

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

SUBJECT: Specialty Aviation Differential Pay Adjustment

SUBMITTED BY: District VI

INTENT: To establish specialty differential pay for CAL FIRE personnel assigned to work on aircraft

FINANCIAL IMPACT: Sunset Date: _____ Continues Indefinitely X _____
Estimated Annual Revenue: _____ TBD _____

WHEREAS, (1) Cal Fire with the support of The Department of Resources and The State of California has allocated funding for the purchase of Twelve (12) Sikorsky Blackhawk Helicopters S70i; and

WHEREAS, (2) the acquisition of these new aircraft will require that all pilots now be carded to fly a Type 1 twin engine aircraft, as opposed to the Type 2 single engine aircraft historically assigned.; and

WHEREAS, (3) the Helitack Company Officers will be required to attend and maintain additional training due to acquiring the new aircraft; and

WHEREAS, (4) the helicopter acquisition will require essential and highly specialized training over and above what has been historically required for Forestry Fire Pilots and essential crewmembers to meet the department’s Mission, Vision, and Values; and

WHEREAS, (5) the Federal Aviation Administration annual qualifications and Cal Fire Department policy will require double and, in some cases, triple the amount of training time historically required to remain proficient and qualified to fly the aircraft and perform the mission; and

WHEREAS, (6) the term “Cockpit Resource Management” (CRM) will now be expanded to include “Crew Resource Management” as the addition of an individual to operationally manage the aft cabin resources to include personnel and rescue equipment will be assigned as part of the “Three Person” crew; and

WHEREAS, (7) retention of qualified personnel will become paramount to the successful completion of the “mission”; therefore, be it

RESOLVED, (A) That all Fixed Wing Aviators be afforded a ten % (10) specialty differential to be added to their monthly salary); and be it further

- RESOLVED, (B) that all Rotary Wing Aviators be afforded a ten % (10) specialty differential to be added to their monthly salary); and be it further
- RESOLVED, (C) that all Helitack Fire Captains assigned aviation duties be afforded a ten % (10) specialty differential to be added to their monthly salary); and be it further
- RESOLVED, (D) that all Fire Apparatus Engineers assigned to aviation duties as Operations Supervisor in aft cabin be afforded a ten % (10) specialty differential to be added to their monthly salary; and
- RESOLVED, (E) that all Fire Fighters assigned to aviation duties be afforded a ten % (10) specialty differential to be added to their monthly salary); and be it further,
- RESOLVED, (F) if adopted a Company Officer working out-of-range in a Helitack position assigned to aviation duties will receive the ten % (10) aviation compensation in two-week increments. To qualify for aviation compensation the employee must work for a minimum of two shift patterns during any one pay period. When Helitack Company Officers work out-of-range they will not lose their aviation pay.

ACTION:

To Executive Board of Directors _____ Adopt in Original Form _____

Adopt as Amended _____ Adopt as a Consolidation of Resolutions _____

Withdrawn by Author _____ Reject _____