



# MONTEREY COUNTY REGIONAL FIRE PROTECTION DISTRICT BOARD OF DIRECTORS

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## AGENDA SPECIAL MEETING October 15, 2024 4:00 p.m. Open Session

### MEETING LOCATION:

District Administration Offices, 19900 Portola Drive, Salinas, California 93908

#### 1. CALL TO ORDER

- 1.1. Pledge of Allegiance
- 1.2. Roll call of Directors

#### 2. PUBLIC COMMENT

*The public may address the District Board concerning any item **not** on the Board's agenda but within the subject matter jurisdiction of the Board. Speakers will be limited to three minutes unless otherwise specified by the President of the Board. There can be no deliberation or action on items not on the agenda. The Board may refer a matter to staff or schedule discussion for a future meeting.*

#### 3. REGULAR AGENDA

##### 3.1. [Side Letter to the Local 2606 Memorandum of Understanding](#)

Receive report, discuss, and approve a side letter to the Local 2606 MOU adding Section 3.1.1 Implementation of step changes and clarifying Section 3.2 Salary advancement within classification.

#### 4. ADJOURNMENT

##### **ADA COMPLIANCE**

In compliance with the American Disabilities Act (ADA), disabled individuals requiring special accommodations to access, attend, or participate in District Board meetings, should contact the District Administrative Office, (831) 455-1828. To ensure that your request is granted please notify this office at least one business day prior to the scheduled public meeting.

**In Compliance with Government Code section 54957.5**, non-exempt writings that are distributed to a majority or all of the Board in advance of a meeting, may be viewed at 19900 Portola Drive, Salinas, California 93908 or at the scheduled meeting. In addition, if you would like a copy of any record related to an item on the agenda, please contact the District during normal business hours.

##### Certification

I, Karry Kuntz, hereby certify that this agenda in its entirety was posted at least (24) hours prior to the October 15, 2024 Special Meeting of the District Board of Directors at the District Administrative Offices, 19900 Portola Dr Salinas, CA 93908 and electronic posting on our website [www.MCRFD.org](http://www.MCRFD.org)

Karry Kuntz  
Karry Kuntz, Clerk of the Board

Date October 14, 2024



# MONTEREY COUNTY REGIONAL FIRE PROTECTION DISTRICT BOARD OF DIRECTORS

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## STAFF SUMMARY REPORT

AGENDA ITEM NUMBER: 3.1

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DATE: October 10, 2024

PREPARED BY: David Sargenti

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SUBJECT: Side Letter to the Local 2606 Memorandum of Understanding

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## ISSUE AND STAFF REPORT

The new MOU with Local 2606 was approved by the Board at the June 25 special board meeting. To increase the entry level salaries for the firefighter rank the contract provides for the elimination of the lowest step in the firefighter salary scale (Step 1) effective July 1, 2024, and again on July 1, 2025. To implement the new Step changes, the District advanced existing Step 1 Firefighters to the new Step 1 salary, all other firefighters remained at their current salary within the renumber scale.

Implementation in this manner caused some compounding issues that were raised by an employee and Local 2606. The concerns included the renumeration of the steps in correlation with the actual years in rank, the potential advancement of less senior Firefighters advancing to the next salary step before more senior Firefighters, and conflicts with MOU Section 3.2 on the timing of the advancement of a Firefighter from step 1 to step 2 upon completion of probation.

Additionally, a new step was established for both the Engineer and Captain ranks between the current Step 1 and Step 2, creating a three-step Engineer and Captain salary scale. To implement this new configuration, employees at the current top step remained at the top step. This caused some issues with the additional step as the corresponding years in grade did not reflect the salary step of the employee.

Representatives from Local 2606 and the District's negotiations team met and completed discussions cumulating into the draft side letter for your consideration. The side letter includes a new Section, 3.1.1, which details the implementation for all ranks to correspond the salary step with the actual years of service completed within the assigned rank upon passing probation. Additionally, clarifying language has been added to Section 3.2 to ensure consistency. Finally Exhibit D has been developed to memorialize the timing of step advances for affected current employees.

Staff has consulted with CALPERS to address reporting requirements for back pay and pay back scenarios for effected employees. A streamline process has been identified for the implementation of the necessary actions which significantly reduced the anticipated staff time to complete the adjustments.

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# MONTEREY COUNTY REGIONAL FIRE PROTECTION DISTRICT BOARD OF DIRECTORS

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## RECOMMENDATION

Receive report, discuss, and approve a side letter to the Local 2606 MOU adding Section 3.1.1 Implementation of step changes and clarifying Section 3.2 Salary advancement within classification.

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## ATTACHMENT

Draft Side Letter to the Local 2606 Memorandum of Understanding.

## Side Letter of Agreement

### Monterey County Regional Fire Protection District

and

### Monterey County Regional Fire Protection District Fire Fighters Association, International Association of Fire Fighters Local 2606

This Side Letter of Agreement is entered into between the Monterey County Regional Fire Protection District (District) and the Monterey County Regional Fire Protection District Fire Fighters Association, International Association of Firefighters Local 2606 (Local 2606), collectively referred to as "Parties." Having met and conferred in compliance with the requirements of the Meyers-Milias-Brown Act, the Parties agree as follows:

1. The following new subsection shall be added to the Parties' 2024-2027 Memorandum of Understanding (MOU), under Section 3.1 Base Salary:

#### **3.1.1 IMPLEMENTATION OF STEP CHANGES**

In response to the elimination of Step 1 on the firefighter salary scale on July 1, 2024, all firefighters will be placed in their corresponding steps based on the individual firefighter's probationary release date and time in grade, retroactive to July 1, 2024.

In response to the creation of three step salary scales for the engineer and captain classifications on July 1, 2024, all engineers and captains will be placed in their corresponding steps based on the individual's promotional probationary release date and time in grade, retroactive to July 1, 2024.

With the elimination of Step 1 on the firefighter salary scale on July 1, 2025, all firefighters will be placed in their corresponding steps based on the individual firefighter's probationary release date and time in grade, effective July 1, 2025.

See Exhibit D for detail on the implementation of the 2024 and 2025 step changes set forth above. The Parties agree that no other current employees are affected by this side letter but for those identified by employee ID number / hire dates in Exhibit D.

2. Section 3.2 of the MOU shall be amended as follows:


#### **3.2 SALARY ADVANCEMENT WITHIN CLASSIFICATION**

~~Firefighters~~ Employees shall be advanced from the first step to the second step in their classification's salary range upon successful completion of probation. Thereafter, an employee shall be advanced to the next higher step in their classification's salary range upon completion of twelve (12) months of full-time service ~~and a satisfactory performance evaluation~~ until the top step is reached.

~~Fire Engineers and Fire Captains shall be advanced to the next step upon completion of twelve (12) months of full-time service, completion of their task book, and a satisfactory performance evaluation.~~

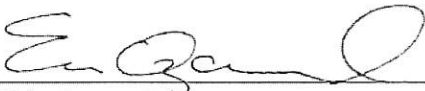
This side letter is subject to union ratification and subsequent approval by the Board of Directors.

FOR THE DISTRICT

  
\_\_\_\_\_  
Lisa S. Charbonneau  
Chief Negotiator

10/11/24  
Date

FOR LOCAL 2606

  
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Eric Azarvand  
Chief Negotiator

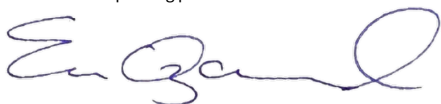
October 11, 2024  
Date

## Exhibit D Step Schedule

<u>Personnel Number</u>	<u>Promotion/Hire Date Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4 *</u>
0060	9/1/2022	9/1/2023	9/1/2024	
1033	9/1/2022	9/1/2023	9/1/2024	
10005	11/6/2022	11/6/2023	11/6/2024	
0062	1/5/2023	1/5/2024	1/5/2025	
1022	9/1/2022	9/1/2023	9/1/2024	
2134	9/1/2022	9/1/2023	9/1/2024	
0106	11/6/2022	11/6/2023	11/6/2024	
0122	1/5/2023	2/5/2024	2/5/2025	
10011	1/6/2020	10/1/2021	10/1/2022	10/1/2023
10020	5/1/2020	2/1/2022	2/1/2023	2/1/2024
10017	1/3/2022	4/1/2023	4/1/2024	4/1/2025
10021	4/1/2022	10/1/2023	10/1/2024	N/A
10026	6/13/2022	9/13/2023	9/13/2024	N/A
10027	6/13/2022	11/7/2023	11/7/2024	N/A
10029	10/17/2022	3/1/2024	3/1/2025	N/A
10033	10/17/2022	2/1/2024	2/1/2025	N/A
	<u>Personnel Number</u>			
	10036			
	10037			
FF Hire 8/1/23	10038	8/1/2023	11/1/2024 **	11/1/2025 **
	10039			
	10040			
	10042			
	10043			
	10044			
FF Hire 10/1/23	10045	10/1/2023	1/1/2025 **	1/1/2026 **
	10047			
	10048			
	10049			
	10050			
	10052			
	10053			
	10054			
	10055			
	10056			
FF Hire 5/1/24	10057	5/1/2024	8/1/2025 **	8/1/2026 **
FF Hire 5/1/25	N/A	5/1/2025	8/1/2026 **	8/1/2027 **

\*This step will be renumbered as Step 3 on July 1, 2025, other steps renumbered as well

\*\*Based on passing probation at 15 months



October 11, 2024