

RESOLUTION
CAL FIRE LOCAL 2881 55th ANNUAL CONVENTION
SACRAMENTO, CA
JANUARY 13 - JANUARY 16, 2022

SUBJECT: Retirement Credit for Unplanned Overtime

SUBMITTED BY: Butte Chapter – District 7

INTENT: Provide a mechanism to earn retirement credit for overtime hours in excess of the employee’s regularly scheduled duty week

FINANCIAL
IMPACT: Sunset Date: Continues Indefinitely

Estimated Annual Revenue: NONE

WHEREAS, (1) A year-round 40 hour per week employee works 2080 hours per year and earns 1 year CalPERS credit; and

WHEREAS, (2) CAL FIRE seasonal employees assigned just 72 hours per week (no overtime) for 7 months is on duty 2184 hours and earns just 0.7 CalPERS credits; and

WHEREAS, (3) Even though the CAL FIRE employee worked 5% more hours in those 7 months than the 40-hour employee worked all year, they earned 30% less PERS credit; and

WHEREAS, (4) Further, year-round CAL FIRE employees assigned 72 hours per week (no overtime) are on duty 3744 hours per year-nearly double the 2080 hours of a 40-hour employee, yet both earn the same 1 year of PERS credit; and

WHEREAS, (5) Most BU8 employees work considerable overtime above and beyond their regularly scheduled 72-hour shift, which exacerbates the disparity; and

WHEREAS, (6) Just like CalPERS, CalSTRS credits 0.1 year for each month worked, thus, teachers under CalSTRS typically work just 10 months and earn 1-year STRS credit; and

WHEREAS, (7) Teachers can earn additional STRS credit by taking on extra-pay assignments such as summer school or overseeing a special project such as yearbook-the equivalent of overtime for BU8 employees; and

WHEREAS, (8) CalSTRS deposits earnings in excess of one year to a “Defined Benefit Supplement” account that functions similar to a 401k or IRA; and

WHEREAS, (9) As with CalSTRS teachers, BU 8 employees should be able to earn credit for hours worked above and beyond their standard work week; and

- WHEREAS, (10) Since CalSTRS offers this program to teachers, there is no reason CalPERS could not offer a similar program to BU8 employees; and
- WHEREAS, (11) Since CAL FIRE would bear at least a portion of the additional retirement contribution, a program like this may incentivize CAL FIRE to resolve the chronic staffing shortages that have plagued CAL FIRE for decades; therefore, be it
- RESOLVED, (A) CAL FIRE Local 2881 immediately begin to work with CAL FIRE and CalPERS to allow BU8 employees to earn “CalPERS credit” for hours worked above and beyond their regularly scheduled shift (typically 72 hours per week); and be it further
- RESOLVED, (B) Such “CalPERS credit” may be:
- A) In the form of CalPERS service credit for hours worked in excess of the employee’s regularly scheduled shift. This would be in addition to service credit earned on a monthly basis under the current system
 - a. One example might be an additional 1/3 of a week of CalPERS credit (about 0.006 credits) for each 24 hours of overtime in excess of the employees regularly scheduled hours
 - B) A form similar to CalSTRS “Defined Benefit Supplement” program where earnings from service in excess of one year are credited to an account similar to a 401k or IRA
 - C) In any other form that CAL FIRE Local 2881 is able to negotiate; and be it further
- RESOLVED, (C) CAL FIRE Local 2881 ensure that the employee/employer contribution ratio is no less favorable to the employee than the current retirement plan contributions.

ACTION:

To Executive Board of Directors _____ Adopt in Original Form _____

Adopt as Amended _____ Adopt as a Consolidation of Resolutions _____

Withdrawn by Author _____ Reject _____