

RESOLUTION  
CAL FIRE LOCAL 2881 58<sup>th</sup> ANNUAL CONVENTION  
SACRAMENTO, CA  
JANUARY 9 - JANUARY 12, 2025

SUBJECT: Compensation for members assigned Shift Pattern 4

SUBMITTED BY: San Mateo – Santa Cruz Chapter

INTENT: To achieve through bargaining an additional 15% incentive for all members assigned to shift pattern 4.

FINANCIAL  
IMPACT: (To be assigned by fiscal steering committee/state finance director)

Sunset Date: \_\_\_\_\_ Continues Indefinitely \_\_\_\_\_

Estimated Annual Revenue: \_\_\_\_\_

WHEREAS, (1) With the implementation of the 66 (sixty six) hour duty week, those individuals assigned to Shift Pattern 4 (four) saw no reduction to their work week only a reduction in standby hours; and

WHEREAS, (2) There now exists a condition where 8.2 members of the same rank are assigned to work a vastly disproportionate number of days per pay period; those members assigned Shift Pattern 1 (one) working 11 (eleven) days and those assigned Shift Pattern 4 working 16 (sixteen) days in the same 28 (twenty eight) day period; and

WHEREAS, (3) The difference in assigned duty days puts the members assigned to Shift Pattern 4 at a disadvantage when attempting to secure Rotational Overtime, in essence making them “unavailable” for 5 days per pay period that those assigned Shift Pattern 1 are able to work; and

WHEREAS, (4) All members assigned Shift Pattern 4 with the exception of Fuels Crews have the ability to be assigned Shift Pattern 1, but it is CAL FIRE Management who determines who is and is not assigned Shift Pattern 4, the members have no say; and

WHEREAS, (5) Being assigned Shift Pattern 4 by CAL FIRE Management puts our members in a potential to suffer financial hardship as a result; therefore be it

RESOLVED, (A) That Local 2881 achieves through bargaining a Base Salary Adjustment for all members who are eligible for assignment to Shift Pattern 1, but have been assigned to Shift Pattern 4 by Management for their reduced ability to work rotational overtime; and be it further

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- RESOLVED, (B)      This compensation shall be equivalent to 15% (fifteen) of the Members Base Salary, and be included for the calculation of any applicable Extended Duty Week Compensation, as well as any Unplanned Overtime the employee is granted; and finally be it
- RESOLVED, (C)      This Base Salary Adjustment shall be pensionable.

ACTION:

To Executive Board of Directors \_\_\_\_\_ Adopt in Original Form \_\_\_\_\_

Adopt as Amended \_\_\_\_\_ Adopt as a Consolidation of Resolutions \_\_\_\_\_

Withdrawn by Author \_\_\_\_\_ Reject \_\_\_\_\_