

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

SUBJECT: Automatic General Salary Increase based on the Consumer Price Index

SUBMITTED BY: San Mateo – Santa Cruz Chapter

INTENT: To establish an annual General Salary Increase for all BU8 Members

FINANCIAL

IMPACT: (To be assigned by fiscal steering committee/state finance director)
 Sunset Date: _____ Continues Indefinitely _____

Estimated Annual Revenue: _____

WHEREAS, (1) In the past bargaining cycles, the General Salary Increases (GSI) achieved through bargaining has been outpaced by the Cost of Living as measured by the Consumer Price Index (CPI); and

WHEREAS, (2) CAL FIRE Local 2881 is California's fire department and by nature most of our members live in California which has among the highest costs of living in the United States; and

WHEREAS, (3) The Federal Bureau of Labor Statistics measures the CPI annual by tracking the price of goods and services representative of typical consumer spending in the United States and regionally; and

WHEREAS, (4) The CPI has seen increases of 4.7%, 8.0%, 4.1%, and 3.2% for each of the last four years 2021-2024; therefore be it

RESOLVED, (A) CAL FIRE Local 2881 calls for the inclusion of a provision in future collective bargaining agreements with the State of California that guarantees annual General Salary Increases (GSIs) tied to the annual percentage change in the Consumer Price Index (CPI) for the Western Region or California-specific CPI, ensuring that salary adjustments are in alignment with inflation and cost of living changes; and be it further

RESOLVED, (B) This provision shall ensure that the minimum General Salary Increase (GSI) for CAL FIRE Local 2881 members matches the annual inflation rate as measured by the CPI, with no limit on upward adjustments in years where the CPI reflects significant inflation; and be it further

RESOLVED, (C) In the event of deflation or negative CPI growth, any potential salary reductions will be subject to negotiation and approval by CAL FIRE Local 2881 before implementation to ensure fair consideration of economic conditions; further be it

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- RESOLVED, (D) This automatic CPI-based salary adjustment will not preclude additional negotiated salary increases, hazard pay, bonuses, or other compensation enhancements that CAL FIRE Local 2881 may pursue during collective bargaining processes, but will serve as a baseline protection against erosion of real wages, and finally be it
- RESOLVED, (E) This resolution and the corresponding wage adjustment mechanism shall remain in perpetuity, ensuring that future generations of CAL FIRE Local 2881 members benefit from fair and equitable salary adjustments that are reflective of real economic conditions.

ACTION:

To Executive Board of Directors _____ Adopt in Original Form _____

Adopt as Amended _____ Adopt as a Consolidation of Resolutions _____

Withdrawn by Author _____ Reject _____