

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

SUBJECT: Longevity Pay Differential

SUBMITTED BY: Butte Chapter

INTENT: Increase Longevity Pay Differential and Expand Eligibility

FINANCIAL
IMPACT:

Sunset Date: _____ Continues Indefinitely _____

Estimated Annual Revenue: _____

WHEREAS, (1) Section 17.10 of Bargaining Unit 8's MOU currently provides a Longevity Pay Differential ranging from 1% to 7% beginning at 17 years of service; and

WHEREAS, (2) Historically, CAL FIRE has failed to retain employees who have provided numerous years of service and received training valued at many thousands of dollars, with the FFA alone estimated at \$40,000 per employee; and

WHEREAS, (3) Many of these employees leave for other fire departments soon after graduating the CAL FIRE FFA or COA, with some leaving CAL FIRE with many years of service, taking with them the training and experience they acquired while employed at CAL FIRE; and

WHEREAS, (4) This effectively provides fully trained firefighters to other fire departments at CAL FIRE's expense; and

WHEREAS, (5) Expanding the Longevity Pay Differential to more employees and increasing the Longevity Pay Differential for employees who are currently eligible could be an effective retention tool; and

WHEREAS, (6) Further, CAL FIRE faces the retirement of a large number of experienced personnel in the next few years and increasing the Longevity Pay Differential may entice our senior employees to postpone retirement, thus slowing the loss of experience CAL FIRE will undergo in the coming years; and

WHEREAS, (7) The additional expense associated with an expanded Longevity Pay Differential would be at least partially offset by improved operational efficiencies, a lower level of employee turnover, reduced expenses associated with training new employees, and retention of senior personnel who already know how CAL FIRE operates; therefore, be it

RESOLVED, (A) CAL FIRE Local 2881 take all measures necessary to expand the current Longevity Pay Differential to include additional employees and increase the Longevity Pay Differential for employees who are currently eligible; and be it further

RESOLVED, (B) One example for expanding the Longevity Pay Differential would be:
11 & 12 Years of Service 1% (currently 0%)
13 & 14 Years of Service 2% (currently 0%)
15 & 16 Years of Service 3% (currently 0%)
17 Years of Service 4% (currently 1%)
18 Years of Service 5% (currently 1%)
19 Years of Service 6% (currently 2%)
20 Years of Service 7% (currently 3%)
21 Years of Service 8% (currently 4%)
22 Years of Service 10% (currently 5%)
23 Years of Service 12% (currently 5%)
24 Years of Service 14% (currently 5%)
25 Years of Service 16% (currently 7%)
26 Years of Service 18% (currently 7%)
27 Years of Service 20% (currently 7%); and be it further

RESOLVED, (C) CAL FIRE Local 2881 ensure the Longevity Pay Differential is included in all retirement calculations, similar to an employee's regular salary.

ACTION:

To Executive Board of Directors _____ Adopt in Original Form _____

Adopt as Amended _____ Adopt as a Consolidation of Resolutions _____

Withdrawn by Author _____ Reject _____