

RESOLUTION
CAL FIRE LOCAL 2881 53rd ANNUAL CONVENTION
SACRAMENTO, CA
JANUARY 10-13, 2019

SUBJECT: Forced Overtime behind vacancy be included into PERS compensation

SUBMITTED BY: District VI

INTENT: To include forced overtime behind vacancy into compensation for the highest year in PERS

FINANCIAL IMPACT: NONE

Sunset Date: _____ Continues Indefinitely XX

Estimated Annual Revenue: _____

WHEREAS, (1) CAL FIRE has a retention and recruitment problem across all ranks due to non-industry working conditions and unequal pay; and

WHEREAS, (2) that some ranks (I.E. FFII-P) currently sit at a 46% vacancy rate, creating thousands of "ordered overtime" shifts every year, causing a negative impact to morale and family life; our members are utilizing EAP at an unprecedented rate; therefore, be it

RESOLVED, (A) that any ordered overtime behind, a vacancy, when that classification is at a 10% vacancy rate of funded positions or greater, be included into the formula to determine highest final year compensation for PERS retirement

ACTION:

To Executive Board of Directors _____ Adopt in Original Form _____

Adopt as Amended _____ Adopt as a Consolidation of Resolutions _____

Withdrawn by Author _____ Reject _____