Act (FLSA), 29 USC 201 et sec.

- (e) Disability - Employees who are integrating paid leave time with insurance shall receive the MPS.

MEDICAL EMERGENCY LEAVE

The particulars of the Medical Emergency Leave Policy are as follows:

- (a) The employee must have regular status with the Fire District or one (1) year of continuous service in a regular position with the Fire District.
- (b) The employee must meet all of the following criteria before he or she becomes eligible for Medical Emergency Leave donation: (1) Be on an approved medical leave of absence for at least

thirty (30) consecutive calendar days (i.e., two hundred and forty (240) working hours for Firefighter EMTs, Firefighter Paramedics, Engineers, and Captains and one hundred and sixty (160) working hours for Fire Suppression Aides) exclusive of an absence due to a work related injury/illness; Effective May 17, 2025, Fire Suppression Aides must be on an approved medical leave of absence for at least thirty (30) consecutive calendar days (i.e., two hundred and forty (240) working hours) exclusive of an absence due to a work related injury/illness; (2) Submit a doctor's off work order verifying the medical requirement to be off work for a minimum of thirty (30) calendar days (i.e., two hundred and forty (240) working hours for Firefighter EMTs, Firefighter Paramedics, Engineers, and Captains and one hundred and sixty (160) working hours for Fire Suppression Aide IIs and IIIs); Effective May 17, 2025, Fire Suppression Aides the doctor's off work order verifying the medical requirement to be off work for a minimum of thirty (30) calendar days (i.e., two hundred and forty (240) working hours); (3) Have exhausted all useable leave balances prior to initial eligibility for Medical Emergency Leave donations – subsequent accruals will not affect eligibility; and (4) Have also recorded at least one hundred twelve (112) hours of sick leave without pay (forty (40) hours for Fire Suppression Aides) during the current period of disability. Effective May 17, 2025, Fire Suppression Aides must have also recorded at least one hundred twelve (112) hours of sick leave without pay during the current period of disability.

- (c) An employee is not eligible for Medical Emergency Leave if he or she is receiving Workers' Compensation benefits. An employee receiving disability payments from the disability plan and who is also using/coding MEL, shall not receive a combined payment for those MEL hours and disability payments that would exceed the employee's biweekly base salary. The County must receive proof of disability benefits indicating the payment dates and the amount of the benefit from the benefit provider and/or the Department.
- (d) PTO and compensatory time, may be donated by employees only on a voluntary and confidential basis, in increments of eight (8) hours, [or in the case of holiday leave, only, four (4) hours] not to exceed a total of fifty percent (50%) of an employee's annual PTO or compensatory time accrual per employee. The donation may be made for a specific employee, regardless of rank of occupational unit, in the time frames established by the Human Resources Division. The employee (donee) using/coding the Medical Emergency Leave will be taxed accordingly.
- (e) The donation is to be for the employee's Medical Emergency Leave only; the donation to one (1) employee is limited to a total of one thousand four hundred and fifty-six (1,456) hours per fiscal year. The maximum of 1,456 hours shall be prorated for those employees scheduled less than 56 hours per week. Example: An employee who is regularly scheduled forty (40) hours per week is eligible for a maximum donation of one thousand forty (1,040) hours of Medical Emergency Leave.
- (f) The definition of Medical Emergency Leave is an approved Leave of Absence due to a verifiable, long-term illness or injury, either physical or mental impairment of the employee. Medical Emergency Leave is not for use to care for a member of the employee's family. Job and/or personal stress (not the result of a diagnosed mental disorder) are specifically excluded for receipt by the employee of Medical Emergency Leave. A statement from the employee's treating physician, subject to review by the Center for Employee Health and Wellness or medical designee, is required for initial and continued eligibility. An employee shall be eligible to utilize and receive Medical Emergency Leave during the pay period they are on the approved long term leave of absence.

- (g) The employee on an approved Medical Leave of Absence who is receiving Medical Emergency Leave can continue to earn benefit monies (i.e., MPS, Opt-out/Waive amounts) per the minimum paid hours (i.e., paid status) per pay period requirement of the Medical and Dental Coverage Article, or the requirement of Federal and State Family Leave Acts, as applicable to the individual employee.
- (h) An employee using/coding leave under this program is not eligible for receipt of any accruals such as vacation leave, sick leave, or retirement credit.
- (i) Medical Emergency Leave hours will count towards the accountable hours used to determine holiday leave eligibility.
- (j) Donor hours shall be contributed at the donor's hourly base salary rate and be converted to the donee's hourly base salary, exclusive in both instances of overtime, differentials and the like as the singular purpose of this program is to provide financial assistance.
- (k) Any donated time unused by the employee for the medical emergency shall remain in the donee's accruals or shall be returned to the donor employee(s) as follows:
 - (1) An employee who resigns while on Medical Emergency Leave (i.e., an approved Leave of Absence due to a verifiable, long-term illness or injury, either physical or mental impairment of the employee) shall be paid at one hundred percent (100%) of their base hourly rate of pay for all unused Medical Emergency Leave up to 224 hours (up to 176 hours for Fire Suppression Aides prior to May 17, 2025; up to 224 hours for Fire Suppression Aides effective May 17, 2025) at time of resignation in accordance with payroll procedures established by the County Auditor-Controller/Treasurer/Tax Collector. In the case of employees who die while on Medical Emergency Leave, the employees spouse or registered domestic partner, unless otherwise specified on the Beneficiary Designation For Last Will form on file with the ATC, shall be paid at one hundred percent (100%) of the deceased employee's base hourly rate for all unused Medical Emergency Leave up to 224 hours (up to 176 hours for Fire Suppression Aides prior to May 17, 2025; up to 224 hours for Fire Suppression Aides effective May 17, 2025)) at the time of the employee's death in accordance with payroll procedures established by the County Auditor-Controller/Treasurer/Tax Collector. Any unused Medical Emergency Leave in excess of 224 hours (176 hours for Fire Suppression Aides prior to May 17, 2025; 224 hours for Fire Suppression Aide effective May 17, 2025) shall be returned to the donor(s), in accordance with the procedures established by the County.
 - (2) An employee on Medical Emergency Leave who has received the approval of their physician and the Center for Employee Health and Wellness to return to full time work shall be required to return all unused Medical Emergency Leave to the donor(s), in accordance with the procedures established by the County.
- (l) The donation shall be administered on a specific basis where so designated with instances charged to the Medical Emergency Leave donation for actual administrative costs.
- (m) Solicitation of donors shall be regulated by the Human Resources Department, names of donors are to be confidential, and the privacy rights of the donee upheld per legal requirements.
- (n) All donors and donees shall sign release forms designed, retained, and affected by the Human Resources Department.

MERIT ADVANCEMENTS

- (a) It is agreed that a work performance evaluation shall be completed by the employee's immediate supervisor within ninety (90) calendar days prior to the employee's step advance eligibility date for all employees in this Unit who are below top step of their salary range.

If such employee is evaluated as "Meets Job Standards" or better, the employee will be granted the step advancement effective on the employee's step advance eligibility date.

- (b) If an employee received an overall "Unsatisfactory" or "Improvement Needed" evaluation, the employee's step advancement may not be granted on the date due.

The employee may be reevaluated after a minimum of twenty-eight (28) calendar days. If the employee is evaluated as "Meets Job Standards" or better, the step advancement shall be granted and effective the following pay period.

- (c) In cases where no work performance is filed, an employee should contact the supervisor who must complete and file the work performance evaluation within fourteen (14) calendar days. If the employee is rated as "Meets Job Standards" or better, the employee will be granted the step advance retroactive to the employee's salary advance eligibility date.

ON CALL COMPENSATION

Employees in regular positions, who are released from active duty but are required by the Fire District to leave notice where they can be reached and be available to return to active duty when required by the Fire District, shall be assigned to on-call duty. On-call duty requires that employees so assigned shall: (1) be ready to respond immediately; (2) be reachable by telephone or other communicating devices; (3) be able to report to active duty within a specified period of time; and (4) refrain from activities which might impair their ability to perform assigned duties. Assignment of duty shall be compensated at \$7.25 for each full hour of on-call duty. Said compensation is exclusive of any hours worked under provisions of the Article on "Call Back."

OPERATIONS LEADERSHIP TEAM

The parties recognize that the delivery of public service in the most efficient and effective manner is of paramount importance and interest to the Fire District and the Union.

Maximized productivity is recognized to be a mutual obligation of both parties within their respective roles and responsibilities. To this end, the parties agree that an Operations Leadership Team comprised of management and employees shall be created. The purpose of such committee shall be to:

- (a) Review and provide input on proposed District policies and procedures;
- (b) Develop, review and prioritize work simplification project proposals; and,
- (c) Develop and review solutions to specific program problems.

The composition of the Team shall include up to six (6) management representatives, designated by the Fire Chief, and no more than six (6) employees designated by the Union. The Team shall be co-

chaired by the Fire Chief or designee and the Union Executive Vice President. Meetings will be held as often as necessary to discharge the functions of the Team. The Team will establish reasonable time frames for the accomplishment of its charges. Recommendations of the Team will be arrived at by consensus and shall be submitted in writing to the Fire Chief for final action, subject to review and approval.

OVERTIME

Section 1. Firefighter EMT, Firefighter Paramedic, Engineer, Heavy Fire Equipment Operator, and Captain

- (a) Definition. Overtime shall be defined as all hours actually worked in excess of one hundred eighty two (182) hours per work period. A work period shall be twenty four (24) days. For purposes of defining overtime, paid leave time shall be considered as time actually worked; provided, however, that sick leave used by employees on leave restriction plans, except pre-approved sick leave, shall not be considered as time actually worked for the purpose of calculating overtime. Overtime shall be reported in increments of full fifteen (15) minutes and is non-cumulative and non-payable when incurred in units of less than fifteen (15) minutes.

An employee shall be paid for a minimum of one (1) hour for any hold-over shift. Overtime shall not affect leave accruals. The Fire District has the right to require overtime to be worked as necessary. To the extent possible, overtime shall be scheduled on a rotating, voluntary basis, provided, however, that when the voluntary system fails, the Fire Chief shall have the authority to assign overtime.

- (b) Overtime Compensation. Any employee authorized by the Fire Chief or authorized representative to work overtime shall be compensated at premium rates; i.e., one and one-half (1-1/2) times the employee's regular rate of pay.
- (c) Payment. Payment for overtime shall be made on the first payday following the pay period in which overtime is worked, unless overtime compensation cannot be computed until some later date, in which case overtime compensation will be paid on the next regular payday after such computation can be made.
- (d) Work Period. The work period for purposes of overtime, established for employees in this unit who are assigned to a fifty-six (56) hour work week, shall be twenty-four (24) days. All work periods which define overtime based as other than time worked in excess of forty (40) hours are established pursuant to section 207(k) of the Fair Labor Standards Act (FLSA), 29 USC 201 et sec.

The work period for purposes of overtime, established for employees in this unit who are assigned to a forty (40) hour work week, commences at 12:01 a.m. Saturday and ends at 12:00 a.m. (midnight) the following Friday of each week. This provision does not otherwise limit the ability of the Appointing Authority to modify work schedules in accordance with the article on, "Standard Tour of Duty." The Appointing Authority or designee may terminate or modify an employee's work schedule at any time upon review and evaluation of its effectiveness in meeting the department's workload requirements, cost effectiveness and/or an employee's ability to meet the department's standards in effectively completing work requirements.

Section 2. Fire Suppression Aides

- (a) Policy. It is the responsibility of the Appointing Authority, or designee, to arrange for the accomplishment of workload under their jurisdiction within the normal tour of duty of employees. The Fire District has the right to require overtime to be worked as necessary.
- (b) Definition. Overtime shall be defined as all hours actually worked in excess of forty (40) hours a work period. For purposes of defining overtime, sick leave shall not be considered as time actually worked. Overtime shall be reported in increments of full fifteen (15) minutes and is non-cumulative and non-payable when incurred in units of less than fifteen (15) minutes. Overtime shall not affect leave accruals.
- (c) Overtime Compensation. Any employee authorized by the Appointing Authority, or designee, to work overtime shall be compensated at premium rates, i.e., one and one-half (1½) times the employee's regular rate of pay. Payment for overtime compensation shall be made on the first payday following the pay period in which such overtime is worked, unless overtime compensation cannot be computed until some later date, in which case overtime compensation will be paid on the next regular payday after such computation can be made.

In lieu of cash payment upon request of the employee and approval of the Appointing Authority, or designee, an employee may accrue compensating time off at premium hours. Cash payment at the employees' base rate of pay shall automatically be paid for any compensating time which exceeds eighty (80) hours, for any hours on record immediately prior to promotion, demotion or termination of employment.

- (d) Work Period. The work period for purposes of overtime, established for employees in this MOU, commences at 12:01 a.m. Saturday and ends at 12:00 a.m. (midnight) the following Friday of each week. This provision does not otherwise limit the ability of the Appointing Authority to modify work schedules in accordance with the article on, "Standard Tour of Duty." The Appointing Authority or designee may terminate or modify an employee's work schedule at any time upon review and evaluation of its effectiveness in meeting the department's workload requirements, cost effectiveness and/or an employee's ability to meet the department's standards in effectively completing work requirements.
- (e) Effective May 17, 2025, Fire Suppression Aides will be covered under Section 1 of this article, at that time Section 2 of this article will sunset.

PARAMEDIC PAY STIPEND

Firefighter Paramedics, Engineers and the one Captain who is permanently assigned as Flight Paramedic, who are certified by the Fire District as a paramedic and by management to perform paramedic functions on a full-time regular basis shall receive a paramedic pay stipend of seven hundred and ten dollars (\$710.00) per month (approximately \$327.69 per pay period). Effective January 9, 2027, Firefighter Paramedics (salary range FFP) and Engineer Paramedics (salary range ENGP) shall have the seven hundred and ten dollars (\$710.00) paramedic pay stipend converted into an hourly equivalent of \$2.93 per hour and rolled into the first step of the salary range. Each subsequent step on the FFP and ENGE salary ranges after the first step shall be calculated based on 2.5% of the previous step. The one Captain assigned as a Flight Paramedic will continue to be eligible for the paramedic pay stipend. Firefighter Paramedics, Engineers (or Engineer Paramedic after

January 9, 2027), and the Captain assigned as a Flight Paramedic receiving such pay are required to maintain certification and to perform paramedic duties, as needed.

Effective August 31, 2019, the Fire District to phased out the Paramedic Pay for Captains, except for the one Captain who is permanently assigned as a Flight Paramedic. All Captains in the unit August 20, 2019 who are certified by the District as a paramedic and by management to perform paramedic functions on a full-time regular basis and receiving the paramedic pay stipend were grandfathered and continued to receive the \$200 monthly Paramedic Pay (i.e., the grandfathered Captains shall not receive the increased paramedic pay stipend amounts, except for the Captain Flight Paramedic). Any employee who promotes to or who is hired as Captain subsequent to August 20, 2019, shall not be eligible to receive the Paramedic Pay.

Employees eligible for the stipend who are not in paid status (i.e., not coding paid hours) during a pay period shall not receive the stipend for that pay period.

PAY PERIOD

A pay period shall be comprised of fourteen (14) calendar days. The first pay period under this Agreement shall commence at 12:01 a.m. Saturday, February 8, 2025, and shall end at 12:00 a.m. (midnight) on the second Friday thereafter. Each subsequent fourteen (14) day period shall commence on the succeeding Saturday at 12:01 a.m. and shall end at midnight on the second Friday thereafter. Paychecks shall be issued on the second Wednesday following the end of the preceding pay period, provided that the Auditor-Controller/Treasurer/Tax Collector may issue pay checks at an earlier date if possible.

PAYROLL ADJUSTMENTS

In situations involving overpayment to an employee by the Fire District, said employee shall be obliged to repay by payroll recovery the amount of overpayment within the time frame the overpayment was received by the employee. In the event of an overpayment totaling twenty-five dollars (\$25.00) or less, the overpayment will be recovered in one (1) pay period. The Auditor-Controller/Treasurer/Tax Collector's Office or Human Resources, when applicable, shall provide documentation showing the calculations of the overpayment to the employee. A meeting may be requested by the employee with the Fire District payroll section to review the documentation and recovery schedule. Extensions to the period for repayment of the overage may be requested by the employee, subject to the approval of the County's Auditor-Controller/Treasurer/Tax Collector. Extensions will be approved only in the case of extreme hardship, and the extended period for repayment will not be longer than one and one-half times as long as the overpayment period. If the employee leaves employment prior to repayment of overage the Auditor-Controller/Treasurer/Tax Collector's Office shall recover the amount owed from the employee's final pay. If the amount owed is greater than the employee's final pay, the Auditor-Controller/Treasurer/Tax Collector shall initiate the collections process against the employee.

In situations involving underpayment to an employee by the Fire District, the employee shall receive the balance due within the next pay period for which the adjustment can be made, following timely

submission of appropriate documentation to the Auditor-Controller/Treasurer/Tax Collector's Office, including necessary approval of the Appointing Authority/ Director of Human Resources.

In those situations where the employee has been underpaid by seven and one-half percent (7½ %) or more of their base pay in the immediately preceding pay period, through no fault of their own, the employee may request an on-demand payment to correct the error. The Fire District payroll section shall complete the request for on-demand pay and forward it and any necessary approval of the Appointing Authority to the Auditor-Controller within one (1) working day of receipt of the employee's request. The Auditor-Controller's Office shall pay the employee the amount due within two (2) working days of receipt for the on-demand pay from the department. For this section, base pay shall be determined by multiplying the employee's base rate of pay by the number of hours in their usual work schedule.

The Director of Human Resources must authorize payroll adjustments to correct any payroll error or omission for instances arising more than thirteen (13) pay periods prior to the request for payroll adjustment.

PREHEARING DISCUSSIONS

The parties agree that prior to submitting an unfair labor practice charge; or prior to the filing of a civil lawsuit, both parties shall discuss such matters at the earliest moment.

All parties agree to provide full disclosure and to extend good faith efforts to resolve disputes through these discussions. Such discussions on offers of settlement may not be revealed at subsequent hearing.

Nothing in this Article shall serve to waive the rights of the appellants or their representatives to the appeal procedure due to a lapse of time resulting from such prehearing discussions.

PHYSICAL FITNESS AND APPEARANCE

The parties agree that the physical, medical, and mental fitness and appearance of fire service personnel are requirements to perform the duties of the job and instill public confidence in the fire service function. They agree that such personnel require special treatment and consideration for the stress, physical demands and appearance expectations of the Fire District and the public. Recognizing these important factors the parties agree that during the term of the Agreement the Fire District may require medical, physical ability, and psychological assessments of such personnel provided the Fire District pays and provides time off without loss of pay for such assessments. Any remedial or treatment action shall be the full responsibility of the employee. The Fire District has the right to establish and maintain physical fitness standards as necessary, using the labor management process as defined in this agreement.

PROBATIONARY PERIOD

Employees in this unit shall serve a probationary period. The probationary period for Firefighter EMTs, Firefighter Paramedics, Engineers, Heavy Fire Equipment Operators and Captains shall be two

thousand nine hundred and twelve (2,912) service hours and end at the end of the day in which the employee has completed the required number of service hours. The probationary period for Fire Suppression Aides shall be one thousand and forty (1,040) service hours and end at the end of the day in which the employee has completed the required number of service hours. Effective May 17, 2025, the probationary period for Fire Suppression Aides shall be two thousand nine hundred and twelve (2,912) service hours and end at the end of the day in which the employee has completed the required number of service hours.

The probationary period will be automatically extended for each hour during which the employee is on leave without pay or on military leave, past thirty (30) days whether paid or unpaid. In situations where the employee is on continuous paid sick leave for eighty (80) or more consecutive hours, or on modified duty for occupational or non-occupational reasons, the probationary period may be extended at the discretion of the Appointing Authority. Such extension is in addition to the eighteen (18) pay period extension allowed by the Personnel Rules for Board-Governed Special Districts.

PROMOTIONS

A promotion is the appointment of an employee from one classification to a classification having a higher base salary range. Subject to the special provisions below, a promoted employee shall receive at least the entrance rate of the new range, or mathematically closest to a five percent (5%) salary increase, whichever is greater, provided that no employee is thereby advanced above the top step of the higher base salary range. An employee that has six (6) or fewer pay periods until a step advancement is due at the time of promotion, shall have the next step rate used to determine their new pay rate at the time of promotion. At the discretion of the Fire Chief, and with the approval of the Director of Human Resources, an employee may be placed at any step within the higher base salary range. Promotions shall be effective only at the beginning of a pay period, unless an exception is approved by the Director of Human Resources. A promoted employee shall be required to serve a new probationary period of twenty-six (26) pay periods prior to attaining regular status. Advancement to the next appropriate step shall be made pursuant to the Salary Rates and Step Advancements article.

Any exceptions shall be pursuant to the provisions of the Personnel Rules for Board-Governed Special Districts.

Special Provision:

- (a) A Firefighter EMT promoting to Engineer shall be promoted in the same manner above; provided, however, that his promotion shall be calculated based on the rate of the corresponding step of the Firefighter Paramedic salary range. For example, in December 2015 an employee on the Firefighter EMT salary range is at step 10 at a rate of \$21.73/hour and promotes to Engineer. The employee's promotion would be calculated based on step 10 of the Firefighter Paramedic range, which is a rate of \$24.01/hour. Therefore, the employee would be promoted to step 7 at a rate of \$25.39/hour on the Engineer range.
- (b) In lieu of the Promotion process above, a Firefighter EMT or Firefighter Paramedic Trainee who is promoted to Firefighter Paramedic shall be placed at the same step of the Firefighter Paramedic

salary range. A promoted employee shall be required to serve a probationary period of twenty-six (26) pay periods prior to attaining regular status. Advancement to the next appropriate step shall be made pursuant to the Salary Rates and Step Advancements Article. For example, a Firefighter Paramedic Trainee on Step 6 at the time of promotion shall be placed on Step 6 on the Firefighter Paramedic salary range.

PROVISIONS OF LAW

It is understood and agreed that this Memorandum of Understanding is subject to all current and future applicable Federal and State laws and regulations. If any part or provision of this Memorandum of Understanding is in conflict or inconsistent with such applicable provisions of those Federal or State laws, or is otherwise held to be invalid or unenforceable by any court of competent jurisdiction, such part or provision shall be suspended and superseded by such applicable law or regulation, and the remainder of this Memorandum of Understanding shall not be affected thereby. If any substantive part or provision of this Memorandum of Understanding is suspended or superseded, the parties agree to reopen negotiations regarding this suspended or superseded part or provision with the understanding that total compensation to employees under this Memorandum of Understanding shall not be reduced or increased as a result of this Article. The parties hereto agree to refrain from initiating any legal action that would invalidate the Articles of this Memorandum of Understanding.

REEMPLOYMENT

A regular employee who has separated from Fire District employment, and who is subsequently rehired in the same classification in a regular position within a ninety (90) calendar day period, may receive restoration of salary step, annual leave accrual rate, and sick leave balance (unless the employee has received payment for unused sick leave in accordance with the Article, Retirement Medical Trust Fund, subject to the approval and conditions established by the Fire Chief and Director of Human Resources or designee. Restoration of retirement contribution rate shall be in accordance with applicable state law and in compliance with any requirements established by the Retirement Board. The employee shall suffer loss of seniority and be required to serve a new probationary period, unless such requirements are waived by the Director of Human Resources or designee.

A regular employee who has separated from District employment and who is subsequently rehired into a regular position in the same job family within a ninety (90) calendar day period, may receive restoration of vacation accrual rate, sick leave, and retirement contribution rate in the same manner as described above. Such employees shall also suffer loss of seniority and be required to serve a new probationary period, unless such requirements are waived by the Director of Human Resources or designee.

RENEGOTIATION

In the event either party hereto desires to negotiate a successor Memorandum of Understanding, each party shall serve upon the other during a thirty-one (31) day period commencing 180 days prior to the expiration of this Agreement, its written request to commence negotiations, as well as its initial

written proposals for such successor Memorandum of Understanding. Upon receipt of such written proposals, an initial meeting of the parties shall be held no later than thirty (30) days after such receipt.

If the anticipated District revenues, at any time during this MOU, are expected to be reduced by \$25,000,000 or more during the ensuing twelve (12) month period, the parties agree to reopen the MOU upon the request of either party to meet and confer over the economic impact of the anticipated reduction. The parties shall meet and confer no later than fifteen (15) days from the date of the request.

RETIREMENT MEDICAL TRUST FUND

A Retirement Medical Trust Fund will be established for eligible Unit employees. The Trust is administered by a Board of Trustees who manage the resources of the Trust Fund and determine appropriate investment options and administrative fees for managing the Trust Fund. The Trustees insure that payments of qualified medical expenses incurred by retirees or their eligible dependents are properly reimbursed. The Trust will establish individual accounts for each participant who will be credited with earnings/losses based upon the investment performance of the participant's individual account. All of the contributions to the Trust Fund will be treated for tax purposes as employer, non-elective contributions resulting in tax-free contributions for the Fire District. All of the distributions from the Trust Fund made to retirees or their eligible dependents for the reimbursement of qualified medical expenses as defined by the Internal Revenue Codes (including medical and other eligible insurance premiums) will also be non-taxable to the retiree or the retiree's eligible dependent(s).

The Trust is a Voluntary Employees Benefit Association (VEBA) and will comply with all of the provisions of Section 501(c)(9) of the Internal Revenue Code.

Section 1. Sick Leave Conversion Eligibility

Eligible employees are those employees with ten (10) or more years of participation in the San Bernardino County Employees' Retirement Association (SBCERA); or those individuals who contributed to a public sector retirement system or systems over a ten (10) year period and did not withdraw their contributions from the retirement system(s); or those who receive a disability retirement. Those eligible employees with ten (10) or more years of combined contributions to SBCERA and other public sector retirement system(s) must complete a Prior Service Credit Request form and submit it to the Retirement Medical Trust Plan Administrator for approval. A letter from the public sector retirement system(s) confirming that contributions have not been withdrawn must accompany the form.

Section 2. Sick Leave Conversion Formula

All eligible employees will be required to contribute the cash value of their unused sick leave balances to the Trust, upon separation from employment with the County for reasons other than death, in accordance with the conversion formula described below:

The following conversion formulas shall apply to employees:

Amount of Remaining Sick Leave Hours	Cash Formula Value
672 hours or less	30%
673 to 840 hours	40%
841 to 1,008 hours	45%
1,009 to 1,176 hours	50%
1,177 to 1,344 hours	55%
1,345 to 1,780 hours	65%

Section 3. District Contributions

The Fire District shall contribute to the Trust an amount equal to a percentage of the base biweekly salary of all eligible Tier 1 Unit employees as follows:

Years of Completed County Service	Percentage
Seven but less than ten years*	1.00%
Ten but less than sixteen years	2.00%
Sixteen but less than twenty years	3.00%
Twenty or more years	4.00%

The Fire District shall contribute to the Trust an amount equal to a percentage of the base biweekly salary of all eligible Tier 2 Unit employees as follows:

Years of Completed County Service	Percentage
Seven but less than ten years*	1.00%
Ten but less than sixteen years	2.00%
Sixteen but less than twenty years	2.75%
Twenty or more years	3.00%

*Firefighter Paramedics, Firefighter EMTs, Engineers, and Captains with one year but less than ten years of service prior to October 9, 2021, and who were receiving the 1% County contribution to the Trust will continue to receive the 1% County contribution until they obtain ten years of service, at which time they will start receiving the County contribution as specified in the table above.

Contributions to the Trust shall not be considered earnable compensation.

Section 4. Death

Upon the death of an active employee with ten (10) or more years of continuous service from the most recent date of hire in a regular position, the estate of the deceased employee will be paid the cash value for unused sick leave balances according to the sick leave conversion formula of Section 2 of this article, and will not go into the Trust.

RETIREMENT SYSTEM CONTRIBUTIONS

Section 1. Eligibility

Under the provisions of the County Employee's Retirement Law of 1937, all employees in regular positions who are scheduled to work for a minimum of forty (40) hours per pay period shall become members of the San Bernardino County Employees' Retirement Association (SBCERA).

Exception: Employees first hired at age 60 or over may choose not to become a member of SBCERA at the time of hire. If this election is made, the employee will participate in the County's PST Deferred Compensation Retirement Plan. Said employee's contributions to the PST Deferred Compensation Retirement Plan shall be automatically deducted from the employee's earnings. Maximum total contributions shall be seven and one-half percent (7½%) of the employee's maximum coverage wages for Social Security purposes. Employees shall automatically be enrolled in the Plan upon notification from SBCERA that the employee has opted out of SBCERA membership.

Section 2. Employee Contributions

Any employee Retirement System contribution obligations shall be paid by the employee. Employee Retirement System contributions shall be "picked up" for tax purposes only pursuant to this Section. The Auditor-Controller/Treasurer/Tax Collector has implemented the pickup of such Retirement Contributions under Internal Revenue Code Section 414 (h)(2). The Fire District shall make member contributions under this Section on behalf of the employee, which shall be in lieu of the employee's contributions and such contributions shall be treated as employer contributions for purposes of reporting and wage withholding under the Internal Revenue Code and the Revenue and Taxation Code. The amounts picked up under this Section shall be recouped through offsets against the salary of each employee for whom the Fire District picks up member contributions. These offsets are akin to a reduction in salary and shall be made solely for purposes of income tax reporting and withholding. The member contributions picked up by the Fire District under this Section shall be treated as compensation paid to District employees for all other purposes. No employee shall have the option to receive the Retirement System contribution amounts directly instead of having them paid to the County Retirement System.

Section 3. Special Provisions (Certain Tier 1 Members Only)

Employees with at least 25 years of service as set forth in Government Code section 31625.3 as of July 2, 2011, and who have 30 years of service credit as set forth in Government Code section 31625.3 shall have one opportunity during the employee's employment to receive cash payments of seven percent (7%) of earnable compensation for up to twenty-six (26) pay consecutive pay periods.

Section 4. Retirement Formula

(a) Tier 1 Retirement Formula

For Tier 1 members, the Fire District has adopted a resolution making Section 31664.1 of the Government Code (3% at 50 Retirement Formula) applicable to eligible members of this Unit on October 1, 2003. For Tier 1 members, the Fire District has also adopted a resolution pursuant to Section 31678.2 of the Government Code to make Section 31664.1 applicable to all prior safety retirement service credit for each eligible employee in this Unit.

(b) Tier 2 Retirement Formula

For Tier 2 members, as defined under Government Code Section 7522 et seq. and SBCERA bylaws, the applicable Retirement Formula shall be 2.7% at age 57.

SALARY ADJUSTMENT

Section 1. Across-the-Board Increases

- Effective January 10, 2026, the Fire District shall provide a three percent (3%) across the board salary increase to all salary ranges, subject to the following:

If the Fire District's total Taxes (amongst all Fire District Zones) is less than two percent (2.00%) increase in 2024-25 compared to 2023-24, as delineated in the combined Administration and Service Zone pages of the San Bernardino County Protection District section of the San Bernardino County's Budget Book, then the Fire District shall have the right to meet and confer with Local 935 over its financial ability to fund this increase, provided that any modification of this agreement must be by mutual written consent.

If the parties are unable to reach agreement by January 10, 2026, the increase due on that date shall be deferred until July 11, 2026, or as otherwise agreed by the parties in the meet and confer process.

- Effective January 9, 2027, the Fire District shall provide a three percent (3%) across the board salary increase to all salary ranges, subject to the following:

If the Fire District's total Taxes (amongst all Fire District Zones) is less than two percent (2.00%) increase in 2025-26 compared to 2024-25, as delineated in the combined Administration and Service Zone pages of the San Bernardino County Protection District section of the San Bernardino County's Budget Book, then the Fire District shall have the right to meet and confer with Local 935 over its financial ability to fund this increase, provided that any modification of this agreement must be by mutual written consent.

If the parties are unable to reach agreement by January 9, 2027, the increase due on that date shall be deferred until July 10, 2027, or as otherwise agreed by the parties in the meet and confer process.

- Effective January 8, 2028, the Fire District shall provide a three percent (3%) across the board salary increase to all salary ranges, subject to the following:

If the Fire District's total Taxes (amongst all Fire District Zones) is less than two percent (2.00%) increase in 2026-27 compared to 2025-26, as delineated in the combined Administration and Service Zone pages of the San Bernardino County Protection District section of the San Bernardino County's Budget Book, then the Fire District shall have the right to meet and confer with Local 935 over its financial ability to fund this increase, provided that any modification of this agreement must be by mutual written consent.

If the parties are unable to reach agreement by January 8, 2028, the increase due on that date shall be deferred until July 8, 2028, or as otherwise agreed by the parties in the meet and confer process.

- Effective January 6, 2029, the Fire District shall provide a three percent (3%) across the board salary increase to all salary ranges, subject to the following:

If the Fire District's total Taxes (amongst all Fire District Zones) is less than two percent (2.00%) increase in 2027-28 compared to 2026-27, as delineated in the combined Administration and Service Zone pages of the San Bernardino County Protection District section of the San Bernardino County's Budget Book, then the Fire District shall have the right to meet and confer with Local 935 over its financial ability to fund this increase, provided that any modification of this agreement must be by mutual written consent.

If the parties are unable to reach agreement by January 6, 2029, the increase due on that date shall be deferred until July 7, 2029, or as otherwise agreed by the parties in the meet and confer process.

Section 2. Appendix B

The parties jointly agree that the base salary ranges shall be applicable for the appropriate classifications listed in Appendix B.

For the purposes of this Agreement, base salary rate shall mean the hourly rate of pay established pursuant to the step placement within the base salary range as provided in this Agreement as appropriate. Employees shall be compensated in accordance with established District practices unless specifically modified by this Agreement (e.g., For Firefighters, Engineers, and Captains the hourly rate within the established range shall be divided by a factor of 1.4 to determine the fire service hourly rate base for a fifty-six (56) hour workweek).

SALARY RATES AND STEP ADVANCEMENTS

Section 1. Step Advancements

New employees shall be hired at step 1 of the established base salary range, except as otherwise provided in this Agreement. Variable entrance steps may be established if justified by recruitment needs, including lateral entries, through top step with the approval of the Fire Chief and the Director of Human Resources. Except for promotions, all step advancements shall be based upon one (1) step increment in the base salary range. Approval for advancement shall be based upon satisfactory work performance and completion of required length of service in the classification and upon the recommendation of the Fire Chief.

Employees shall be eligible for step advancement at the beginning of the following pay period after completing increments of 13 pay periods in paid status, until the top step of the range is reached. An employee who during the 13 pay periods is not in paid status for any pay period will be required to complete one or more additional pay periods in paid status before the employee is eligible to receive their step advancement. For example, an employee that starts on December 18, 2021, would be eligible for a step advancement on June 18, 2022, provided that they attained 13 pay periods in paid

status during the timeframe. If during that time the employee was not in paid status for 2 pay periods, the employee would be required to complete 2 additional pay periods in paid status before they are eligible for their step advancement. The employee would then be eligible for step advancement on July 16, 2022.

An employee whose step advancement is denied shall not be eligible for reconsideration of step advancement except as provided in the Article on "Merit Advancements." An appointing authority may request in limited exceptional circumstances and with adequate justification, the adjustment of the salary step or salary rate of an employee to maintain salary equity within the system, to prevent undue hardship or unfairness due to the application of any rule or policy, or to correct any salary inequity subject to the recommendation of the Director of Human Resources and the final approval of the Chief Executive Officer or their designee. The Director of Human Resources or designee may authorize the adjustment of the salary step or salary rate of an employee to correct any payroll error or omission, including any such action which may have arisen in any prior fiscal year.

Section 2. Range Adjustments

(a) Step Elimination:

- Effective the pay period following Board approval, the Fire District shall eliminate 2 steps of all salary ranges, except salary range FFE. Employees on those steps shall be immediately placed on the next current step. For employees that were on the lowest step of the salary range, service hours for the purposes of receiving their next merit advancement shall be reset.
- Effective January 10, 2026, the Fire District shall eliminate 2 steps of all salary ranges, except salary range FFE. Employees on those steps shall be immediately placed on the next current step. For employees that were on the lowest step of the salary range, service hours for the purposes of receiving their next merit advancement shall be reset.
- Effective January 9, 2027, the Fire District shall eliminate 2 steps of salary ranges FFP, ENG, and CAP. Employees on those steps shall be immediately placed on the next current step. For employees that were on the lowest step of the salary range, service hours for the purposes of receiving their next merit advancement shall be reset.

(b) New Top Steps:

- Effective August 5, 2028, the Fire District shall add a new top step to the salary ranges ENGE and ENGP. The new top step shall be approximately two and one-half percent (2.50%) above the current top step.

Employees who are at the existing top step on that date and have completed at least 13 pay periods at that step and received a "Meets Job Standards" or above on their most recent Work Performance Evaluation (WPE) in the 12 consecutive months prior to the effective date of the new top step, are eligible to advance on August 07, 2027. Employees who have not completed at least 13 pay periods at that step on that date shall be eligible to move to the new top step upon completion of 13 pay periods in accordance with the Merit Advancement Article.

- Effective August 4, 2029, the Fire District shall add a new top step to the salary range CAP. The new top step shall be approximately two and one-half percent (2.50%) above the current top step.

Employees who are at the existing top step on that date and have completed at least 13 pay periods at that step and received a "Meets Job Standards" or above on their most recent Work Performance Evaluation (WPE) in the 12 consecutive months prior to the effective date of the new top step, are eligible to advance on August 07, 2027. Employees who have not completed at least 13 pay periods at that step on that date shall be eligible to move to the new top step upon completion of 13 pay periods in accordance with the Merit Advancement Article.

- (c) Effective the pay period following Board approval of the MOU, all salary ranges will be increased by approximately four percent (4%). Effective the pay period following Board approval of the MOU, Fire Suppression Aide IIs will be reallocated to Fire Suppression Aide IIIs, moving to the same base hourly rate on the 06 salary range. Fire Suppression Aides IIIs who are on step 5 and 6 will be moved to step 9. Thereafter, Fire Suppression Aide IIIs will receive a Technical Title Change to Fire Suppression Aide.
- (d) Effective January 9, 2027, Engineers with an EMT certification will be reallocated to a new Engineer EMT classification.
- (e) Effective January 9, 2027, the classification of Engineer will receive a Technical Title change to Engineer Paramedic.

SECTION 125 PREMIUM CONVERSION PLAN

- (a) Eligible employees shall be provided with a Section 125 Premium Conversion Plan. The purpose of the Plan is to provide employees a choice between paying premiums with either pre-tax salary reductions or after-tax payroll deductions for medical insurance, dental insurance, vision insurance, voluntary life (to the IRS specified limit) and accidental death and dismemberment insurance premiums currently maintained for Unit employees or any other program(s) mutually agreed upon by the parties. The amount of the pre-tax salary reduction or after-tax payroll deduction must be equal to the required insurance premium.
- (b) Benefit Plan elections shall not reduce earnable compensation for purposes of calculating benefits or contributions for the San Bernardino County Employees' Retirement Association.
- (c) To be eligible for this benefit, an employee must be in a regular position and be regularly scheduled to work at least fifty-six (56) hours in a pay period (forty (40) hours in a pay period for Fire Suppression Aide) or must have received the benefits under section (a) immediately prior to being on an approved leave of absence for which continuation of these benefits is expressly provided under Section 5 of the Medical and Dental Coverage Article.
- (d) Election of pre-tax and after-tax payroll deductions shall be made within sixty (60) days of the initial eligibility period in a manner and on such forms designated by the Human Resources Employee Benefits and Services Division. Failure to timely submit appropriate paperwork will result in after-tax deductions for all eligible premiums for the remainder of the Plan year.
- (e) Once a salary reduction has begun, in no event will changes in elections be permitted during the Plan year except to the extent permitted under Internal Revenue Service rulings and regulations and with the County's Section 125 Plan Document. The employee must submit request for a change due to a mid-year qualifying event within sixty (60) days of the qualifying event. The County's Human Resources Employee Benefits and Services Division will authorize changes as long as the change is made on account of and consistent with an employee's change in status.

SMOKING

Employees hired after January 29, 2002 shall be non-smokers and are required to remain non-smokers throughout their employment. During the term of this MOU newly hired employees will be informed of this Article.

SPECIAL ASSIGNMENT COMPENSATION

Special assignment compensation is a concept, which allows for temporary increases in pay beyond that which is normally allowed when duties performed support such additional pay for specific periods of time. Increases in pay may be granted to recognize the temporary assignment of more difficult duties requiring a greater level of skill(s). Temporary assignment shall mean a period of one (1) calendar year or less. Selected positions may be authorized for special assignment compensation, rather than being permanently reclassified to a higher level, to allow for employee rotation to enhance upward mobility. Increases in pay shall be temporary so long as the higher level duties are assigned and performed, not to exceed one (1) calendar year. Such increases in pay shall not affect an employee's step advancement in the base range pursuant to the Article on "Salary Rates and Step Advancements."

Requests for special assignment compensation may be initiated by the Fire Chief or an employee via the Fire Chief or designee. The eligibility of the special assignment compensation request shall be subject to the review and approval of the Director of Human Resources. The appointing authority and the employee bear mutual responsibility for initiating the compensation request in a timely manner and adhering to the compensation provisions defined in this Article. It is important to obtain Human Resources Department review of the request in advance of the date the employee begins the assignment, because there is no guarantee the request will be approved. Under no circumstances will Temporary Performance Compensation be granted retroactively. Such compensation shall be paid according to procedures approved by the Board of Directors. That procedure is defined as follows:

- (a) Special assignment compensation will be in the form of a bonus equivalent to a specified percentage of the employee's base pay. The Director of Human Resources or designee will determine the amount in increments of one-half (½%) percent, from a minimum of two and one-half percent (2½%) up to a maximum of seven and one-half percent (7½%). It is the responsibility of the requesting district to bear the cost of additional compensation. The bonus will be computed at the specified percentage of the current base pay of the employee for each pay period and will be paid each pay period, except that the final payment of an award which terminates between such payment dates shall be made on the scheduled pay day after the next complete pay period following such termination.
- (b) Prior to the assignment of special assignment duties, that is the temporary assignment of more difficult duties requiring a greater level of skills(s), approval via the signed form must be received from the Director of Human Resources or designee. Compensation is to be effective only with written approval and assignment of the greater level of duties, with a signed acceptance by the employee. In no case, will awards be made retroactive, to the date preceding the date of approval by the Director of Human Resources. The Assistant Chief and the employee bear mutual responsibility for adherence to the special assignment compensation provision as defined

above. At the end of the one (1) calendar year assignment, special compensation leave may be renewed, subject to the approval of the Director of Human Resources.

- (c) Denial of compensation due to assignment criteria shall not be subject to review, appeal, or the Grievance Procedure.

SPECIAL CIRCUMSTANCES PAY

An employee in a regular position in the classification of Fire Suppression Aides, Firefighter Paramedic Trainee, Firefighter EMT, Firefighter Paramedic, Engineer, Heavy Fire Equipment Operator, or Captain the unit who is assigned to work in the communities of Baker, Needles, Havasu, or Big River shall receive a pay differential of five percent (5%) of the employee's base hourly rate as provided in Appendix C. Employees assigned to work in Baker, Needles, Havasu, or Big River work locations who are subsequently reassigned to a different work location shall no longer be eligible for the pay differential. The Fire Chief shall designate the communities eligible for Special Circumstances Pay.

Employees eligible for the pay provided in this Article who are not in paid status (i.e., not coding paid hours) during a pay period shall not receive the Special Circumstances pay for that pay period.

SPECIALTY PAY DIFFERENTIALS FOR FIREFIGHTERS, ENGINEERS, AND CAPTAINS

Section 1. Urban Search & Rescue Team (USAR Team) and Hazardous Materials Team (Haz Mat Team)

The Fire District has established a pay differential for an Urban Search and Rescue Team (USAR Team) and a Hazardous Materials Team (Haz Mat Team). Employees who volunteer to be on a team and receive the differential must meet and maintain the necessary training and certification standards established by the Department. With the approval of the Fire Chief or designee, the Department shall pay for the tuition and certification associated with USAR and Haz Mat classes or courses. Employees who volunteer to obtain the necessary certifications for inclusion on a team shall be required to attend said classes or courses on their own time.

(a) Urban Search & Rescue Team (USAR Team)

935 Unit employees assigned to a USAR designated station, as determined by management, who meet the criteria for inclusion on the USAR Team shall receive a bi-weekly differential equivalent to 5.5% of the top step Firefighter Paramedic level. 935 Unit employees who meet the criteria for inclusion on the USAR Team who are not assigned to a USAR station shall be eligible to receive a bi-weekly differential equivalent to 1.5% of the top step Firefighter Paramedic level, to maintain the necessary USAR Team certifications.

(b) Hazardous Materials Team (Haz Mat Team)

935 Unit employees assigned to a Haz Mat designated station, as determined by management, who meet the criteria for inclusion on the Haz Mat Team shall receive a bi-weekly differential

equivalent to 5.5% of the top step Firefighter Paramedic level. 935 Unit employees who meet the criteria for inclusion on the Haz Mat Team who are not assigned to a Haz Mat station shall be eligible to receive a bi-weekly differential equivalent to 1.5% of the top step Firefighter Paramedic level, to maintain the necessary Haz Mat Team certifications.

Section 2. Other Specialty Pay Differentials

(a) Training Officer

Unit members regularly assigned to the Training Division or assigned a training function by the Fire Chief shall receive a bi-weekly differential equivalent to 7.5% of the top step Firefighter Paramedic level, after determination of appropriate training and certifications.

(b) Crew Superintendent

An employee regularly assigned to perform as a Crew Superintendent shall be eligible to receive a bi-weekly differential equivalent to 12.5% of the top step Firefighter Paramedic level. The Crew Superintendent shall oversee all wildland operations in special operations including, but not limited to, paid crews, inmate crews, and dozer programs.

(c) Crew Foreman

An employee regularly assigned to perform as a Crew Foreman shall be eligible to receive a bi-weekly differential equivalent to 7.5% of the top step Firefighter Paramedic level. The Crew Foreman shall oversee wildland crews and operations, including, but not limited to, crew transport, support vehicles, and equipment.

An employee who meets criteria and is certified as a Crew Foreman but is not assigned to Crew Foreman shall be eligible to receive a bi-weekly differential equivalent to 1.5% of the top step Firefighter Paramedic level. The Fire District will determine the number of employees that are needed and eligible for this differential.

(d) Heavy Equipment Operator

An employee regularly assigned to perform as a Heavy Equipment Operator shall be eligible to receive a bi-weekly differential equivalent to 10% of the top step Firefighter Paramedic level. The Heavy Equipment Operator shall oversee wildland dozer equipment and operations, including, but not limited to, transport, support vehicles, and swamper personnel. Employees in the classification of Heavy Equipment Operator are not eligible for this differential.

(e) Aircraft Rescue Firefighter (ARFF)

An employee regularly assigned to an ARFF designated station, as determined by management, who meets the criteria for inclusion on the ARFF Team shall be eligible to receive a bi-weekly differential equivalent to 5.5% of the top step Firefighter Paramedic level. An employee who meets the criteria for inclusion on the ARFF Team who is not assigned to an ARFF designated station shall be eligible to receive a bi-weekly differential equivalent to 1.5% of the top step Firefighter Paramedic level per pay period.

(f) Flight Crew Captain

An employee regularly assigned to perform as a Flight Crew Captain shall be eligible to receive a bi-weekly differential equivalent to 12.5% of the top step Firefighter Paramedic level. The Flight Crew Captain shall be required to hold the rank of Captain and shall oversee all helicopter operations in special operations, including, but not limited to, daily flight operations, rescue hoist operations, wildland air operations, paramedic duties for air rescue transport, search and rescue, and command control. An employee who is designated by the Department and meets the criteria for inclusion as a Flight Crew Captain (e.g., has the necessary hoist qualifications and has completed ground school) who is not assigned as a Flight Crew Captain shall be eligible to receive a bi-weekly differential equivalent to 1.5% of the top step Firefighter Paramedic level per pay period, to maintain the necessary hoist qualifications and ground school education.

(g) Flight Paramedic

An employee regularly assigned to perform as a Flight Paramedic shall be eligible to receive a bi-weekly differential equivalent to 7.5% of the top step Firefighter Paramedic level. The Flight Paramedic duties shall include, but are not limited to, daily flight operations, rescue hoist operations, wildland air operations, paramedic duties for air rescue transport, and search and rescue. An employee who is designated by the Department and meets the criteria for inclusion as Flight Paramedic (e.g., has the necessary hoist qualifications and has completed ground school) who is not assigned as Flight Paramedic shall be eligible to receive a bi-weekly differential equivalent to 1.5% of the top step Firefighter Paramedic level per pay period, to maintain the necessary hoist qualifications and ground school education.

(h) Tele-Staff Differential

Employees who are regularly assigned by management to perform the tele-staff duties shall receive a differential of 2.50% of the top step Firefighter Paramedic hourly rate. This compensation shall not be paid during any period of extended leave, e.g., more than 112 consecutive hours, during which the employee is no longer responsible for tele-staff duties.

(i) Canine Assignment Pay

Employees assigned by the Appointing Authority to care for a Department Canine will be compensated eight (8) hours of pay each pay period at the employee's base rate of pay in order to provide care, feeding, and maintenance to the Canine for the Department. Such time will be considered hours worked for the purposes of calculating overtime. The compensation shall not be paid during any period of extended leave, e.g., more than one consecutive pay period, during which the employee is no longer responsible for caring for the Canine.

(j) Truck Operations

Effective January 8, 2028, classifications designated by the Fire District who are regularly assigned to a Truck station and are required to maintain a Truck Operations Certification shall be entitled to the Truck Operations differential. Compensation shall be a biweekly differential equivalent to 5.5.% of the top step Firefighter Paramedic level.

Section 3. Special Provisions

- (a) Specialty pay differentials shall be calculated as a percentage of the base rate of pay per pay period of the top step Firefighter Paramedic level, as provided in Appendix C. For example, the Crew Superintendent differential is 12.5% of the top step Firefighter Paramedic level. In February 2025, the approximate bi-weekly salary of the top Firefighter Paramedic level is \$4,176.48. As such, an employee who is eligible for the Crew Superintendent differential would receive approximately \$522.06 per pay period.
- (b) Employees eligible for a differential(s) provided in this Article who are not in paid status (i.e., not coding paid hours) during a pay period shall not receive the differential(s) for that pay period.
- (c) Tower cadre, if applicable, will receive Specialty Pay Differentials for Firefighters, Engineers, and Captains at the higher compensation rate in accordance with section 1 and 2 of this article.

STAFFING

The Union agrees to staffing flexibility in difficult financial times. The Union President, Fire Chief and County CEO or designee shall meet as needed to ensure effective staffing.

STAFFING DESK

A single central staffing desk has been established to manage staffing and Telestaff activity for unit members. After hours and weekend staffing shall be handled by a single station as the backup staffing desk. Any additional staffing needs shall be managed by the Battalion Chief for the effected Battalion.

STANDARD TOUR OF DUTY

Section 1. Firefighter EMT, Firefighter Paramedic Trainee, Firefighter Paramedic, Engineers, Captains, and Heavy Fire Equipment Operator

The Fire Chief shall establish the actual number of hours, which comprises the standard tour of duty for each position. Normally, the standard tour of duty will be comprised of twenty-four (24) hours, which equates to one (1) shift. The Fire Chief may modify or change the number of hours in the standard tour of duty for each position to meet the needs of the service.

When the Fire Chief finds it necessary to make such modifications or changes, the Fire Chief shall notify the affected employee(s) indicating the proposed change prior to its implementation.

When such modification or change would affect the standard tour of duty of such employee(s), and when the Union requests to meet and confer, the parties shall expeditiously meet and confer regarding the impact the modification or change could have on employee(s).

For purposes of disciplinary action as defined in the Personnel Rules for Board-Governed Special Districts, Rule XI, Section 2, the work day for shift personnel shall be defined as twenty-four (24) hours.

Effective May 17, 2025, Fire Suppression Aides will be covered under this section.

Section 2. Fire Suppression Aides

The standard tour of duty represents the time that an employee is regularly scheduled to work. The employee shall be present at the assigned work location and ready to begin work at the start of the standard tour of duty. For payroll purposes, a regularly scheduled tour of duty, which commences before midnight and ends the following day, shall be reported as time worked for the day in which the tour of duty began.

The Appointing Authority, or designee, shall establish the actual number of hours, which comprises the standard tour of duty for each position. The Appointing Authority, or designee, may modify or change the number of hours in a standard day, tour of duty or shift for each position to meet the needs of Fire District. When the Appointing Authority or designee finds it necessary to make such modifications or changes, they shall notify the affected employee(s) indicating the proposed change prior to its implementation.

Effective May 17, 2025, Fire Suppression Aides will be covered under Section 1 of this article, at that time Section 2 of this article will sunset.

STANDARD WORK WEEK**Section 1. Firefighter EMT, Firefighter Paramedic Trainees, Firefighter Paramedic, Engineers, Captains, and Heavy Fire Equipment Operators**

The standard work week for Firefighter EMTs, Firefighter Paramedic Trainees, Firefighter Paramedics, Engineers, Captains, and Heavy Fire Equipment Operators shall be a fifty-six (56) hour work week as that term is typically defined for fire service personnel.

Firefighter EMTs, Firefighter Paramedic Trainees, Firefighter Paramedics, Engineers, Captains, and Heavy Fire Equipment Operators may be temporarily assigned to a forty (40) hour work week on a specialized assignment (e.g., Tower Cadre).

Section 2. Fire Suppression Aides

The standard work week for Fire Suppression Aides shall be a forty (40) hour work week.

Effective May 17, 2025, the standard work week for Fire Suppression Aides shall be a fifty-six (56) hour work week as that term is typically defined for fire service personnel.

TERM

The term of this Memorandum of Understanding shall commence upon approval by the Board of Directors, and shall expire at 12:00 a.m. (midnight) of January 31, 2030. If a successor Memorandum of Understanding has not been reached by 12:00 a.m. (midnight) of January 31, 2030, the terms and conditions of this Memorandum of Understanding shall continue in effect until a successor Memorandum of Understanding is approved by the Board of Directors or the dispute resolution procedure has been exhausted, whichever occurs sooner.

The parties shall reopen this Agreement for the purposes of meeting and conferring as follows; (1) beginning in April of 2025, parties will meet and confer over the Retirement Medical Trust Article, (2)

beginning in November of 2027, parties will meet and confer regarding the potential establishment of an unassigned Truck Operations Certification differential, (3) beginning in November of 2027, parties will meet and confer regarding the potential establishment of a Rescue Boat Operations differential, and (4) beginning in November of 2027, parties will meet and confer regarding the potential establishment of placing a limit on the maximum number of assigned and unassigned specialty differentials. No other article shall be reopened. Moreover, it is the intent of the parties to maintain the status quo should a mutual agreement not be reached on these matters.

TIME TRADES

Employees in the classification of Firefighter EMT, Firefighter Paramedic, Engineers, and Captain shall have the right to exchange shifts (time trades) providing that an authorization form, approving the adjustment of leave balances or salary when necessary, has been previously signed and submitted. The time trades must be worked within twelve (12) calendar months. If an employee owes a time trade at the end of the twelve (12) calendar month period the employee will have an equal amount of hours deducted from their vacation leave accruals or holiday leave accruals if insufficient vacation accruals are available. If sufficient vacation or holiday leave accruals are unavailable then salary, equivalent to the amount owed, will be deducted. Employees owed a time trade and who are planning on leaving Department employment must inform their supervisor, with a minimum two (2) week notice, of a time trade owed to them. The employee owing the time trade, if unable to work, will have an equal amount of time owed deducted from their vacation leave accruals, holiday leave accruals, or salary. Payment, if necessary and deductions are made at straight time.

Time trades shall be subject to the approval of the immediate supervisor. A time trade is considered a change in the work schedule for the purpose of employee accountability. It is neither a method to circumvent leave request procedures nor is it counted for purposes of determining overtime pursuant to the Fair Labor Standards Act and State Law.

UNIFORM ALLOWANCE

- (a) The Fire District shall provide an annual uniform allowance in the sum of four hundred fifty dollars (\$450.00) to all employees in regular positions on payroll in a paid status as of January 1 of each year to compensate for costs associated with uniform purchase, maintenance, cleaning and replacement. Payment shall be made in the month of January each year. Employees on a leave of absence without pay on January 1 shall receive the uniform allowance upon return to paid status. Any employee separating from employment with the Fire District at the conclusion of a leave of absence shall not receive the uniform allowance.
- (b) With the pay period that includes January 1, 2026 and thereafter, Tier 1 members, as defined under Government Code Section 7522 et seq. and SBCERA bylaws, the Fire District shall provide an annual uniform allowance in the sum of four hundred fifty dollars (\$450.00) to all employees in regular positions in a paid status as of January 1 of each year to compensate for costs associated with uniform purchase, maintenance, cleaning and replacement. Payment shall be made in the month of January each year. Employees on a leave of absence without pay on January 1 shall receive the uniform allowance upon return to paid status. Any employee

separating from employment with the Fire District at the conclusion of a leave of absence shall not receive the uniform allowance.

- (c) With the pay period that includes January 1, 2026 and thereafter, Tier 2 members, as defined under Government Code Section 7522 et seq. and SBCERA bylaws, the Fire District shall provide an annual uniform voucher valued at four hundred fifty dollars (\$450.00) to all employees in regular positions on payroll in a paid status as of January 1 of each year to purchase or replace uniforms. This voucher is to be used exclusively for the purchase of approved uniforms through the designated County Fire Service Center. The voucher must be utilized within the calendar year of issuance. Unused voucher amounts will not be carried over to the following year and are non-transferable. Any expenses exceeding the voucher amount shall be the responsibility of the Employee. Employees on a leave of absence without pay on January 1 shall receive the uniform voucher upon return to paid status; any employee separating from employment with the Fire District at the conclusion of a leave of absence shall not receive the uniform voucher.
- (d) The Fire District shall provide all new firefighters within the class series and Fire Suppression Aides with a Class B uniform, at the Fire District's expense, as a one-time benefit.

UNION BUSINESS

- (a) Union members shall be granted a reasonable amount of Fire District time to perform their Union functions, including attendance at Union meetings, conventions, conferences, and seminars, without loss of pay, UB coverage will qualify for force hire to backfill. Leave time shall be approved by the Fire Chief, County Executive Officer or the designee of either prior to taking such leave. The Union shall keep the Fire District informed of Executive Board members at all times.
- (b) The Fire District agrees to allow Union officials time during non-active duty hours to perform the following Union functions:
 - (1) Posting of Union notices on approved bulletin boards within the assigned Fire District;
 - (2) Distribution of Union literature within the assigned the Fire District; and,
 - (3) Communication via Union telephone or mail to other Districts or Union representatives. In addition, said Union officials will be granted release time to consult with the Fire District management concerning the enforcement of this Agreement or to represent an employee in a grievance hearing.
- (c) The Fire District agrees to allow up to a maximum total of three (3) employees release time to represent the Union during meet and confer sessions. Said employees shall only be compensated at their base rate of pay for time actually spent while meeting and conferring during their tour of duty. In no case shall such employees be entitled to overtime compensation for the time spent during such meet and confer sessions, nor any compensation for time spent in preparation for meeting and conferring.

UNION DUES

All employees in this Unit who are in a job classification represented by Local 935 may choose to become a member of Local 935. If the employee chooses to become a member, they shall authorize payroll deduction for membership dues. Employees' requests to cancel or change deductions shall

be directed to Local 935. The Fire District shall rely on information provided by Local 935 regarding whether deductions were properly canceled or changed, and Local 935 shall indemnify the Fire District for any claims made by the employee for deductions made in reliance on that information. Further, Local 935 shall be required to recertify payroll deductions for any employee who 1) is in the Unit and has chosen to be a member of Local 935, 2) then separates from the bargaining unit (e.g., leave Fire District employment, promotes to another unit, etc.), 3) then later returns to the Unit and again chooses to become a member of Local 935.

Dues withheld by the Fire District shall be transmitted to Local 935's Officer designated in writing by Local 935 as the person authorized to receive such funds, at the address specified.

The Fire District shall not be obligated to put into effect any new membership dues deduction until Local 935 provides the Fire District written certification of an individuals' membership dues deduction authorization in sufficient time to permit normal processing of the change or deduction. Payroll deduction cards must reflect clear and compelling evidence that the employee is affirmatively consenting to the membership dues deduction.

Local 935 shall be fully responsible for expending funds received under this Article consistent with all legal requirements for expenditures of employee dues, which are applicable to public sector labor organizations.

Any other Fire District payroll deductions shall be as agreed by the parties subject to the Board Governed Districts Employee Relations Ordinance.

Remittance of the aggregate amount of all membership dues and insurance premiums deducted from the pay warrants of employees covered hereby shall be made to the Union within thirty (30) days after the conclusion of the month in which said membership dues and insurance premiums were deducted.

The Fire District may charge a service fee of five cents (\$.05) per pay period deduction per employee for the processing of such deductions.

Local 935's indemnity and liability obligation is more fully set forth as follows:

- (a) Local 935 shall defend, indemnify and hold harmless San Bernardino County, San Bernardino County Fire Protection District, and its Officers and employees from any claim, loss, liability, cause of action or administrative proceeding arising out of the operation of this Article. Upon commencement of such legal action, administrative proceeding, or claim, Local 935 shall have the right to decide and determine whether any claim, administrative proceeding, liability, suit or judgment made or brought against the County, the San Bernardino County Fire Protection District, or its Officers and employees because of any application of this Article shall not be compromised, resisted, defended, tried or appealed. Any such decision on the part of Local 935 shall not diminish Local 935's defense or and indemnification obligations under this Agreement.
- (b) The Fire District, immediately upon receipt of notice of such claim, proceeding or legal action shall inform Local 935 of such action, provide Local 935 with all information, documents, and assistance necessary for Local 935 defense or settlement of such action and fully cooperate with Local 935 in providing all necessary employee witnesses and assistance necessary for said defense. The cost of any such assistance shall be paid by Local 935.

- (c) Local 935 upon its compromise or settlement of such action or matter shall immediately pay the parties to such action all sums due under such settlement or compromise. Local 935, upon final order and judgment of a Court of competent jurisdiction awarding damages or costs to any employee, shall pay all sums owing under such order and judgment.

UPGRADING

An upgrading is the reclassification of a position from one classification to another classification having a higher base salary range. Whenever an incumbent employee is upgraded as a result of such reclassification, pursuant to the Personnel Rules for Board-Governed Special Districts, such employee's step placement in the new salary range shall be governed by the Article on "Salary Rates and Step Advancements."

VISION CARE INSURANCE

The Fire District agrees to offer vision care insurance subject to carrier requirements and pursuant to applicable law for employees who elect to participate in the Healthcare Plans offered by the Fire District. Selection of the vision care provider and the method of computing premiums shall be within the sole discretion of the Fire District. Employees may utilize the MPS balance towards the vision care premium, provided they are enrolled in a medical and dental healthcare plan. Employees and eligible dependents who are no longer eligible for County-paid or voluntary vision care insurance will have the option of enrolling in COBRA continuation coverage.

WORK DISRUPTION

The parties agree that no work disruptions of any kind shall be caused or sanctioned by the Union during the term of this Agreement. Work disruptions include, but are not limited to: sit-down, stay-in, speed-up, or slowdown in any operations of the Fire District; strike, curtailment of work, disruption or interference with the operations of the Fire District, or any other form of concerted work activity. The Union shall discourage any such work disruptions and shall make positive efforts to return employees to their jobs. The participation of any employee in a concerted work action can result in disciplinary action, including termination. The parties agree that no lockout of employees shall be instituted by the Fire District during the term of this Agreement, unless conditions herein are suspected to have been violated.

Local 935 Fire MOU

2025-2030

APPENDIX A – APPROVAL BY BOARD OF DIRECTORS

This Agreement is subject to approval by the Board of Directors. The parties hereto agree to perform whatever acts are necessary, both jointly, and separately, to urge the Board to approve and enforce this Agreement.

Following approval of this Agreement by the Board, its terms and conditions shall be implemented by appropriate ordinance, resolution or other appropriate lawful action.

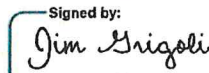
This Contract may be executed in any number of counterparts, each of which so executed shall be deemed to be an original, and such counterparts shall together constitute one and the same Contract. The parties shall be entitled to sign and transmit an electronic signature of this Contract (whether by facsimile, PDF or other email transmission), which signature shall be binding on the party whose name is contained therein. Each party providing an electronic signature agrees to promptly execute and deliver to the other party an original signed Contract upon request.

DATED: 1/22/2025

**SAN BERNARDINO COUNTY
FIRE PROTECTION DISTRICT**


LEONARDO GONZALEZ
County Labor Relations Chief

**SAN BERNARDINO COUNTY
PROFESSIONAL FIREFIGHTERS
IAFF, LOCAL 935**

Signed by:

94D79EG180064EF...
JAMES GRIGOLI
President

RECOMMENDED FOR BOARD OF DIRECTORS APPROVAL:


LUTHER SNOKE
Chief Executive Officer

**SIGNED AND CERTIFIED THAT A COPY OF
THIS DOCUMENT HAS BEEN DELIVERED
TO THE CHAIRMAN OF THE BOARD
LYNNAMONELL
Secretary**

By  Deputy

BOARD OF DIRECTORS


DAWN ROWE, Chair

JAN 28 2025

Date

APPENDIX B – SALARY CLASSIFICATIONS

Effective 02/08/2025

Job Code	Classification Title	Salary Range
47118	Firefighter Paramedic Trainee	FFE
47119	Firefighter EMT	FFE
47112	Firefighter Paramedic	FFP
47113	Engineer	ENG
47120	Heavy Fire Equipment Operator	CAP
47114	Captain	CAP
40044	Fire Suppression Aide	06

Effective 01/09/2027

Job Code	Classification Title	Salary Range
47118	Firefighter Paramedic Trainee	FFE
47119	Firefighter EMT	FFE
47112	Firefighter Paramedic	FFP
47115	Engineer EMT	ENGE
47113	Engineer Paramedic	ENGP
47120	Heavy Fire Equipment Operator	CAP
47114	Captain	CAP
40044	Fire Suppression Aide	06

APPENDIX C – SALARY TABLES

Local 935 Firefighters Salary Schedules

Effective 2/8/2025

FFE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
	24.78	25.41	26.04	26.71	27.37	28.05	28.76	29.47	30.21	30.97	31.73	32.52	33.33
	34.69	35.57	36.46	37.39	38.32	39.27	40.26	41.26	42.29	43.36	44.42	45.53	46.66
	2,775.36	2,845.92	2,916.48	2,991.52	3,065.44	3,141.60	3,221.12	3,300.64	3,383.52	3,468.64	3,553.76	3,642.24	3,732.96
	6,013.28	6,166.16	6,319.04	6,481.63	6,641.79	6,806.80	6,979.09	7,151.39	7,330.96	7,515.39	7,699.81	7,891.52	8,088.08
	72,159.36	73,993.92	75,828.48	77,779.52	79,701.44	81,681.60	83,749.12	85,816.64	87,971.52	90,184.64	92,397.76	94,698.24	97,056.96
													112 Hour 80 Hour Approx Bi-Weekly Approx Monthly Annual

FFP	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
	29.13	29.86	30.60	31.37	32.15	32.96	33.78	34.63	35.50	36.39	37.29
	40.78	41.80	42.84	43.92	45.01	46.14	47.29	48.48	49.70	50.95	52.21
	3,262.56	3,344.32	3,427.20	3,513.44	3,600.80	3,691.52	3,783.36	3,878.56	3,976.00	4,075.68	4,176.48
	7,068.88	7,246.03	7,425.60	7,612.45	7,801.73	7,998.29	8,197.28	8,403.55	8,614.67	8,830.64	9,049.04
	84,826.56	86,952.32	89,107.20	91,349.44	93,620.80	95,979.52	98,367.36	100,842.56	103,376.00	105,967.68	108,588.48
											112 Hour 80 Hour Approx Bi-Weekly Approx Monthly Annual

ENG	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	33.56	34.40	35.27	36.13	37.06	37.97	38.94	39.92	40.91	41.93
	46.98	48.16	49.38	50.58	51.88	53.16	54.52	55.89	57.27	58.70
	3,758.72	3,852.80	3,950.24	4,046.56	4,150.72	4,252.64	4,361.28	4,471.04	4,581.92	4,696.16
	8,143.89	8,347.73	8,558.85	8,767.55	8,983.23	9,214.05	9,449.44	9,687.25	9,927.49	10,175.01
	97,726.72	100,172.80	102,706.24	105,210.56	107,918.72	110,568.64	113,393.28	116,247.04	119,129.92	122,100.16
										112 Hour 80 Hour Approx Bi-Weekly Approx Monthly Annual

CAP	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
	40.13	41.14	42.17	43.23	44.30	45.41	46.56	47.73	48.91	50.14	51.40
	56.18	57.60	59.04	60.52	62.02	63.57	65.18	66.82	68.47	70.20	71.96
	4,494.56	4,607.68	4,723.04	4,841.76	4,961.60	5,085.92	5,214.72	5,345.76	5,477.92	5,615.68	5,756.80
	9,738.21	9,983.31	10,233.25	10,490.48	10,750.13	11,019.49	11,298.56	11,582.48	11,868.83	12,167.31	12,473.07
	116,858.56	119,799.68	122,799.04	125,885.76	129,001.60	132,233.92	135,582.72	138,989.76	142,425.92	146,007.68	149,676.80
											112 Hour 80 Hour Approx Bi-Weekly Approx Monthly Annual

APPENDIX C -- SALARY TABLES

Local 935 Firefighters Salary Schedules

Effective 1/10/2026

FFE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	112 Hour 80 Hour Approx Bi-Weekly Approx Monthly Annual
	25.52 35.73 2,858.24 6,192.85 74,314.24	26.17 36.64 2,931.04 6,350.59 76,207.04	26.82 37.55 3,003.84 6,508.32 78,099.84	27.51 38.51 3,081.12 6,675.76 80,109.12	28.19 39.47 3,157.28 6,840.77 82,089.28	28.89 40.45 3,235.68 7,010.64 84,127.68	29.62 41.47 3,317.44 7,187.79 86,253.44	30.35 42.49 3,399.20 7,364.93 88,379.20	31.12 43.57 3,485.44 7,551.79 90,621.44	31.90 44.66 3,572.80 7,741.07 92,892.80	32.68 45.75 3,660.16 7,930.35 95,164.16	33.50 46.90 3,752.00 8,129.33 97,552.00	34.33 48.06 3,844.96 8,330.75 99,968.96	

FFP	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	112 Hour 80 Hour Approx Bi-Weekly Approx Monthly Annual
	31.52 44.13 3,530.24 7,648.85 91,786.24	32.31 45.23 3,618.72 7,840.56 94,086.72	33.11 46.35 3,708.32 8,034.69 96,416.32	33.95 47.53 3,802.40 8,238.53 98,862.40	34.79 48.71 3,896.48 8,442.37 101,308.48	35.67 49.94 3,995.04 8,655.92 103,871.04	36.57 51.20 4,095.84 8,874.32 106,491.84	37.48 52.47 4,197.76 9,095.15 109,141.76	38.41 53.77 4,301.92 9,320.83 111,849.92	

ENG	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	112 Hour 80 Hour Approx Bi-Weekly Approx Monthly Annual
	36.33 50.86 4,068.96 8,816.08 105,792.96	37.21 52.09 4,167.52 9,029.63 108,355.52	38.17 53.44 4,275.04 9,262.59 111,151.04	39.11 54.75 4,380.32 9,490.69 113,888.32	40.11 56.15 4,492.32 9,733.36 116,800.32	41.12 57.57 4,605.44 9,978.45 119,741.44	42.14 59.00 4,719.68 10,225.97 122,711.68	43.19 60.47 4,837.28 10,480.77 125,769.28	

CAP	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	112 Hour 80 Hour Approx Bi-Weekly Approx Monthly Annual
	43.44 60.82 4,865.28 10,541.44 126,497.28	44.53 62.34 4,987.36 10,805.95 129,671.36	45.63 63.88 5,110.56 11,072.88 132,874.56	46.77 65.48 5,238.24 11,349.52 136,194.24	47.96 67.14 5,371.52 11,638.29 139,659.52	49.16 68.82 5,505.92 11,929.49 143,153.92	50.38 70.53 5,642.56 12,225.55 146,706.56	51.64 72.30 5,783.68 12,531.31 150,375.68	52.94 74.12 5,929.28 12,846.77 154,161.28	

APPENDIX C – SALARY TABLES

Local 935 Firefighters Salary Schedules

Effective 1/9/2027

FFE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
	26.97	27.63	28.33	29.04	29.76	30.50	31.26	32.04	32.85	33.67	34.52	35.38	36.27	112 Hour
	37.76	38.68	39.66	40.66	41.66	42.70	43.76	44.86	45.99	47.14	48.33	49.55	50.78	80 Hour
	3,020.64	3,094.56	3,172.96	3,252.48	3,333.12	3,416.00	3,501.12	3,588.48	3,679.20	3,771.04	3,866.24	3,962.56	4,062.24	Approx Bi-Weekly
	6,544.72	6,704.88	6,874.75	7,047.04	7,221.76	7,401.33	7,585.76	7,775.04	7,971.60	8,170.59	8,376.85	8,585.55	8,801.52	Approx Monthly
	78,536.64	80,458.56	82,496.96	84,564.48	86,661.12	88,816.00	91,029.12	93,300.48	95,659.20	98,047.04	100,522.24	103,026.56	105,618.24	Annual

FFP	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
	37.12	38.05	39.00	39.97	40.97	41.99	43.04	112 Hour
	51.97	53.27	54.60	55.96	57.36	58.79	60.26	80 Hour
	4,157.44	4,261.60	4,368.00	4,476.64	4,588.64	4,702.88	4,820.48	Approx Bi-Weekly
	9,007.79	9,233.47	9,464.00	9,699.39	9,942.05	10,189.57	10,444.37	Approx Monthly
	108,093.44	110,801.60	113,568.00	116,392.64	119,304.64	122,274.88	125,332.48	Annual

ENG E	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
	39.99	40.99	42.02	43.07	44.16	45.26	112 Hour
	55.99	57.39	58.83	60.30	61.82	63.36	80 Hour
	4,478.88	4,590.88	4,706.24	4,823.84	4,945.92	5,069.12	Approx Bi-Weekly
	9,704.24	9,946.91	10,196.85	10,451.65	10,716.16	10,983.09	Approx Monthly
	116,450.88	119,362.88	122,362.24	125,419.84	128,593.92	131,797.12	Annual

ENGP	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
	42.33	43.39	44.48	45.59	46.73	47.90	112 Hour
	59.26	60.75	62.27	63.83	65.42	67.06	80 Hour
	4,740.96	4,859.68	4,981.76	5,106.08	5,233.76	5,364.80	Approx Bi-Weekly
	10,272.08	10,529.31	10,793.81	11,063.17	11,339.81	11,623.73	Approx Monthly
	123,264.96	126,351.68	129,525.76	132,758.08	136,077.76	139,484.80	Annual

CAP	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
	47.90	49.09	50.32	51.57	52.86	54.18	55.54	112 Hour
	67.06	68.73	70.45	72.20	74.00	75.85	77.76	80 Hour
	5,364.80	5,499.08	5,635.84	5,775.84	5,920.32	6,068.16	6,220.48	Approx Bi-Weekly
	11,623.73	11,912.51	12,210.99	12,514.32	12,827.36	13,147.68	13,477.71	Approx Monthly
	139,484.80	142,950.08	146,531.84	150,171.84	153,928.32	157,772.16	161,732.48	Annual

APPENDIX C – SALARY TABLES

Local 935 Firefighters Salary Schedules

Effective 1/8/2028													
FFE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
	27.78	28.46	29.18	29.91	30.65	31.42	32.20	33.00	33.84	34.68	35.56	36.44	37.36
	38.89	39.84	40.85	41.87	42.91	43.99	45.08	46.20	47.38	48.55	49.78	51.02	52.30
	3,111.36	3,187.52	3,268.16	3,349.92	3,432.80	3,519.04	3,606.40	3,696.00	3,790.08	3,884.16	3,982.72	4,081.28	4,184.32
	6,741.28	6,906.29	7,081.01	7,258.16	7,437.73	7,624.59	7,813.87	8,008.00	8,211.84	8,415.68	8,629.23	8,842.77	9,066.03
	80,895.36	82,875.52	84,972.16	87,097.92	89,252.80	91,495.04	93,766.40	96,096.00	98,542.08	100,988.16	103,550.72	106,113.28	108,792.32
FFP	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
	38.23	39.19	40.17	41.17	42.20	43.25	44.33	112 Hour					
	53.52	54.87	56.24	57.64	59.08	60.55	62.06	80 Hour					
	4,281.76	4,389.28	4,499.04	4,611.04	4,726.40	4,844.00	4,964.96	Approx Bi-Weekly					
	9,277.15	9,510.11	9,747.92	9,990.59	10,240.53	10,495.33	10,757.41	Approx Monthly					
	111,325.76	114,121.28	116,975.04	119,887.04	122,886.40	125,944.00	129,088.96	Annual					
ENGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6							
	41.19	42.22	43.28	44.36	45.48	46.62	112 Hour						
	57.67	59.11	60.59	62.10	63.67	65.27	80 Hour						
	4,613.28	4,728.64	4,847.36	4,968.32	5,093.76	5,221.44	Approx Bi-Weekly						
	9,995.44	10,245.39	10,502.61	10,764.69	11,036.48	11,313.12	Approx Monthly						
	119,945.28	122,944.64	126,031.36	129,176.32	132,437.76	135,757.44	Annual						
ENGP	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6							
	43.60	44.69	45.81	46.96	48.13	49.34	112 Hour						
	61.04	62.57	64.13	65.74	67.38	69.08	80 Hour						
	4,883.20	5,005.28	5,130.72	5,259.52	5,390.56	5,526.08	Approx Bi-Weekly						
	10,580.27	10,844.77	11,116.56	11,395.63	11,679.55	11,973.17	Approx Monthly						
	126,963.20	130,137.28	133,398.72	136,747.52	140,154.56	143,678.08	Annual						
CAP	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
	49.34	50.56	51.83	53.12	54.45	55.81	57.21	112 Hour					
	69.07	70.79	72.56	74.36	76.22	78.13	80.09	80 Hour					
	5,525.74	5,663.02	5,804.92	5,949.12	6,097.93	6,250.20	6,407.09	Approx Bi-Weekly					
	11,972.45	12,269.88	12,577.32	12,889.75	13,212.18	13,542.11	13,882.04	Approx Monthly					
	143,669.34	147,238.58	150,927.80	154,677.00	158,546.17	162,505.32	166,584.45	Annual					

APPENDIX C – SALARY TABLES

Local 935 Firefighters Salary Schedules

Effective 8/5/2028

FFE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
	27.78	28.46	29.18	29.91	30.65	31.42	32.20	33.00	33.84	34.68	35.56	36.44	37.36	112 Hour
	38.89	39.84	40.85	41.87	42.91	43.99	45.08	46.20	47.38	48.55	49.78	51.02	52.30	80 Hour
	3,111.36	3,187.52	3,268.16	3,349.92	3,432.80	3,519.04	3,606.40	3,696.00	3,790.08	3,884.16	3,982.72	4,081.28	4,184.32	Approx Bi-Weekly
	6,741.28	6,906.29	7,081.01	7,258.16	7,437.73	7,624.59	7,813.87	8,008.00	8,211.84	8,415.68	8,629.23	8,842.77	9,066.03	Approx Monthly
	80,895.36	82,875.52	84,972.16	87,097.92	89,252.80	91,495.04	93,766.40	96,096.00	98,542.08	100,988.16	103,550.72	106,113.28	108,792.32	Annual
FFP	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7							
	38.23	39.19	40.17	41.17	42.20	43.25	44.33	112 Hour						
	53.52	54.87	56.24	57.64	59.08	60.55	62.06	80 Hour						
	4,281.76	4,389.28	4,499.04	4,611.04	4,726.40	4,844.00	4,964.96	Approx Bi-Weekly						
	9,277.15	9,510.11	9,747.92	9,990.59	10,240.53	10,495.33	10,757.41	Approx Monthly						
	111,325.76	114,121.28	116,975.04	119,887.04	122,886.40	125,944.00	129,088.96	Annual						
ENG E	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7							
	41.19	42.22	43.28	44.36	45.48	46.62	47.79	112 Hour						
	57.67	59.11	60.59	62.10	63.67	65.27	66.91	80 Hour						
	4,613.28	4,728.64	4,847.36	4,968.32	5,093.76	5,221.44	5,352.48	Approx Bi-Weekly						
	9,995.44	10,245.39	10,502.61	10,764.69	11,036.48	11,313.12	11,597.04	Approx Monthly						
	119,945.28	122,944.64	126,031.36	129,176.32	132,437.76	135,757.44	139,164.48	Annual						
ENG P	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7							
	43.60	44.69	45.81	46.96	48.13	49.34	50.57	112 Hour						
	61.04	62.57	64.13	65.74	67.38	69.08	70.80	80 Hour						
	4,883.20	5,005.28	5,130.72	5,259.52	5,390.56	5,526.08	5,663.84	Approx Bi-Weekly						
	10,580.27	10,844.77	11,116.56	11,395.63	11,679.55	11,973.17	12,271.65	Approx Monthly						
	126,963.20	130,137.28	133,398.72	136,747.52	140,154.56	143,678.08	147,259.84	Annual						
CAP	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7							
	49.34	50.56	51.83	53.12	54.45	55.81	57.21	112 Hour						
	69.08	70.78	72.56	74.37	76.23	78.13	80.09	80 Hour						
	5,526.08	5,662.72	5,804.96	5,949.44	6,098.40	6,250.72	6,407.52	Approx Bi-Weekly						
	11,973.17	12,269.23	12,577.41	12,890.45	13,213.20	13,543.23	13,882.96	Approx Monthly						
	143,678.08	147,230.72	150,928.96	154,685.44	158,558.40	162,518.72	166,595.52	Annual						

APPENDIX C – SALARY TABLES

Local 935 Firefighters Salary Schedules

Effective 1/6/2029

FFE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	112 Hour 80 Hour Approx Bi-Weekly Approx Monthly Annual
	28.61	29.31	30.06	30.81	31.57	32.36	33.17	33.99	34.86	35.72	36.63	37.53	38.48	
	40.05	41.03	42.08	43.13	44.20	45.30	46.44	47.59	48.80	50.01	51.28	52.54	53.87	80 Hour
	3,204.32	3,282.72	3,366.72	3,450.72	3,535.84	3,624.32	3,715.04	3,806.88	3,904.32	4,000.64	4,102.56	4,203.36	4,309.76	Approx Bi-Weekly
	6,942.69	7,112.56	7,294.56	7,476.56	7,660.99	7,852.69	8,049.25	8,248.24	8,459.36	8,668.05	8,888.88	9,107.28	9,337.81	Approx Monthly
	83,312.32	85,350.72	87,534.72	89,718.72	91,931.84	94,232.32	96,591.04	98,978.88	101,512.32	104,016.64	106,666.56	109,287.36	112,053.76	Annual

FFP	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	112 Hour 80 Hour Approx Bi-Weekly Approx Monthly Annual
	39.38	40.37	41.38	42.41	43.47	44.55	45.66	
	55.13	56.52	57.93	59.37	60.86	62.37	63.92	80 Hour
	4,410.56	4,521.44	4,634.56	4,749.92	4,868.64	4,989.60	5,113.92	Approx Bi-Weekly
	9,556.21	9,796.45	10,041.55	10,291.49	10,548.72	10,810.80	11,080.16	Approx Monthly
	114,674.56	117,557.44	120,498.56	123,497.92	126,584.64	129,729.60	132,961.92	Annual

ENG E	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	112 Hour 80 Hour Approx Bi-Weekly Approx Monthly Annual
	42.43	43.49	44.58	45.69	46.84	48.02	49.22	
	59.40	60.89	62.41	63.97	65.58	67.23	68.91	80 Hour
	4,752.16	4,870.88	4,992.96	5,117.28	5,246.08	5,378.24	5,512.64	Approx Bi-Weekly
	10,296.35	10,553.57	10,818.08	11,087.44	11,366.51	11,652.85	11,944.05	Approx Monthly
	123,556.16	126,642.88	129,816.96	133,049.28	136,398.08	139,834.24	143,328.64	Annual

ENG P	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	112 Hour 80 Hour Approx Bi-Weekly Approx Monthly Annual
	44.91	46.03	47.18	48.37	49.57	50.82	52.09	
	62.87	64.44	66.05	67.72	69.40	71.15	72.93	80 Hour
	5,029.92	5,155.36	5,284.16	5,417.44	5,551.84	5,691.84	5,834.08	Approx Bi-Weekly
	10,898.16	11,169.95	11,449.01	11,737.79	12,028.99	12,332.32	12,640.51	Approx Monthly
	130,777.92	134,039.36	137,388.16	140,853.44	144,347.84	147,987.84	151,686.08	Annual

CAP	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	112 Hour 80 Hour Approx Bi-Weekly Approx Monthly Annual
	50.82	52.08	53.38	54.71	56.08	57.48	58.93	
	71.15	72.91	74.73	76.59	78.51	80.47	82.50	80 Hour
	5,691.84	5,832.96	5,978.56	6,127.52	6,280.96	6,437.76	6,600.16	Approx Bi-Weekly
	12,332.32	12,638.08	12,953.55	13,276.29	13,608.75	13,948.48	14,300.35	Approx Monthly
	147,987.84	151,656.96	155,442.56	159,315.52	163,304.96	167,381.76	171,604.16	Annual

APPENDIX C – SALARY TABLES

Local 935 Firefighters Salary Schedules

Effective 8/4/2029

FFE	Step 1	28.61	Step 2	29.31	Step 3	30.06	Step 4	30.81	Step 5	31.57	Step 6	32.36	Step 7	33.17	Step 8	33.99	Step 9	34.86	Step 10	35.72	Step 11	36.63	Step 12	37.53	Step 13	38.48
		40.05	41.03	42.08	43.13	44.20	45.30	46.44	47.59	48.80	50.01	51.28	52.54	53.87	80 Hour										80 Hour	
		3,204.32	3,282.72	3,366.72	3,450.72	3,535.84	3,624.32	3,715.04	3,806.88	3,904.32	4,000.64	4,102.56	4,203.36	4,309.76	Approx Bi-Weekly										Approx Bi-Weekly	
		6,942.69	7,112.56	7,294.56	7,476.56	7,660.99	7,852.69	8,049.25	8,248.24	8,459.36	8,668.05	8,888.88	9,107.28	9,337.81	Approx Monthly										Approx Monthly	
		83,312.32	85,350.72	87,534.72	89,718.72	91,931.84	94,232.32	96,591.04	98,978.88	101,512.32	104,016.64	106,666.56	109,287.36	112,093.76	Annual										Annual	
	FFP	Step 1	39.38	Step 2	40.37	Step 3	41.38	Step 4	42.41	Step 5	43.47	Step 6	44.55	Step 7	45.66	112 Hour										
		55.13	56.52	57.93	59.37	60.86	62.37	63.92	65.58	67.23	68.91	70.56	72.21	73.86	80 Hour											
		4,410.56	4,521.44	4,634.56	4,749.92	4,868.64	4,989.60	5,113.92	5,246.08	5,378.24	5,512.64	5,652.85	5,799.05	5,951.25	Approx Bi-Weekly											
		9,556.21	9,796.45	10,041.55	10,291.49	10,548.72	10,810.80	11,080.16	11,366.51	11,652.85	11,944.05	12,240.25	12,541.45	12,847.65	Approx Monthly											
		114,674.56	117,557.44	120,498.56	123,497.92	126,584.64	129,729.60	132,961.92	136,398.08	139,834.24	143,328.64	146,880.84	150,539.04	154,304.24	Annual											
ENGE	Step 1	42.43	Step 2	43.49	Step 3	44.58	Step 4	45.69	Step 5	46.84	Step 6	48.02	Step 7	49.22	112 Hour											
		59.40	60.89	62.41	63.97	65.58	67.23	68.91	70.56	72.21	73.86	75.51	77.16	78.81	80 Hour											
		4,752.16	4,870.88	4,992.96	5,117.28	5,246.08	5,378.24	5,512.64	5,652.85	5,799.05	5,951.25	6,107.45	6,263.65	6,420.85	Approx Bi-Weekly											
		10,296.35	10,553.57	10,818.08	11,087.44	11,366.51	11,652.85	11,944.05	12,240.25	12,541.45	12,847.65	13,153.85	13,460.05	13,766.25	Approx Monthly											
		123,556.16	126,642.88	129,816.96	133,049.28	136,398.08	139,834.24	143,328.64	146,880.84	150,539.04	154,304.24	158,070.44	161,836.64	165,602.84	Annual											
ENGP	Step 1	44.91	Step 2	46.03	Step 3	47.18	Step 4	48.37	Step 5	49.57	Step 6	50.82	Step 7	52.09	112 Hour											
		62.87	64.44	66.05	67.72	69.40	71.15	72.93	74.73	76.59	78.40	80.25	82.15	84.05	80 Hour											
		5,029.92	5,155.36	5,284.16	5,417.44	5,551.84	5,691.84	5,834.08	5,978.56	6,127.52	6,280.96	6,437.76	6,600.16	6,764.80	Approx Bi-Weekly											
		10,898.16	11,169.95	11,449.01	11,737.79	12,028.99	12,332.32	12,640.51	12,953.55	13,276.29	13,608.75	13,948.48	14,300.35	14,657.07	Approx Monthly											
		130,777.92	134,039.36	137,388.16	140,853.44	144,347.84	147,987.84	151,686.08	155,442.56	159,315.52	163,304.96	167,381.76	171,604.16	175,884.80	Annual											
CAP	Step 1	50.82	Step 2	52.08	Step 3	53.38	Step 4	54.71	Step 5	56.08	Step 6	57.48	Step 7	58.93	112 Hour											
		71.15	72.91	74.73	76.59	78.51	80.47	82.50	84.56	86.65	88.75	90.85	92.95	95.05	80 Hour											
		5,691.84	5,822.96	5,978.56	6,127.52	6,280.96	6,437.76	6,600.16	6,764.80	6,930.40	7,096.80	7,263.92	7,431.68	7,600.00	Approx Bi-Weekly											
		12,332.32	12,638.08	12,953.55	13,276.29	13,608.75	13,948.48	14,300.35	14,657.07	15,018.40	15,384.32	15,754.72	16,129.60	16,508.96	Approx Monthly											
		147,987.84	151,656.96	155,442.56	159,315.52	163,304.96	167,381.76	171,604.16	175,884.80	180,216.00	184,600.00	189,035.84	193,523.44	198,063.68	Annual											

APPENDIX C – SALARY TABLES

Local 935 - Fire Suppression Aide Salary Schedule

Effective 2/8/2025

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
06	Hourly	18.64	19.15	19.60	20.07	20.61	21.12	21.65
	Bi-Weekly	1,491.20	1,532.00	1,568.00	1,605.60	1,648.80	1,689.60	1,732.00
	Monthly	3,230.93	3,319.33	3,397.33	3,478.80	3,572.40	3,660.80	3,752.67
	Annual	38,771.20	39,832.00	40,768.00	41,745.60	42,868.80	43,929.60	45,032.00

Effective 5/17/2025

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
06	Hourly	21.30	21.89	22.94	23.55	24.14	24.74	25.35
	Bi-Weekly	2,385.60	2,451.68	2,569.28	2,637.60	2,703.68	2,770.88	2,839.20
	Monthly	5,168.80	5,311.97	5,566.77	5,714.80	5,857.97	6,003.57	6,151.60
	Annual	62,025.60	63,743.68	66,801.28	68,577.60	70,295.68	72,042.88	73,819.20

Effective 1/10/2026

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
06	Hourly	23.07	23.63	24.86	25.48	26.11
	Bi-Weekly	2,583.84	2,646.56	2,784.32	2,853.76	2,924.32
	Monthly	5,598.32	5,734.21	6,032.69	6,183.15	6,336.03
	Annual	67,179.84	68,810.56	72,392.32	74,197.76	76,032.32

APPENDIX C – SALARY TABLES

Local 935 - Fire Suppression Aide Salary Schedule Effective

Effective 1/09/2027

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
06	Hourly	23.76	24.34	24.99	25.61	26.24
	Bi-Weekly	2,661.12	2,726.08	2,798.88	2,868.32	2,938.88
	Monthly	5,765.76	5,906.51	6,064.24	6,214.69	6,367.57
	Annual	69,189.12	70,878.08	72,770.88	74,576.32	76,410.88

Effective 1/08/2028

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
06	Hourly	24.47	25.07	25.74	26.38	27.03
	Bi-Weekly	2,740.64	2,807.84	2,882.88	2,954.56	3,027.36
	Monthly	5,938.05	6,083.65	6,246.24	6,401.55	6,559.28
	Annual	71,256.64	73,003.84	74,954.88	76,818.56	78,711.36

Effective 1/06/2029

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
06	Hourly	25.20	25.82	26.51	27.17	27.84
	Bi-Weekly	2,822.40	2,891.84	2,969.12	3,043.04	3,118.08
	Monthly	6,115.20	6,265.65	6,433.09	6,593.25	6,755.84
	Annual	73,382.40	75,187.84	77,197.12	79,119.04	81,070.08