

**RESOLUTION NO. 2026-27-02**

**RESOLUTION OF THE BOARD OF DIRECTORS OF THE SOUTHERN MARIN  
FIRE PROTECTION DISTRICT RATIFYING A MEMORANDUM OF  
UNDERSTANDING BETWEEN THE SOUTHERN MARIN FIRE PROTECTION  
DISTRICT AND SOUTHERN MARIN PROFESSIONAL FIREFIGHTERS  
ASSOCIATION, IAFF LOCAL 1775 AND APPROVING RETROACTIVE PAY**

**WHEREAS**, Section 3505 of the California Government Code provides for procedures and a reasonable time period for the meet and confer process to take place between the Southern Marin Fire Protection District (“District”) to engage in the meet and confer process in good faith with management representatives and representatives of recognized employee organizations, to discuss wages, hours, and other terms and conditions of employment in accordance with the provisions of the Meyers-Milias-Brown Act and applicable laws; and

**WHEREAS**, the Southern Marin Professional Firefighters Association, IAFF Local 1775 (“Association”) is the “recognized employee organization,” as defined by California Government Code Section 3501(b) for employees in the Fire Captain, Deputy Fire Marshal, Firefighter/Paramedic, Engineer/Paramedic, Firefighter, Firefighter/Engineer, and Safety Fire Inspector classifications; and

**WHEREAS**, the District, through its management representatives, has met and conferred in good faith with the Association, and during this period in which the meet and confer process took place, the representatives of each have freely exchanged information, opinions, and proposals on matters regarding wages, hours and other terms and conditions of employment for employees represented by the Association; and

**WHEREAS**, the District has fully considered the information, opinions and recommendations made by the Association during the meet and confer process on behalf of the employees represented by the Association; and

**WHEREAS**, the representatives of both the District and the Association have reached agreement on matters within the scope of representation and jointly prepared a written Memorandum of Understanding (“Agreement”) to be presented to the Board of Directors of the Southern Marin Fire Protection District (“Board”) for adoption; and

**WHEREAS**, the start of the next pay period is February 1, 2026, however, the representatives of both the District and the Association intend to provide increases effective as of the first full pay period in January, with retroactive payment for hours worked from January 4, 2026 through January 31, 2026 to be payable on or before the February 26, 2026 payday; and

**WHEREAS**, the Association has ratified and signed the Agreement;

**WHEREAS**, the District’s representatives have recommended that the Board similarly ratify the Agreement by adopting this resolution.

**NOW, THEREFORE, IT IS HEREBY RESOLVED**, that the Board ratifies the recommended Agreement between the District and Association in substantially the same form as the document labeled “Exhibit A” hereto attached.

**BE IT FURTHER RESOLVED**, that the Board amends the District’s classification plan and salary plan and other terms and conditions of employment for permanent budgeted positions in the Fire Captain, Deputy Fire Marshal, Firefighter/Paramedic, Engineer/Paramedic, Firefighter, Firefighter/Engineer, and Safety Fire Inspector classifications as follows:

- Effective as of January 4, 2026, increase base salary by 6.25%
- Effective the first full pay period of July 2026, increase base salary by 2.75%
- Effective the first full pay period of January 2027, increase base salary by 3.0%
- Effective the first full pay period of July 2027, increase base salary by 2.5%
- Effective the first full pay period of January 2028, increase base salary by 2.5%
- Effective as of January 4, 2026, increase longevity pay after 10 years by adding 0.5%, for a total of 2.5% after 10 years of service
- Effective as of January 4, 2026, increase longevity pay after 15 years by adding 0.5%, for a total of 4.0% after 15 years of service
- Effective as of January 4, 2026, increase longevity pay after 20 years by adding 0.5%, for a total of 5.0% after 20 years of service
- Effective the first full pay period after ratification, eliminate the annual \$400.00 uniform allowance
- Effective the first full pay period after ratification, eliminate the District’s contribution employee 457(b) accounts
- Effective the first full pay period after ratification, lower the number of line personnel off for compensatory time off and vacation to no more than 3 off per day (down from 4)
- Effective as of December 1, 2025, participation in lieu of medical is closed, only employees previously participating may continue if certain terms are met
- Effective the first full pay period after ratification, new terms regarding moving between 40-hour and 56-hour assignments
- Effective as of January 4, 2026, a day assignment differential of 5%

- Effective the first full pay period after ratification, an acting pay differential of up to 10% for Acting Captains and Acting Battalion Chiefs

**BE IT FURTHER RESOLVED**, that the Board authorizes the Board President to execute the Agreement.

**BE IT FURTHER RESOLVED**, that the Board authorizes the Fire Chief, Acting Fire Chief, or Fire Chief's designee to implement and administer the Agreement and execute any supplements, modifications or amendments to the Agreement that are operational and not financial in nature, to the extent that the change is not otherwise subject to the District's obligation to meet and confer, which may be necessary from time to time to implement its terms, subject to approval as to form by the General Counsel.

**BE IT FURTHER RESOLVED**, certain payments listed above will be implemented retroactively to January 4, 2026, prior to the start of the February 1, 2026 pay period, therefore the Board authorizes the District to make certain retroactive payments for hours worked between January 4, 2026 through January 31, 2026. Those certain retroactive payments are payable on or before the February 26, 2026 payday. Further, those certain retroactive payments are subject to applicable withholdings and deductions, including, but not limited to, statutory withholding rates for supplemental payments of 20% federal and 6.6% state.

**PASSED AND ADOPTED** by the Board of Directors of the Southern Marin Fire Protection District, County of Marin, State of California, on the date of January\_, 2026, by the following vote:

AYES: *Directors Waldeck, Hilliard, Perazzo, Fleming, DeBerry, Raveche*

NOES: *⊖*

ABSTAIN: *⊖*

ABSENT: *Director absent*

Signed: *Clifford Waldeck*  
Clifford Waldeck, Board President, Board of Directors

Attest: *Kathryn Kennedy*  
Kathryn Kennedy, Clerk of the Board



# **MEMORANDUM OF UNDERSTANDING**

**Between**

**SOUTHERN MARIN FIRE PROTECTION  
DISTRICT**

**And**

**SOUTHERN MARIN PROFESSIONAL  
FIREFIGHTERS, IAFF LOCAL 1775**

**2025 - 2028**

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**MEMORANDUM OF UNDERSTANDING**

**Between**

**SOUTHERN MARIN FIRE PROTECTION DISTRICT**

**And**

**SOUTHERN MARIN PROFESSIONAL FIREFIGHTERS, IAFF LOCAL 1775**

This Memorandum of Understanding (hereinafter “Agreement”) has been arrived at as result of meeting and conferring in good faith under the provisions of §§ 3500-3509 of the Government Code of the State of California.

The Southern Marin Professional Firefighters, IAFF Local 1775, is the formally recognized employee organization for the firefighters’ representation unit. The following classifications are represented by this unit:

Fire Captain

Deputy Fire Marshal

Firefighter/Paramedic

Engineer/Paramedic

Firefighter

Firefighter/Engineer

Safety Fire Inspector

Should, at any time, the District find that a financial emergency affects the ability of the District to furnish adequate services, the District will advise all bargaining groups and meet and confer on the ramifications of the financial emergency.

This Agreement will be presented to the Southern Marin Fire Protection District Board for ratification as the joint recommendations of the undersigned for salary and fringe benefit adjustments for the period commencing July 1, 2025 and ending June 30, 2028.

## **1. GENERAL PROVISIONS**

### **1.1 Recognition**

#### ***1.1.1 Association Recognition***

The Southern Marin Professional Firefighters' Association, I.A.F.F., Local 1775, hereinafter referred to as the "Association" is the recognized employee organization, as defined by Government Code § 3501(b) for all employees in classifications represented by the Association, said classifications being set forth in Appendix A.

#### ***1.1.2 District Recognition***

The Fire Chief of the Southern Marin Fire Protection District and/or any other person or organization duly authorized by the Southern Marin Fire Protection District Board of Directors, is a representative of the Southern Marin Fire Protection District, hereinafter referred to as the "District."

### **1.2 Strikes and Lockouts**

During the term of this Agreement and during the negotiation process for a successor agreement, the District agrees that it will not lock-out employees, and the Association agrees that it will not agree to, encourage, or approve any strike, slow down, sympathy strike or mass sick leave. The Association will take whatever lawful steps are necessary to prevent any interruption of work in violation of this Agreement.

### **1.3 Severability**

If any article, paragraph or section of this Agreement will be held to be invalid by operation of law, or by any tribunal of competent jurisdiction, or if compliance with or any enforcement of any provision hereof be restrained by such tribunal, the remainder of this Agreement will not be affected thereby, and the District and Association (collectively, the "Parties") will, if possible, enter into meet and confer sessions for the sole purpose of arriving at a mutually satisfactory replacement for such article, paragraph or section.

### **1.4 Full Understanding, Modification, Waiver**

#### ***1.4.1 Joint Representation***

The Parties jointly represent to the District Board that the Agreement sets forth the full and entire understanding of the Parties regarding the matters set forth herein.

#### ***1.4.2 Waiver and Modification***

Except as specifically otherwise provided herein, it is agreed and understood that each party voluntarily and unqualifiedly waives its right and agrees that the other will not be required to meet and confer with respect to any subject or matter covered by this Agreement. This will not preclude the Parties from meeting and conferring at any time during the term of this

Agreement with respect to any subject matter within the scope of representation for a successor agreement between the Parties to be effective on or after the expiration of this Agreement.

## **2. MMBA**

### **2.1 Advance Notice of Change**

Except in cases of emergency, reasonable advance written notice will be given to the Association of any ordinance, rule, policy, resolution, or regulation directly relating to matters within the scope of representation proposed to be adopted by the District. The Association will be given the opportunity to meet to the extent required by law with the District prior to adoption. In cases of emergency, when the District determines that an ordinance, rule, policy, resolution or regulation must be adopted immediately without prior notice or meeting with the Association, the District will provide such notice and opportunity to meet at the earliest practical time following the adoption of such ordinance, rule, policy, resolution or regulation. A copy of any such ordinance, rule, policy, resolution, or regulation will be provided to the Association when providing notice whenever possible.

### **2.2 Dues Deduction**

The District agrees to deduct and transmit to the Association all membership dues authorized by an employee on a form provided by the Association. The District and the Association agree to a system of authorized dues deductions operated in accordance with applicable law subject to the following: (1) an employee may withdraw from membership in the Association by sending a signed withdrawal letter to the Association at any time; (2) the Association agrees to indemnify, defend, and hold the District and its agents harmless against any claims made of any nature and against any suit instituted against the District arising from this Section 2.2 and the deductions arising there from; and (3) no provisions of this Section 2.2 or any disputes arising there under will be subject to the grievance and arbitration procedure contained in this Agreement. The Association will submit to the District a list of all employees who have signed the Association's dues authorization form. Upon submission to the District of a written request for dues deduction by the Association, the District agrees to deduct Association dues from the paycheck of each Association member listed, on a biweekly basis, and to remit said monies and the names of those employees for whom dues are being deducted to the Association. The Association understands that it is responsible for keeping records and the Association will be responsible for notifying the District should any employee cease becoming a member of the Association or request that Dues not be deducted from their paycheck. Both the District and the Association agree and understand that they are responsible to comply with applicable law concerning dues deduction.

### **2.3 Release Time**

The District will allow a reasonable number of Association representatives who are official representatives of the Association to be given time-off without loss of compensation of other benefits when formally meeting and conferring with representatives of the District on

matters within the scope of representation. Except by mutual agreement, the number of Association representatives excused for such purposes will not exceed three (3) at any time.

#### **2.4 Association Access to Work Locations**

Reasonable access to employee work locations will be granted to officers of the Association and officially designated representatives of the Association for the purpose of processing grievances or contacting members of the Association concerning business within the scope of representation, which are to be discussed with District representatives. Access may be restricted so as not to interfere with the normal operations of the District or with established safety or security requirements.

#### **2.5 Association Space**

The Association will be allowed space on District property at a mutually agreed upon location, with telephone service maintained at the expense of the Association.

#### **2.6 Business Conduct**

Consultations between the District and the Association, for discussion of grievances and for negotiations between the District and Association representatives normally will be conducted during regular working hours. Association representatives who are on duty will be allowed to participate in such meetings.

Association officers are authorized reasonable time during on-duty hours to process employee complaints or grievances, and to conduct negotiations with management at the local level.

#### **2.7 Association Meetings**

The Association will be able to use District facilities for meetings provided space and time are available. All meetings using District facilities must have prior approval of the Fire Chief or the Chiefs designee.

Employees and companies normally covering the first in-district call for service where any such meeting is being held will be allowed to attend provided they remain ready and available to perform their duties. Association officers and employees who have business to present at the meeting but are assigned to other stations will be allowed to attend meetings. Arrangements for this purpose will be the same as routine department cover-ins, provided that the Association and Duty Chief both determine the resulting coverage meets acceptable emergency response safety standards.

#### **2.8 Association Orientation of New Employees**

Whenever the District hires an employee in any classification covered by this Agreement and represented by the Association, the District will provide said employee with access to a copy of the current Agreement. The District will make reasonable effort to provide the Association with at least ten (10) business day written advanced notice of each new

employee's orientation. Notice will include the time, date, and location of the orientation, including whether it is held in person or online. Representatives of the Association are permitted to meet with new employees represented by the Association for up to thirty (30) minutes during a predesignated portion of the orientation. The District will make reasonable efforts to request that new employees represented by the Association attend the Association's portion of orientation. The Association will provide the District with any materials it would like the District to distribute at orientation. Requests by the Association for additional time or for access to the new employee on a different day or time, for an operational orientation of up to four (4) hours, will not be unreasonably denied.

Once every 120 days, upon written request to the Manager of Human Resources, the District will make reasonable efforts to provide the Association within 30 days the name, job title, work, home and personal cellular telephone numbers, personal email address, and home addresses of all employees in the bargaining unit.

## **2.9 Management Rights**

The District reserves, retains, and is vested with, solely and exclusively, all rights of management which have not been expressly abridged by specific provision of this Agreement or by law to manage the District, as such rights existed prior to the execution of this Agreement. The District and Association agree and understand that if, in the exercise of any of the rights set forth below, the effect of said exercise of rights by the District impacts an area within the scope of representation as set forth in the Meyers Milius Brown Act ("MMBA"), case law interpreting said act, and/or Federal law, the District will have the duty to meet and confer with the Association regarding the impact of its decision and exercise of rights. The sole and exclusive rights of management, as they are not abridged by this Agreement or by law, will include, but not be limited to, the following rights:

1. Determine the District's mission and that of its constituent departments.
2. Set standards and levels of service.
3. Determine the procedures and standards for hiring of employees.
4. Determine the procedures and standards for promotion of employees.
5. Direct employees and assign work on a day-to-day basis.
6. Establish and enforce uniform, dress, and grooming standards.
7. Determine the methods and means to relieve employees from duty when work is not available or for other lawful reasons.
8. Create efficiency in District operations.
9. Determine the means and methods to be used to achieve standards and levels of service.
10. Determine the numbers, skill types, and organization of the District's workforce.

11. Determine job classifications and descriptions.
12. Determine means and methods to finance District operations.
13. Determine facilities, technology, and equipment used by the District.
14. Contract for any service or work needed by the District.
15. Schedule employees and work.
16. Establish performance standards, evaluations, and improvement plans.
17. Discharge and discipline employees.
18. Take all lawful necessary actions to fulfill its mission during an emergency.

### 3. COMPENSATION

#### 3.1 Salaries

The Salary Plan will outline the salary structure for the classifications represented by the Southern Marin Professional Firefighters, Local 1775. Increases take effect the first full pay period following the date noted in Appendix A. The District will no longer calculate the payroll period including July 1 with two different salaries within the same pay period. The salaries will be paid biweekly. The monthly salaries for the various classifications in the representation unit are payable to Shift and Day employees covered by this agreement are set forth in the salary schedule in Appendix A. For clarity, as used in this Agreement the term “Day” means a regular work schedule of 40 hours a week and the term “Shift” means a regular work schedule of 56 hours a week.

Benchmark Captain 2.0 is identified as the job class for compensation survey purposes. Appendix A reflects the “Benchmark position of top step Captain,” with the remaining ranks following by a 10% difference. Calculated as:

1. Battalion Chief<sup>2</sup> = Captain 2 (benchmark) x 1.2.
2. Captain 2 (benchmark) = Step 2 Captain per Appendix A for the applicable year.
3. Firefighter/Paramedic Engineer 6 = Step 2 Captain divided by 1.1.
4. Firefighter/Engineer 6 = Firefighter/Paramedic/Engineer 6 divided by 1.1.

Top-step Captain 2.0 is identified as the benchmark job class for compensation survey purposes. There will be a 5% separation in steps within any given rank. Calculated as:

1. Top step in rank / 1.05 = Step below.
2. Step below/ 1.05 = Next step below.

### 3.1.1 *Rate of Pay*

A. The “regular rate of pay” is used to calculate an employee’s overtime rate of pay.

1. Regular rate of pay is calculated as follows:

- a. An employee’s total compensation over a work period,
- b. Minus compensation which may be excluded pursuant to applicable law, and
- c. Divided by the number of hours worked in the work period (hours worked and the work period are defined in Section 3.6).

2. Subject to the requirements of federal law, the District includes the following pay in regular rate calculations:

- a. Base pay as reflected in the pay schedule (Appendix A),
  - i. Longevity pay is included in base pay, as provided in Section 3.9,
- b. Education pay as defined in Section 3.5,
- c. Acting pay as defined in Section 3.10,
- d. Additional pay for holidays (Shift employees only) as defined in Section 3.11,
- e. Additional pay for Day assignments as defined in Section 3.14, and
- f. In Lieu of Medical pay as defined in Section 4.1.

B. “Overtime rate” is calculated as 1.5 times an employee’s regular rate of pay.

### **3.2 Salary and Wage Plan for Firefighters and Firefighter-Paramedics**

Employees advance up the firefighter or firefighter-paramedic salary step schedule based on merit and time in continuous service. Continuous service includes only actual time in active service to the District. Any period of inactivity of six shifts or longer without active service to the District, for example a medical leave exceeding six shifts, is excluded. The probationary period will be automatically extended during such period of inactivity.

Step 1: The first step of each range is the minimum rate and is normally the hiring rate for the class.

Step 2: Employees will be granted this adjustment after the completion of three (3) months of satisfactory continuous service on a probationary appointment. Normally, an employee whose work does not justify advancement to the second step should be released.

Step 3: The third step rate applies to a fully qualified and sufficiently experienced employee. Employees who have performed at satisfactory levels in a given classification for a period of nine months (9) of continuous service in Step 2 will be granted this step.

Step 4: This step will be granted after the employee has performed at satisfactory levels or better for twelve (12) months of continuous service at the third step.

Step 5: This step will be granted after the employee has performed at satisfactory levels or better for twelve (12) months of continuous service at the fourth step.

Step 6: Engineer: This step will be granted after the employee has performed at satisfactory levels or better for twelve (12) months of continuous service at the fifth step and, six months after implementation of a task book by the District, successful completion of the task book to the District's satisfaction.

Advancement from one step to the other will be only at the recommendation of the Fire Chief or the Fire Chief's designee.

### **3.2.1 *Continuing Paramedic Education***

Firefighter-Paramedics in this classification will receive reimbursement from the District for the maintenance of their Paramedic license. The District will reimburse the employee after the employee provides proof of attendance or successful completion of each State approved Paramedic continuing education class. Reimbursement will not exceed 48 hours every two years at the rate of one and one-half (1 ½) times their hourly rate and will also be reimbursed for tuition and books required.

### **3.3 Salary and Wage Plan for Captain**

Employees advance up the captain salary step schedule based on merit and time in continuous in service. Continuous service includes only actual time in active service to the District. Any period of inactivity of six shifts or longer without active service to the District, for example a medical leave exceeding six shifts, is excluded. The probationary period will be automatically extended during such period of inactivity.

Step 1: The first step of each range is the minimum rate and is normally the hiring rate for the class.

Step 2: The second step rate applies to a fully qualified and sufficiently experienced employee. Employees who have performed at satisfactory levels in a given classification for a period of twelve (12) months of continuous service in Step 1 will be granted this step.

Advancement from one step to the other will be only at the recommendation of the Fire Chief or the Fire Chief's designee.

### 3.3.1 *Continuing Paramedic Education*

Captains who maintain paramedic certification will receive reimbursement from the District for the maintenance of their Paramedic license. The District will reimburse the employee after the employee provides proof of attendance or successful completion of each State approved Paramedic continuing education class. Reimbursement will not exceed 48 hours every two years at the rate of one and one-half (1 ½) times their hourly rate and will also be reimbursed for tuition and books required.

### 3.4 **Salary and Wage Plan for Fire Prevention**

#### Deputy Fire Marshal

The Deputy Fire Marshal salary step schedule is based on merit and time in continuous service. Continuous service includes only actual time in active service to the District. Any period of inactivity of 15 calendar days or longer without active service to the District, for example a medical leave exceeding 15 calendar days, is excluded. The probationary period will be automatically extended during such period of inactivity.

Step 1: The first step of each range is the minimum rate and is normally the hiring rate for the class.

Step 2: The second step applies to a fully qualified and sufficiently experienced employee. Employees who have performed at satisfactory levels in a given classification for a period of twelve (12) months of continuous service in Step 1 will be granted this step.

Advancement from one step to the other will be only at the recommendation of the Fire Chief or the Fire Chief's designee.

If the Deputy Fire Marshal had been appointed to that classification from another classification represented in this MOU, the Deputy Fire Marshal may return to that previously held classification if the following criteria are met: 1) with approval of the Fire Chief, 2) there exists an opening in that previous classification, and 3) the Deputy Fire Marshal meets the job requirements of that previous classification. A return to the previous classification will return the employee to the salary step from which they left at the time of their appointment to Deputy Fire Marshal. A Deputy Fire Marshal may not "bump" into a classification that the employee has not previously held at the District.

#### Safety Fire Inspector

The Safety Fire Inspector salary step schedule is based on merit and continuous time in service. Continuous service includes only actual time in active service to the District. Any period of inactivity of 15 calendar days or longer without active service to the District, for example a medical leave exceeding 15 calendar days, is excluded. The probationary period will be automatically extended during such period of inactivity.

Step 1: The first step of each range is the minimum rate and is normally the hiring rate for the class.

Step 2: The second step rate applies to a fully qualified and sufficiently experienced employee. Employees who performed at satisfactory levels in a given classification for a period of twelve (12) months of continuous service in Step 1 will be granted this step.

Step 3: The third step rate will be granted to an employee who has performed at satisfactory levels in a given classification for a period of twelve (12) months of continuous service in Step 2 will be granted this step.

Advancement from one step to the other will be only at the recommendation of the Fire Chief or the Fire Chief's designee. If the Safety Fire Inspector had been appointed to that classification from another classification represented in this MOU, the Safety Fire Inspector may return to that previously held classification if the following criteria are met: 1) with approval of the Fire Chief, 2) there exists an opening in that previous classification, and 3) the Safety Fire Inspector meets the job requirements of that previous classification. A return to the previous classification will return the employee to the salary step from which they left at the time of their appointment to Safety Fire Inspector. A Safety Fire Inspector may not "bump" into a classification that the employee has not previously held at the District.

### **3.5 Educational Incentive**

Certain educational incentives are included in base pay as reflected in the pay schedule (Appendix A). Specifically, the Fire Officer I Certification is a minimum requirement for entry into the rank of Captain. Accordingly, the educational incentive for holding the Fire Officer I Certification is included in base pay starting with step 1. An employee may earn educational incentive pay for the following forms of education if they exceed the requirements of the employee's job description. Payment for earning an education incentive from the list below takes effect the first full pay period after the employee successfully submits certification to Human Resources of satisfying the applicable eligibility criteria.

- A. A 2.5% of the monthly base salary per month pay incentive for current employees with 30 units of Fire Science or a Department of Defense DD-214 form indicating an Honorable Discharge, or with proof of active military reservist status.
- B. A 5% of the monthly base salary per month pay incentive for employees holding either an associate degree from an accredited college or university (not in addition to the above 2.5% for 30 units of fire science, or the Department of Defense Honorable Discharge, or the proof of active military reservist status).
- C. A 2.5% of the monthly base salary per month pay incentive for employees either holding a Fire Officer I Certificate from the State Board or who have successfully completed all of the classes required to be issued the Certificate. This is a requirement for the rank of Captain. As such, in 2014 the Association agreed to add it to base pay as reflected in the pay schedule (Appendix A).

- D. A 1% of the monthly base salary per month pay incentive for employees holding a Chief Officer Certificate from the State Board or who have successfully completed all of the classes required to be issued the Certificate.
- E. A 2% of the monthly base salary per month pay incentive for employees holding a bachelor's degree in any discipline.

### 3.6 Work Schedules

The District will pay employees for all hours worked. "Hours worked" for purposes of assessing employee eligibility to receive overtime pay will include vacation leave, compensatory time off, and sick leave. To the extent prescribed by law, when a shift trade occurs the traded shift is included in "hours worked" for the scheduled employee and excluded from "hours worked" for the substitute employee.

#### (A) Standard Work Schedules

1. The District assigns all Day employees who work a schedule of 40 hours a week, including the Fuels Captain, Fuels Firefighter, Logistics Captain, Deputy Fire Marshal and Safety Fire Inspector, a standard 5-day/40-hour or 4-day/40-hour work schedule.
2. For those employees assigned to a 5-day/40-hour or 4-day/40-hour schedule, the District uses a 7-calendar-day work period, which begins at 12:00 a.m. on a Sunday and ends at 11:59 p.m. on the following Saturday. As a default, employees are assigned to work 40 hours in each 7-day work period under a 5-day/40-hour or 4-day/40-hour schedule.
3. For those Day employees assigned to work a 5/40 or 4/10 schedule, if an employee works more than 40 hours in a 7-day work period, then the District will pay the employee for this time at the legally required overtime rate of pay.

#### (B) Alternative Work Schedules

1. The District assigns all Shift employees who work a schedule of 56 hours a week a Fair Labor Standards Act ("FLSA") § 7(k) alternative work schedule.
2. For those employees assigned to an alternative work schedule, the District uses a 24-day work period, which begins at 8:00 a.m. on Day 1 and ends at 7:59 a.m. on Day 24. As a default, employees are assigned to work 192 hours in each 24-day work period.
3. An employee's 24-day work period under an alternative work schedule will not correspond with the District's pay periods. The District will calculate overtime based on an employee's 24-day work period.
4. Employees are assigned to work 192 hours in each 24-day work period. Under FLSA, an overtime premium is due when hours worked exceed 182 hours in

each 24-day work period. To account for the overtime premium due under FLSA for the 10 hours worked in excess of 182 in each 24-day work period, the District will pay Shift employees a 2.7% premium at each employee's regular rate each pay period. Employees on workers' compensation leave are not eligible for the 2.7% premium. Day employees are not eligible for the 2.7% premium. The Association expressly agrees and covenants as a material term of this Agreement that the 2.7% premium constitutes full compliance with the District's obligations under FLSA.

5. Hours in addition to 192 in a 24-day work period will be paid according to Section 3.1.1.

### **3.7 Overtime**

The District compensates employees for all overtime hours worked using an employee's overtime rate, pursuant to the provisions below and the requirements of law.

#### **(A) Compensatory Time Off:**

1. If an employee works overtime hours, then the employee may choose to receive compensatory time off in lieu of overtime compensation. If an employee so chooses, the employee will receive one-and-one-half hours of compensatory time off for each hour of overtime worked as required by law.
2. To receive compensatory time off, an employee must submit the request through the District's electronic timekeeping system in advance of working the hours.
3. Compensatory time off may be accrued to a maximum of 192 hours.
4. An employee may use accrued compensatory time off to cover time off. If an employee used accrued compensatory time off to cover time off, then the employee will be paid for this time at the legally required regular rate of pay.
5. The District will cash out all accrued compensatory time off during the final payroll period each December before the end of calendar year, the employee will be paid for this time at the legally required regular rate of pay.
6. Upon separation from employment, accrued compensatory time off will be paid to the employee at the legally required regular rate of pay.

- (B)** An employee who works in addition to their regular work schedule will be compensated for this time at the rate of pay applicable to the step of the pay scale in Appendix A for such an assignment unless the employee is assigned the duties of a higher classification by the Fire Chief or the Fire Chief's designee. When an employee is assigned the duties of a higher classification by the Fire Chief or the Fire Chief's designee, Section 3.10 (acting pay) applies.

- (C) Employees who are called back for an emergency situation and do so report will be assigned a minimum of two hours of work; if at least two hours of work is not assigned to the employee, then the employee will be paid for two hours of work.
- (D) The District will allow use of paid leave (e.g., compensatory time off and vacation) for a total of up to three line personnel off per shift.

**3.8 Deferred Compensation**

Employees may voluntarily contribute to a deferred compensation plan sponsored by the District.

**3.9 Longevity Pay**

Longevity pay is based on the following schedule of consecutive years served from date of hire. Longevity pay is incorporated into base pay as reflected in the pay schedule in Appendix A. Longevity steps are not stackable and do not compound. Effective the first full pay period after ratification of the Agreement by both Parties, the maximum longevity pay an employee may earn is 5.0%:

- 2.5% after 10 years of service;
- Plus 1.5% after 15 years of service *for a total of 4.0%*; and
- Plus 1.0% after 20 years of service *for a total of 5.0%*.

Calculation for years of service will be based on years served with:

1. Southern Marin Fire Protection District
2. Alto Richardson Bay Fire Protection District
3. Tamalpais Fire Protection District
4. City of Sausalito for employees transferred as a result of the annexation of June 2012
5. City of Sausalito for employees transferred to the District as a result of the Agreement between the City of Sausalito and the District effective on or about April 25, 2006
6. City of Mill Valley Employees transferred to the District on July 1, 1994
7. City of Mill Valley Employees transferred to the District on July 1, 2023

**3.10 Acting Pay for Working Out of Classification**

An employee who is assigned by the Fire Chief or the Fire Chief's designee to perform the duties of a higher classification will receive an additional percentage of base pay as an acting pay differential for the hours the employee was directed to work in the specified higher

classification, acting pay for such hours is included in rate of pay as provided in Section 3.1.1. The Acting Battalion Chief differential is up to 10% but will not exceed the base pay of a Battalion Chief Step 1. The Acting Captain differential is up to 10% but will not exceed the base pay of a Captain Step 1. The maximum Section 3.5 educational incentive for an Acting Battalion Chief will not exceed the maximum Section 3.5 educational incentive for Battalion Chief Step 1 and the maximum Section 3.5 educational incentive for an Acting Captain will not exceed the maximum Section 3.5 educational incentive for Captain Step 1.

### **3.11 Holiday Pay**

The District recognizes the following 14 holidays:

- The first day of January (New Year's Day)
- The third Monday in January (Martin Luther King's Birthday)
- The twelfth day of February (Lincoln's Birthday)
- The third Monday in February (Washington's Birthday)
- The last Monday in May (Memorial Day)
- The nineteenth day of June (Juneteenth)
- The fourth day in July (Independence Day)
- The first Monday in September (Labor Day)
- The ninth day of September (Admission Day)
- The second Monday in October (Columbus Day)
- The eleventh day of November (Veterans Day)
- The fourth Thursday in November (Thanksgiving Day)
- The fourth Friday in November (Day after Thanksgiving Day)
- The twenty-fifth day of December (Christmas Day)

**Shift Employees:** The District will pay for the fourteen (14) recognized holidays whether scheduled on or off duty, by the following formula: Twelve (12) hours per holiday (one-half shift) at the employee's base hourly rate of pay. Southern Marin Fire will pay for the seven (7) holidays that occur between July 1 and November 30 (Independence Day, Labor Day, Admission Day, Columbus Day, Veteran's Day, Thanksgiving Day, and the Day after Thanksgiving Day) with the first paycheck following the Day after Thanksgiving Day holiday. Southern Marin Fire will pay for the seven (7) holidays that occur between December 1 and June 30 (Christmas Day, New Year's Day, Martin Luther King's Birthday, Lincoln's Birthday, Washington's Birthday, Memorial Day, and Juneteenth) with the first paycheck following Juneteenth.

**Day Employees:** The District will pay eight (8) hours per holiday for each of the fourteen (14) recognized holidays. When a *holiday falls on a scheduled day on*, the employee will receive eight (8) hours holiday pay for the day. An employee may elect to work additional hours when a

holiday falls on a scheduled *day on* and will be paid eight (8) hours of holiday pay for the day in addition to pay for any additional hours worked. The District will not provide “flex time” to an employee who works additional hours on a holiday that falls on a scheduled day on. When a *holiday falls on a scheduled day off*, eight (8) hours of vacation will be added to the employee’s accumulated vacation balance. In the event a Deputy Fire Marshal and/or Safety Fire Inspector are called back to work on a scheduled day off, due to a recognized holiday, they will be paid overtime at 1.5 regular rate of pay for those hours worked.

**3.12 Uniform Maintenance Program**

The District provides or replaces standard, approved firefighting uniforms as needed (i.e., nomex uniform shirt, nomex pants, belt, and boots).

**3.13 Moving Between Day and Shift Assignments**

**A. Pay and Overtime Calculation**

The District employs Day employees with regular work schedules of 2,080 hours a year and Shift employees with regular works schedules of 2,912 hours a year.

When an employee works Day and Shift assignments in the same work period, base pay for hours worked in each respective assignment is paid at the applicable step of the pay scale in Appendix A for an employee in such an assignment. Any overtime worked is paid in cash (not compensatory time off). The overtime premium (i.e., the amount paid in addition to the regular hourly rate) is calculated using a weighted average of all hours worked in both Day and Shift assignments during the work period as required under U.S. Department of Labor Fact Sheet #23: Overtime Pay Requirements of the FLSA, and 29 CFR §§ 778.415 through 778.421.

For example, when a Day employee works a Shift assignment, pay for hours worked in the Shift assignment is calculated by using the applicable step of the pay scale in Appendix A for a Shift employee in such an assignment. If the employee’s Day rate of pay is \$140.00 an hour and Shift rate of pay is \$100.00 an hour and the employee works 40 hours in a Day assignment and 24 additional hours in a Shift assignment, the overtime premium for each of those additional Shift hours is calculated as follows:

$$40 \text{ Day hours} \times \$140.00 \text{ an hour} = \$5,600.00$$

$$24 \text{ Shift hours} \times \$100.00 \text{ an hour} = \$2,400.00$$

$$\$5,600.00 + \$2,400.00 = \$8,000.00$$

$$40 \text{ Day hours} + 24 \text{ Shift hours} = 64 \text{ total hours}$$

$$\$8,000.00 / 64 \text{ total hours} = \text{an average of } \$125.00 \text{ an hour}$$

$$\$125.00 \text{ an hour} \times 50\% = \text{an overtime premium of } \$62.50$$

In the example, the Day employee makes \$162.50 an hour (\$100.00 + \$62.50) for working 24 additional hours in a Shift assignment. This same principle applies when a Shift employee works a Day assignment during the work period.

## **B. Additional Hours**

A Day employee's eligibility for additional hours in a Shift assignment is determined after converting hours worked in the employee's Day assignment as though they were worked in a Shift assignment, i.e., every one hour worked in the employee's Day assignment in the applicable 24-day work period is multiplied by 1.4. This same principle applies to a Shift employee's eligibility for additional hours in a Day assignment, i.e., every one hour in the employee's Shift assignment in the applicable 7-day work period is multiplied by 0.7143.

## **C. Paid Leave Conversion**

When an employee moves from Day to Shift, or vice versa, all paid leave balances are adjusted (up or down) to reflect the accrual for the new position:

- When an employee moves from Day to Shift, all paid leave hours are increased by multiplying the paid leave balance by 1.4; and
- When an employee moves from Shift to Day, paid leave hours are reduced by multiplying the paid leave balance by 0.7143.

"Paid leave" for purposes of this provision includes all paid leave, e.g., vacation, sick, and compensatory time off. After ratification of this agreement, the District will retroactively apply Paid Leave Conversion to employees with paid leave hours accrued in both Day and Shift assignments and adjust such hours (up or down) to reflect the accrual for their current position.

### **3.14 Day Assignments**

The District has sole discretion over hiring, appointment, the elimination of existing positions, and the creation of additional positions, including Day positions, e.g., Logistics, Operations, Fuels Crew, Deputy Fire Marshal. The District will confer with the Association over the effects, if there are any, of the District's decision to create additional positions. Suppression personnel may be assigned to a 40-hour work schedule for assignments such as training, emergency medical services, or any other Department function. Ideally, these positions will be filled by volunteers with the mutual agreement of the Fire Chief and the employee. If no one qualified volunteers, the position may be filled by reverse seniority by an employee the District in its sole discretion deems qualified.

Employees may be assigned to work a 5/8 or 4/10 weekly schedule.

Effective the first full pay period after ratification of the Agreement by both Parties, suppression employees in a Day position will receive a 5% differential in addition to their base salary. For Day employees, all other terms and conditions of employment, including vacation and sick leave accrual, etc., are as provided in this Agreement (e.g., for 40-hour per week Day positions vacation accrual is as provided in Section 5.2.2 and sick leave accrual is as provided in Section

5.1). The terms of this Section 3.14 supersede and replace any conflicting terms in any side letter agreement entered into prior to the start of the term of this Agreement (e.g., 40-hour Operations Position Side Letter signed December 17, 2024).

#### **4. BENEFITS**

##### **4.1 Medical Insurance**

###### **A. Medical Insurance Premiums**

Medical insurance will be carried through the Kaiser Foundation Health Plan, Inc. for all employees covered by this MOU and their dependents. Said coverage will be paid by the District and employee as described below:

Effective July 1, 2018, the District will pay up to the premium for the Kaiser Low plan for each employee minus a fixed employee contribution of based on each employee's eligibility level as follows:

Employee Only:	\$36.00 per pay period
Employee Plus One:	\$72.00 per pay period
Family:	\$90 .00 per pay period

###### **B. Medical Insurance Plans**

The District recognizes as additional health care plan options. The cost of these options over and above the cost of the equivalent Kaiser Plan is to be borne by the employee based on eligibility level.

###### **C. In Lieu of Medical**

Effective as of December 1, 2025, entry into the In Lieu of Medical benefit is closed. The In Lieu of Medical benefit is frozen for the 16 employees at the monthly amount listed in Appendix B. The 16 employees may continue to participate in the In Lieu of Medical benefit, but only if the employee continuously meets all three of the eligibility requirements listed below. If for any reason one of the 16 employees stops participating in the In Lieu of Medical benefit or stops participating at the same level they participated at as of December 1, 2025, that employee forfeits participation in the In Lieu of Medical benefit going forward.

- (1) Certify that the employee and all individuals in the employee's tax family for whom coverage is waived, have alternative Minimum Essential Coverage as defined by the Patient Protection and Affordable Care Act through a provider other than a Federal marketplace, a State exchange, or an individual policy.
- (2) During the District's annual open enrollment period, the employee must complete an annual written attestation that the employee and the employee's tax family are enrolled in alternative Minimum Essential Coverage. The employee agrees to notify the District no

later than 30 days after the employee or other member(s) of the employee's tax family lose coverage under the alternative Minimal Essential Coverage Plan.

- (3) The employee understands that the District is legally required to immediately stop conditional In Lieu of Medical opt-out payments if the District learns that the employee and/or members of the employee's tax family do not have the alternative Minimal Essential Coverage.

#### **4.2 Dental Insurance**

Dental Insurance will be provided by Delta Dental. This plan covers all employees represented by this MOU and their dependents. Premium costs for dental insurance will be paid by the District.

#### **4.3 Life Insurance and Accidental Death Insurance**

Employees will receive life insurance and accidental death insurance paid by the District. Each insurance policy will be \$50,000 per employee. To be eligible for the policies, employees must enroll at the time of hire. An employee may elect to enroll in additional life insurance coverage exceeding \$50,000 provided the employee pays the additional cost of the premium. If the employee elects life insurance coverage of \$200,000 or more, the employee must provide evidence of insurability within the 30 days of hire to be eligible for the additional benefit.

#### **4.4 Long Term Care**

The District will provide a California Association of Professional Firefighters long-term care plan for each employee.

#### **4.5 Long Term Disability**

The District will provide a California Association of Professional Firefighters long-term disability plan for each employee.

#### **4.6 Vision Care**

The District will provide employees with a vision care plan that provides for a comprehensive eye examination as well as prescription glasses/contact lenses as provided in the Vision Care Policy.

### **5. LEAVES**

#### **5.1 Sick Leave**

Sick leave is earned at the rate of twelve (12) hours per month for individuals working a 56-hour work week.

Sick leave is earned at the rate of eight (8) hours per month for individuals working a 40-hour work week.

Sick leave may be granted by the District to an employee for the following purposes: (i) diagnosis, care, or treatment of an existing health condition of (or preventative care for) an employee or an employee's family member (as detailed immediately below), or (2) an employee who is a victim of domestic violence, sexual assault, or stalking, for purposes specified in California law. Family member will only include a child (i.e., biological child, adopted child, foster child, stepchild, legal ward) of an employee or an employee's spouse or domestic partner.

In accordance with California law, the District will allow an employee to use up to one half (½) of their yearly accrual of sick leave for either (1) the diagnosis, care, or treatment of an existing health condition of (or preventative care for) a family member in any calendar year, or (2) to assist a family member who is a victim of domestic violence, sexual assault, or stalking, for purposes specified in California law.

Sick leave may be granted by the District to an employee due to the injury or illness of the employee's immediate family which requires the employee's attendance. Sick leave may also be taken in order to take care of a spouse or domestic partner who has given birth.

Additionally, sick leave may be utilized for the following:

1. Physical illness or physical incapacity caused by factors over which the employee has no reasonable immediate control;
2. Hospitalization of a member of the immediate family or a member of the immediate household for whom the employee may claim a Federal tax exemption;
3. Care of a member of the immediate family who is seriously ill, incapacitated or injured, though not hospitalized, and who has been approved in advance by the Fire Chief or designee.

The District has the right to request proof of illness if there is a question of the validity of the illness or the ability of the employee to return to duty.

An employee who absents themselves from duty on sick or special leave will notify the Fire Chief or such other person as department rules may provide, early on the first day of absence, of the reasons for requiring such leave, and failure to do so may be grounds for denial of such leaves without pay for the period of absence, if permitted by law.

Each such absence will be reported by the department to the Duty Chief, where proper records will be maintained of all absences.

Holidays and regular days off occurring when an employee is on sick or special leave will not be charged against such employee's sick leave credits.

Sick leave will automatically terminate on the date of retirement of the employee or on the date on which an ordinary disability allowance under the retirement system becomes effective.

**5.1.1 Sick Leave Payout at Retirement**

If an employee retires after ten or more years of service with the District, the District will convert sick leave using the employee’s base hourly rate and contribute the amount to the employee’s deferred compensation account up to the Internal Revenue Code (“IRS”) annual limit. If the value of converted sick leave exceeds the IRS annual limit, the balance will be paid in cash. The sick leave payout benefit will also be provided in the event an employee dies.

**5.1.2 Mandatory Sick Leave Conversion**

The first full period in January the District will convert sick leave accrued in excess of 1,440 hours for a Shift (56-hour) employee and 960 hours for a Day (40-hour) using the employee’s base hourly rate and contribute the amount to the employee’s deferred compensation account up to the IRS annual limit.

**5.2 Vacation**

**5.2.1 Vacation Selection**

The District will allow use of paid leave (e.g., vacation and compensatory time off) for a total of up to three line personnel off per shift. Vacation selection will be handled by the association.

**5.2.2 Vacation Accrual**

Employees may accrue up to two years of earned vacation credit. The vacation accrual schedule will be:

0-5 years	8 shifts	192 hours
6-10 years	11 shifts	264 hours
11-15 years	12 shifts	288 hours
16-20 years	13 shifts	312 hours
21 years +	14 shifts	336 hours

Vacation accrual schedule for Deputy Fire Marshal and the Safety Fire Inspector is as follows (based on 40-hour week schedule):

0-5 years	88 hours
6-15 years	128 hours
16-20 years	208 hours
21 years +	248 hours

Eligible vacation time will be scheduled by mutual agreement between the District and the employee.

### ***5.2.3 Vacation Cash-Out***

Each January first (1st), the District will cash-out employee vacation accruals which exceed the two-year accrual cap. Each employee's accrual cap is based on the employee's years of service. The District will distribute the cash-out in the employee's second payroll check of January unless the employee elects to convert the cash-out amount to a deferred compensation contribution. The employee's deferred compensation contribution will appear in the employee's second payroll check of January.

### ***5.2.4 Vacation Converted to Deferred Compensation***

An employee may elect to convert the monetary value of a portion or all of their unused vacation hours to their Deferred Compensation plan account. The employee must notify the Fire Chief of his or her intent to exercise this option. The notification must incorporate the amount of vacation hours to be converted and the month to be distributed to the employees deferred compensation account.

### ***5.2.5 Accrued Vacation Hours***

Upon separation, resignation, termination, or retirement all unused vacation hours will be elicited as a cash out and/or deposited in the employee's deferred compensation plan, at the employee's base hourly rate of pay. Accrued vacation cash out is not to be considered pensionable. At the end of employment, prorated amounts of vacation will be credited to the employee's account. Unused vacation time at termination will be compensated by payment at the employee's base hourly rate of pay.

### ***5.2.6 Probationary Firefighters Vacation Accrual***

Probationary employees will begin to accrue vacation hours, according to Section 5.2.2. upon the start of full-time employment. Prior to the completion of the 18-month probationary period, the employee may take vacation at the 12-month mark.

## **5.3 Funeral Leave**

All employees will receive time off without loss of pay, if normally scheduled to work, for a death in the immediate family, beginning from the time of notification of death to the next scheduled day after internment, except however, that such time off without loss of pay is limited to 4 shifts for Shift employees and 40 hours for Day employees. Both Shift and Day employees may take additional unpaid days off up to a total of 5 days off (paid and unpaid).

1. Immediate family is defined as spouse, domestic partner, son, daughter, mother, father, sister, brother, legal guardian, mother-in-law, father-in-law, and step relatives (defined as son, daughter, mother, father, sister, or brother).

2. A Shift employee will be granted four (4) shifts and a Day employee will be granted 40 hours without loss of pay to attend the funeral of grandparents or grandchildren, brother-in-law, or sister-in-law if scheduled to work on that shift, and time is charged to sick leave or vacation at the employee's discretion. Both Shift and Day employees may take additional unpaid days off up to a total of 5 days off (paid and unpaid).
3. Employees will be permitted to exchange hours for additional funeral attendance, or preparation not covered in this Section 5.3.

#### **5.4 Jury Duty Leave**

Any regular employee called for jury duty will notify the District upon receipt of such notification. Employee will be on paid jury duty status during jury selection requiring the employee's physical presence at court and for attendance at trial as a juror. When the employee is released from jury service each day during jury selection and/or trial, the employee must either promptly report to work or use vacation and/or CTO for the balance of the employee's shift. An employee must immediately return to regular duty as soon as the employee's jury service ends. Employee returning to duty must notify the Duty Chief immediately upon return.

#### **5.5 Catastrophic Leave**

Employees may donate sick, vacation and comp time to another employee who has exhausted his/her sick, vacation and comp time leave due to a catastrophic off-duty event. Once an employee has donated time, it belongs to the recipient and cannot be returned to the donor. Recipients may use donated time pursuant to the leave policy governing the type of leave that was donated to them. Catastrophic leave will not be available for employees who are on Workers Compensation and have exhausted their (4850) benefits.

#### **5.6 Family Leave**

The District will provide family leave as provided by law.

#### **5.7 Military Leave**

Military leave as defined in State law will be granted to any regular employee. All employees entitled to Military leave will give the Fire Chief a reasonable opportunity, within the limits of military regulations, to determine when such leave will be taken.

#### **5.8 Workers' Compensation Leave**

Safety employees will be governed by the provision of § 4850, et seq. of the Labor Code.

#### **5.9 Court Leave**

Employees subpoenaed to appear in court for cases within the scope of their employment or a public emergency response while off-duty will be on-duty during the time employees are subject to the subpoena until released by the Court. Employees required to appear in Court

other than during their regular tour of duty will receive a minimum of three (3) hours pay at the overtime rate and will appear in Class A uniform. The Fire District, when informed, will provide appearance information for the employees. This information will be made available, if known, by 6:00 pm on the last court day preceding the scheduled appearance date of the employee. Employees will be responsible for notifying the Duty Chief after 6:00 pm.

#### **5.10 Occupational Exam Leave**

Any employee relieved of duty based upon findings in the annual Occupational Medicine physical evaluation will be covered by the District for absences up to ninety (90) calendar days from doctor removal from duty without any use of the employee's sick leave or vacation leave. The employee will be compensated at the same normal pay rate (regular rate of pay). Transition from Administrative Paid leave will occur when one of two things occur.

1. Employee is cleared by a department doctor for full unrestricted duty and returns to his / her previous position.
2. Workers compensation carrier will accept the case as work related and the employee is moved to 4850 or light duty.

### **6. TERMS AND CONDITIONS OF EMPLOYMENT**

#### **6.1 Hours of Work**

The weekly duty schedule is a 2 x 4 schedule (48 hours on/96 hours off), with a three (3) platoon system. The training Battalion Chief, Logistics Captain, Deputy Fire Marshal and Safety Fire Inspector duty schedule is a 40-hour work week (i.e., ten hours per shift, four days per week or eight hours per shift, five days per week, or as directed by the Fire Chief). Each week will be considered a 40-hour work week for the purposes of calculating overtime and compensatory time off.

#### **6.2 Layoff and Rehire**

An employee's departmental seniority date will be established upon hire date. When there is more than one employee hired on the same day seniority will be based upon rank during hiring process (i.e., #1 candidate, #2 candidate, etc.). Where employees are hired or promoted on the same date, the order of seniority, either departmental or classification, will be based on the respective position each such employee was assigned on the eligibility list will be accorded the most seniority.

When a position within the Fire Captain classification is eliminated, the employee with the least seniority within that classification may displace the senior employee in the Firefighter classification provided that employee has less departmental seniority than the employee who is being removed as a Fire Captain. The employee in the Firefighter classification with the least departmental seniority will be the first laid off, and the last such employee laid off will be the first rehired.

The name of each employee who is laid off in accordance with this Section 6.2 will be placed at the head of the eligible list for the class of position for which he or she previously held, i.e., Captain, Firefighter, Firefighter/Paramedic. In regard to any person who was laid off from the position of Captain, and remains as an employee of the Fire District, that person will be given preference in filling vacancies within the class of Captain on the basis of last laid off, first re-hired. The preference/right will end after twenty-four (24) months of the layoff. For the following thirty-six (36) months, a laid off captain who successfully passes the captain's exam will be promoted to any vacant captain's position.

With regard to the filling of vacancies in the Firefighter classification, the last employee laid off will be the first employee rehired; however, for the purpose of re-hires within the classification of Firefighter, this re-employment preference/right will end after eighteen (18) months of the lay off from the Fire District.

### **6.3 Shift Bids**

See policy for information.

### **6.4 Staffing**

District staffing of 21 uniformed safety employees per shift includes:

- 1 Battalion Chief or Acting Battalion Chief which may be staffed from another agency under a shared services agreement
- 5 Captains which may include Captain-Paramedics, Acting Captains, or Acting Captain-Paramedics
- 5 Engineers authorized to drive and operate fire apparatus which may include Engineer-Paramedics, Acting Engineers, or Acting Engineer-Paramedics
- 4 Firefighter-Paramedics
- 6 Firefighters

### **6.5 Probationary Period**

All newly hired employees covered by this Agreement will be required to satisfactorily complete continuous service for an eighteen (18) month at-will probationary period. An employee may be dismissed for any lawful reason during the probationary period without right of appeal to the grievance procedure. Continuous service includes only actual time in active service to the District. Any period of inactivity without active service to the District, for example a medical leave, is excluded. The probationary period will be automatically extended during such period of inactivity.

## **6.6 Captain Promotional Testing**

During the term of this Agreement, the Parties will continue to discuss revisions to the District's promotional testing procedures, including but not limited to discussion about a possible Association observer to be included in the promotional testing process. Any agreement that the Parties reach concerning promotional procedures will be memorialized in a Side Letter.

## **6.7 Physical Fitness**

A Physical Fitness Program, referred to as the Wellness/Fitness Initiative, has been devised in an effort to provide a more physically fit employee and to reduce the incidence of compensable industrial injuries.

As with any such program, the returns to the employee are in direct proportion to the effort and enthusiasm with which he/she participates in the program. The following procedures and recommendations are based on available medical information and experience and have been developed to promote the general health, welfare, and longevity of District personnel. It is believed that a conditioned and healthy employee will provide a more effective and efficient public emergency service.

### **6.7.1 *Administration***

The program would be administered by a bipartite committee of four (4) individuals, two (2) selected by the Fire Chief and two (2) selected by the Association. This Committee will have overall responsibility for administration of the program including recommending program consultants, hearing appeals by employees, recommending alterations, amendments, or individualized exceptions to the Plan and proposing recommended discipline to the Fire Chief for employees who fail to meet prescribed ranges. A quorum of the Committee will consist of all four (4) Members, and action can only be taken by a majority of the quorum. In regard to discipline, no discipline may be imposed by the Fire Chief which is greater than that agreed upon by the Committee, although the Fire Chief may impose a lesser form of discipline if he/she so elects.

It is further provided that discipline cannot be imposed upon any employee hired prior to July 1, 2002 except if said employees fails to participate in said program by:

- A. Failing to show up for scheduled appointments.
- B. Does not make a bona fide effort during the testing process.

### **6.7.2 *Injuries***

Any injuries suffered by a participant while participating in the program will be deemed to be industrial and job-related, with the exception of injuries attributable to those activities considered to be primarily recreational such as team sports, skiing, etc.

### **6.7.3 *On-duty Participation***

All testing, qualification, re-testing, and any required medical examination or treatment will be performed while the employee is on- duty, or, if that is not feasible, the employee will be compensated at the overtime rate.

Recognizing fiscal limitations, upon employee request and recommendation of the Bipartite Committee, the District will make available at District expense a physical prescription that is directly related to achieving program criteria.

### **6.7.4 *Physical Fitness Components***

Subject to “individualization” of the following elements by the Committee at the request of an employee and/or his/her physician or the District (related to the employee’s age, height, weight, prior injuries, or any medical limitations); the following components will be included:

1. Resting heart rate;
2. Resting blood pressure;
3. Blood test for cholesterol levels;
4. Body fat measurement;
5. An event determined by the Committee to measure physical agility and limited aerobic capacity;
6. An upper body strength test (consisting, perhaps, of a combination of lifting and dynamometer tests);
7. Test of trunk strength/extension/flexibility.

This test will be administered annually; if an employee fails to meet prescribed ranges in any of the components listed above, the employee will be allowed another opportunity to retake and pass the test within four (4) months before any administrative action is proposed or taken against him/her.

### **6.7.5 *Evaluations***

Failure of an employee to successfully meet the program criteria will not, in and of itself, constitute grounds for an adverse personnel evaluation.

All Parties should recognize that this undertaking may need alteration, amendments, and revisions as it goes along and that should be understood to be the basic responsibility of the Bipartite committee, obviously subject to that requirement that if any substantial changes are proposed in the program format, that would constitute an item for meet and confer between the District and the Association.

## **6.8 Disciplinary Action**

The District may discipline an employee for just cause. The District applies the principle of progressive discipline, which means that it first uses less severe forms of discipline to correct misconduct and advances to more serious forms of discipline for repeated misconduct. However, some misconduct is sufficiently serious that it justifies a significant penalty up to and including employment termination for the first offense. The District will comply with the Firefighters Procedural Bill of Rights Act to the extent required by law in its administration of employee disciplinary actions. Examples of just cause include but are not limited to the following:

1. Violation of the law.
2. Substance abuse as defined in District policy.
3. Use of drugs and/or alcohol on duty.
4. Neglect of duty.
5. Disobedience of or failure to comply with District orders as defined herein.
6. Absence from duty without leave.
7. Conduct unbecoming an employee of the District which might be detrimental to the service.
8. Accepting or soliciting a bribe.
9. Immoral acts.
10. Appropriating any lost, found, stolen, District or evidence property to their own use.
11. Falsification of reports, records, or communications.
12. Improper political activity that may conflict with District's mission statement.
13. Feigning sickness or injury to escape duty.
14. Rough or careless handling of District property.
15. Insubordination.
16. Dishonesty.
17. Incompetence or non-performance of duty.
18. Any other act or omission contrary to the good order and discipline of the District and/or which violates any District rules, policies, or other governing documents.

## 6.9 Grievance Procedure

### A. Definition:

1. A grievance is any dispute which involves (1) the interpretation or application of any provisions of this Agreement; or (2) the interpretation or application of rules, regulations, resolutions, ordinances and existing practices concerning negotiable terms or conditions of employment.
2. Disciplinary appeal procedures will comply with the Firefighters Procedural Bill of Rights Act and applicable due process case law.
3. A grievance may be filed by (1) an employee who has been injured by any of the actions listed in paragraph I above, (2) jointly by any group of employees who have been injured by any of the actions listed in paragraph 1 above, or (3) by the employee organization when the District has taken any of the actions listed in paragraph 1 above.

### B. Informal Grievance:

1. Within seven (7) calendar days of the event giving rise to the grievance, the grievant will present the grievance informally for disposition to his/her immediate supervisor.
2. Presentation of an informal grievance will be a prerequisite to the institution of a formal grievance.

### C. Formal Grievance:

1. If the grievant believes that the grievance has not been resolved in the informal grievance process, the grievant may file a formal grievance within five (5) calendar days of receiving the immediate supervisor's response to the informal grievance. This formal grievance will state in writing the nature of the problem and the desired remedy and will be submitted to the Fire Chief.
2. Step 1: Within two (2) working days of receipt of the formal grievance, the Fire Chief or two designees will meet with two members of the Association in an effort to ascertain all facts connected with the grievance. Within ten (10) calendar days of said appointment, the Parties will meet together, investigate the grievance, and attempt to reach an agreement on the disposition of the grievance.
3. Step 2: If the decision of the Fire Chief resolves the grievance to the satisfaction of the grievant, the matter will be considered resolved. If the decision of the Fire Chief does not resolve the grievance to the satisfaction of the grievant, the grievant may, within five (5) calendar days of being notified of the Chief of the Department's decision, appeal the matter in writing to the Fire Chief, requesting one of the following methods of disposition:

- a) Appointment of a panel consisting of one representative of the Fire Chief, one representative of the grievant, and one representative of the State Conciliation Service; or
- b) Appointment of a panel consisting of one representative of the Fire Chief and one representative of the grievant. This panel will mutually select an impartial arbitrator. Arbitration is final and binding.

D. General Conditions:

1. Any time limit may be extended only by mutual agreement in writing.
2. Any aggrieved employee may be represented by any person or organization of his/her choice at any stage of the proceedings.
3. All expenses of arbitration will be shared equally by each party.
4. Failure on the part of the District or grievant to appear in any case before an arbitrator, without good cause, will result in forfeiture of the case and responsibility for payment of all costs of arbitration.
5. The decision of the Arbitrator or the Panel, whichever will have been selected by grievant, will be final and binding on all Parties, subject to ratification by the Board of Directors if the decision requires an unbudgeted expenditure.
6. A grievance concerning discipline does not survive the death of the grievant.

**6.10 Representatives**

The District will provide reasonable paid release time to an authorized Association representative selected by an employee to represent that employee during a grievance. The representative must be available to represent the employee as required by law, or the employee must select another representative. The representative will obtain approval from the Fire Chief or the Chiefs designee before leaving duty to perform any work to represent the employee.

**6.11 Out of County Hotels and Motels**

See Resource Deployment Guidelines For “Out of County” Mutual Aid Requests policy.

**6.12 Drug and Alcohol Prohibition**

See Drug and Alcohol-Free Workplace policy.

**6.13 Common Mess or On-Duty Meals**

All employees on each shift at each station will attend an organized mess at the station for consumption of meals. Employees will contribute in equal shares for the cost of such meals up to \$40 for a 48-hour shift. The department will not be responsible in any manner for the

cost of such meals, for the preparation thereof, for the collection of any funds or for the enforcement of or any other costs connected to this Section 6.13.

#### **6.14 Training**

Management and labor will work together to evaluate the equitable use of training funds and an equitable process for the publication of training opportunities to all eligible employees.

### **7. RETIREMENT**

The District is a member of the Marin County Employees' Retirement Association ("MCERA") for the purpose of providing retirement benefits for employees.

#### Tier 1

The formula Plan for employees hired prior to July 1, 2005 will be the "3% @ 50" under Gov. Code § 31664.1 calculated on single highest year, with 4% cost of living allowance.

#### Tier 2

The formula plan for employees hired on or after July 1, 2005 and before January 1, 2013 or hired before August 1, 2013 and with prior membership in a reciprocal plan prior to January 1, 2013 will be "3% @ 55" under Gov. Code § 31664.2 calculated on single highest year, with 4% cost of living allowance.

#### Tier 2A

The formula plan for employees hired on or after August 1, 2013 with prior service in a reciprocal plan retirement prior to January 1, 2013 will be at the 3% @ 55 under Gov. Code § 31664.2 calculated on single highest consecutive three (3) years with 3% cost of living allowance.

The formula plan for employees hired on or after January 1, 2013 and prior to August 1, 2013 without prior service or without membership in a reciprocal retirement plan prior to January 1, 2013 will be at the "2.7% @ 57" as defined under the California Public Employees' Pension Reform Act calculated on highest consecutive three (3) years with 4% cost of living allowance.

#### Tier 3A

The formula plan for employees hired after August 1, 2013 without prior service or without membership in a reciprocal retirement plan prior to January 1, 2013 will be at the "2.7% @ 57" as defined under the California Public Employees' Pension Reform Act calculated on highest consecutive three (3) years with 3% cost of living allowance.

The employee will be solely responsible for the employee share of retirement cost.

The Deputy Fire Marshal and Safety Fire Inspector classifications are safety positions and all provisions of the current MOU regarding retirement apply to the classification.

7.1 **Medical Coverage after Retirement**

A. Full-Time Employees Hired, Promoted, or absorbed by the District, and Retiring from the District through MCERA

1. Service Credit Calculation

For purposes of this Section 7.1(A), the following will be considered as service credit with the District:

- a) Service credit with the Alto-Richardson BayFire Protection District;
- b) Service credit with the Tamalpais Fire Protection District;
- c) Service credit with the City of Sausalito. This applies to all employees absorbed as part of either the April 6, 2006 agreement or the June 26, 2012 annexation who are not identified as a liability of the City of Sausalito for full medical insurance coverage post-retirement.
- d) Service credit with the City of Mill Valley for employees hired by the Tamalpais Fire Protection District on July 1, 1994.

2. Employees with a Minimum of 10 Years' Service Credit with the District

Full time employees hired by the District before January 1, 2014 who have 10 years' service credit with the District, as defined in Section 7.1(A)(1) who retire from the District through MCERA, will receive the following benefit:

- a) The District will provide 5% of the cost of "employee-only" coverage per year served up to a total of 100% of the cost of coverage in the Kaiser Low Plan, as provided by MCERA, for the remainder of the employee's life.

3. Employees with a Minimum of 30 Years' Service Credit with the District

Full time employees hired by the District before July 1, 2010 who have 30 years' service credit with the District, as defined in Section 7.1(A)(1) only, and who retire from the District through MCERA, will receive the following benefit:

- a) In addition to the benefit provide pursuant to Section 7.1(A)(2), the District will provide up to a total of 100% of the cost of spousal medical coverage ("Plus 1") in the Kaiser Low Plan, as provided by MCERA, for the remainder of the spouse's life. This benefit is limited to an employee's spouse at the date of retirement. Upon the death of the former employee, the District will provide the surviving spouse up to a total of 100% of the cost of medical coverage at the Kaiser Low Plan "Single Rate."

#### 4. Mandatory Use of Medicare

Retirees and their spouses who are age 65 or older and have Medicare must use Medicare as their primary medical insurance as described in MCERA's Medicare Fact Sheet, or other publication(s), as may be amended by MCERA from time to time.

#### 5. No Cash Value

The Section 7.1(A) benefit does not provide a cash benefit if coverage is declined or the enrolled plan has a lower monthly premium.

#### B. Retiree Health Savings Plan for Employees Hired by the District on or after January 1, 2014

Instead of providing retiree medical insurance as described above for employees hired before 2014, the District established Retiree Health Savings ("RHS") Accounts pursuant to Federal tax law through ICMA for each employee hired on or after January 1, 2014. Each pay period, the District makes an employer contribution equal to 2% of top step Captain (Captain step 2 base pay per Appendix A) into the employee's RHS Account. The employee will have direct deferral of 2% of their base salary.

The District's contribution to this fund will be 2% of the top step Captain for all employees receiving the benefit every paycheck.

#### C. Former City of Mill Valley Employees Hired by the District on July 1, 2023

Former City of Mill Valley ("CMV") employees hired by CMV *after* April 30, 2017 participate in the District's RHS effective as of July 1, 2023.

Former CMV employees hired by CMV *before* May 1, 2017 do not receive RHS or retiree healthcare through the District but may be eligible for retiree healthcare through CMV. See Section 6 and Attachment 1E of the Employee Transfer Plan and Implementing MOU Side Letter dated June 30, 2023 for further details.

### **8. STRIKES AND LOCKOUTS**

During the term of this Agreement the District agrees that it will not lockout employees, and the Association agrees that it will not, encourage, or approve any strikes, stand downs, sympathy strike, or other work stoppage growing out of any dispute relating to the terms of this agreement.

Each party consents to and waives any defenses against an injunctive action by the other party to restrain any violation of this article.

**9. DURATION OF AGREEMENT**

This agreement will be effective as of July 1, 2025 and will remain in full force and effect until June 30, 2028.

The Parties executed this Agreement effective as of July 1, 2025.

SOUTHERN MARIN PROFESSIONAL  
FIREFIGHTERS LOCAL 1775

SOUTHERN MARIN FIRE DISTRICT  
BOARD OF DIRECTORS


By:   
President Ben Powers

By: \_\_\_\_\_  
President Clifford Waldeck

Date: 01/16/2026

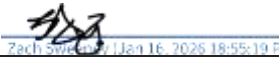
Date: \_\_\_\_\_

By:   
Pat Costello, Bargaining Team

APPROVED AS TO FORM:  


Date: 01/16/2026

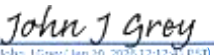
By: \_\_\_\_\_  
Jenica Maldonado

By:   
Zach Sweeney, Bargaining Team

Date: 01/16/2026

By:   
Ken Martin, Chief Negotiator

Date: 01/16/2026

By:   
John Grey, Esq.

Date: 01/20/2026

**APPENDIX A**

The initial increase of 6.25% takes effect the first full pay period following ratification of the Agreement by both Parties. Subsequent increases under the Agreement take effect the first full pay period following the first day of the month noted below (e.g., the 2.75% increase in July 2026 is effective the first full pay period following July 1, 2026 and the 3.00% increase in January 2027 is effective the first full pay period following January 1, 2027 and so on).

July 1, 2025 to Ratification			6.25% After Ratification		
Monthly	Annually	Base Hourly	Monthly	Annually	Base Hourly

**Shift Captain**

Shift Captain 1.0	12,087.88	145,054.56	49.81	12,843.37	154,120.42	52.93
Shift Captain 1.10 (10 Years)	12,329.65	147,955.80	50.81	13,164.45	157,973.43	54.25
Shift Captain 1.15 (15 Years)	12,450.52	149,406.24	51.31	13,357.10	160,285.24	55.04
Shift Captain 1.20 (20 Years)	12,510.96	150,131.52	51.56	13,485.54	161,826.44	55.57
Shift Benchmark Captain 2.0	12,692.27	152,307.24	52.30	13,485.54	161,826.44	55.57
Shift Captain 2.10 (10 Years)	12,946.12	155,353.44	53.35	13,822.68	165,872.10	56.96
Shift Captain 2.15 (15 Years)	13,073.05	156,876.60	53.87	14,024.96	168,299.50	57.80
Shift Captain 2.20 (20 Years)	13,136.51	157,638.12	54.13	14,159.81	169,917.76	58.35

**Shift Firefighter/Paramedic**

Shift Firefighter/Paramedic Step 1	9,040.66	108,487.92	37.26	9,605.70	115,268.42	39.58
Shift Firefighter/Paramedic Step 2	9,492.70	113,912.40	39.12	10,085.99	121,031.93	41.56
Shift Firefighter/Paramedic Step 3	9,967.35	119,608.20	41.07	10,590.31	127,083.71	43.64
Shift Firefighter/Paramedic Step 4	10,465.70	125,588.40	43.13	11,119.81	133,437.68	45.82
Shift Firefighter/Paramedic Step 5	10,989.00	131,868.00	45.28	11,675.81	140,109.75	48.11
Shift Firefighter/PM/Eng Step 6	11,538.44	138,461.28	47.55	12,259.58	147,114.95	50.52
Shift Firefighter/PM/Eng 6.10 (10 Years)	11,769.21	141,230.52	48.50	12,566.07	150,792.82	51.78
Shift Firefighter/PM/Eng 6.15 (15 Years)	11,884.59	142,615.08	48.97	12,749.96	152,999.55	52.54
Shift Firefighter/PM/Eng 6.20 (20 Years)	11,942.28	143,307.36	49.21	12,872.56	154,470.70	53.05

**Shift Firefighter**

Shift Firefighter 1	8,218.80	98,625.60	33.87	8,732.48	104,789.70	35.99
Shift Firefighter 2	8,629.73	103,556.76	35.56	9,169.09	110,029.06	37.78
Shift Firefighter 3	9,061.22	108,734.64	37.34	9,627.55	115,530.56	39.67
Shift Firefighter 4	9,514.28	114,171.36	39.21	10,108.92	121,307.07	41.66
Shift Firefighter 5	9,990.00	119,880.00	41.17	10,614.38	127,372.50	43.74
Shift Firefighter/Engineer 6	10,489.49	125,873.88	43.23	11,145.07	133,740.86	45.93
Shift Firefighter/Engineer 6.10 (10 Years)	10,699.28	128,391.36	44.09	11,423.70	137,084.38	47.08
Shift Firefighter/Engineer 6.15 (15 Years)	10,804.17	129,650.04	44.52	11,590.87	139,090.50	47.76
Shift Firefighter/Engineer 6.20 (20 Years)	10,856.62	130,279.44	44.74	11,702.33	140,427.90	48.22

2.75% in July 2026			3.0% in January 2027		
Monthly	Annually	Base Hourly	Monthly	Annually	Base Hourly

**Shift Captain**

Shift Captain 1.0	13,196.56	158,358.73	54.38	13,592.46	163,109.50	56.01
Shift Captain 1.10 (10 Years)	13,526.48	162,317.70	55.74	13,932.27	167,187.23	57.41
Shift Captain 1.15 (15 Years)	13,724.42	164,693.08	56.56	14,136.16	169,633.87	58.25
Shift Captain 1.20 (20 Years)	13,856.39	166,276.67	57.10	14,272.08	171,264.97	58.81
Shift Benchmark Captain 2.0	13,856.39	166,276.67	57.10	14,272.08	171,264.97	58.81
Shift Captain 2.10 (10 Years)	14,202.80	170,433.59	58.53	14,628.88	175,546.59	60.28
Shift Captain 2.15 (15 Years)	14,410.64	172,927.74	59.38	14,842.96	178,115.57	61.17
Shift Captain 2.20 (20 Years)	14,549.21	174,590.50	59.96	14,985.68	179,828.22	61.75

**Shift Firefighter/Paramedic**

Shift Firefighter/Paramedic Step 1	9,869.86	118,438.30	40.67	10,165.95	121,991.45	41.89
Shift Firefighter/Paramedic Step 2	10,363.36	124,360.30	42.71	10,674.26	128,091.11	43.99
Shift Firefighter/Paramedic Step 3	10,881.54	130,578.51	44.84	11,207.99	134,495.87	46.19
Shift Firefighter/Paramedic Step 4	11,425.60	137,107.21	47.08	11,768.37	141,220.43	48.50
Shift Firefighter/Paramedic Step 5	11,996.90	143,962.77	49.44	12,356.80	148,281.65	50.92
Shift Firefighter/PM/Eng Step 6	12,596.72	151,160.61	51.91	12,974.62	155,695.43	53.47
Shift Firefighter/PM/Eng 6.10 (10 Years)	12,911.64	154,939.62	53.21	13,298.98	159,587.81	54.80
Shift Firefighter/PM/Eng 6.15 (15 Years)	13,100.59	157,207.03	53.99	13,493.60	161,923.24	55.61
Shift Firefighter/PM/Eng 6.20 (20 Years)	13,226.55	158,718.64	54.51	13,623.35	163,480.20	56.14

**Shift Firefighter**

Shift Firefighter 1	8,972.62	107,671.42	36.98	9,241.80	110,901.56	38.08
Shift Firefighter 2	9,421.24	113,054.86	38.82	9,703.88	116,446.50	39.99
Shift Firefighter 3	9,892.30	118,707.65	40.76	10,189.07	122,268.87	41.99
Shift Firefighter 4	10,386.92	124,643.01	42.80	10,698.53	128,382.30	44.09
Shift Firefighter 5	10,906.27	130,875.24	44.94	11,233.46	134,801.50	46.29
Shift Firefighter/Engineer 6	11,451.56	137,418.74	47.19	11,795.11	141,541.30	48.61
Shift Firefighter/Engineer 6.10 (10 Years)	11,737.85	140,854.20	48.37	12,089.99	145,079.83	49.82
Shift Firefighter/Engineer 6.15 (15 Years)	11,909.62	142,915.48	49.08	12,266.91	147,202.95	50.55
Shift Firefighter/Engineer 6.20 (20 Years)	12,024.14	144,289.67	49.55	12,384.86	148,618.36	51.04

2.5% in July 2027			2.5% in January 2028		
Monthly	Annually	Base Hourly	Monthly	Annually	Base Hourly

**Shift Captain**

Shift Captain 1.0	13,932.27	167,187.23	57.41	14,280.58	171,366.91	58.85
Shift Captain 1.10 (10 Years)	14,280.58	171,366.91	58.85	14,637.59	175,651.09	60.32
Shift Captain 1.15 (15 Years)	14,489.56	173,874.72	59.71	14,851.80	178,221.59	61.20
Shift Captain 1.20 (20 Years)	14,628.88	175,546.59	60.28	14,994.60	179,935.26	61.79
Shift Benchmark Captain 2.0	14,628.88	175,546.59	60.28	14,994.60	179,935.26	61.79
Shift Captain 2.10 (10 Years)	14,994.60	179,935.26	61.79	15,369.47	184,433.64	63.34
Shift Captain 2.15 (15 Years)	15,214.04	182,568.46	62.70	15,594.39	187,132.67	64.26
Shift Captain 2.20 (20 Years)	15,360.33	184,323.92	63.30	15,744.34	188,932.02	64.88

**Shift Firefighter/Paramedic**

Shift Firefighter/Paramedic Step 1	10,420.10	125,041.23	42.94	10,680.61	128,167.26	44.01
Shift Firefighter/Paramedic Step 2	10,941.12	131,293.39	45.09	11,214.64	134,575.72	46.21
Shift Firefighter/Paramedic Step 3	11,488.19	137,858.27	47.34	11,775.39	141,304.72	48.52
Shift Firefighter/Paramedic Step 4	12,062.58	144,750.94	49.71	12,364.14	148,369.71	50.95
Shift Firefighter/Paramedic Step 5	12,665.72	151,988.69	52.19	12,982.37	155,788.41	53.50
Shift Firefighter/PM/Eng Step 6	13,298.98	159,587.81	54.80	13,631.46	163,577.51	56.17
Shift Firefighter/PM/Eng 6.10 (10 Years)	13,631.46	163,577.51	56.17	13,972.25	167,666.95	57.58
Shift Firefighter/PM/Eng 6.15 (15 Years)	13,830.94	165,971.33	57.00	14,176.72	170,120.61	58.42
Shift Firefighter/PM/Eng 6.20 (20 Years)	13,963.93	167,567.20	57.54	14,313.03	171,756.38	58.98

**Shift Firefighter**

Shift Firefighter 1	9,472.84	113,674.10	39.04	9,709.66	116,515.95	40.01
Shift Firefighter 2	9,946.47	119,357.66	40.99	10,195.13	122,341.61	42.01
Shift Firefighter 3	10,443.80	125,325.60	43.04	10,704.89	128,458.74	44.11
Shift Firefighter 4	10,965.99	131,591.86	45.19	11,240.14	134,881.66	46.32
Shift Firefighter 5	11,514.29	138,171.54	47.45	11,802.15	141,625.83	48.64
Shift Firefighter/Engineer 6	12,089.99	145,079.83	49.82	12,392.24	148,706.83	51.07
Shift Firefighter/Engineer 6.10 (10 Years)	12,392.24	148,706.83	51.07	12,702.04	152,424.50	52.34
Shift Firefighter/Engineer 6.15 (15 Years)	12,573.59	150,883.02	51.81	12,887.92	154,655.10	53.11
Shift Firefighter/Engineer 6.20 (20 Years)	12,694.49	152,333.82	52.31	13,011.85	156,142.17	53.62

July 1, 2025 to Ratification			6.25% After Ratification		
Monthly	Annually	Base Hourly	Monthly	Annually	Base Hourly

**Day Captain**

Day Captain 1.0	12,692.27	152,307.29	73.22	13,485.54	161,826.44	77.80
Day Captain 1.10 (10 Years)	12,946.13	155,353.59	74.69	13,822.68	165,872.10	79.75
Day Captain 1.15 (15 Years)	13,073.05	156,876.55	75.42	14,024.96	168,299.50	80.91
Day Captain 1.20 (20 Years)	13,136.51	157,638.10	75.79	14,159.81	169,917.76	81.69
Day Captain 2.0	13,326.88	159,922.60	76.89	14,159.81	169,917.76	81.69
Day Captain 2.10 (10 Years)	13,593.43	163,121.11	78.42	14,513.81	174,165.71	83.73
Day Captain 2.15 (15 Years)	13,726.70	164,720.43	79.19	14,726.21	176,714.48	84.96
Day Captain 2.20 (20 Years)	13,793.34	165,520.03	79.58	14,867.80	178,413.65	85.78

**Day Firefighter/Paramedic**

Day Firefighter/Paramedic Step 1	9,492.69	113,912.32	54.77	10,085.99	121,031.84	58.19
Day Firefighter/Paramedic Step 2	9,967.34	119,608.02	57.50	10,590.29	127,083.52	61.10
Day Firefighter/Paramedic Step 3	10,465.72	125,588.61	60.38	11,119.82	133,437.90	64.15
Day Firefighter/Paramedic Step 4	10,988.99	131,867.82	63.40	11,675.80	140,109.56	67.36
Day Firefighter/Paramedic Step 5	11,538.45	138,461.40	66.57	12,259.60	147,115.24	70.73
Day Firefighter/PM/Eng Step 6	12,115.36	145,384.34	69.90	12,872.56	154,470.70	74.26
Day Firefighter/PM/Eng 6.10 (10 Years)	12,357.67	148,292.05	71.29	13,194.37	158,332.46	76.12
Day Firefighter/PM/Eng 6.15 (15 Years)	12,478.82	149,745.83	71.99	13,387.46	160,649.52	77.24
Day Firefighter/PM/Eng 6.20 (20 Years)	12,539.39	150,472.73	72.34	13,516.19	162,194.23	77.98

**Day Firefighter**

Day Firefighter 1	8,629.74	103,556.88	49.79	9,169.10	110,029.19	52.90
Day Firefighter 2	9,061.22	108,734.60	52.28	9,627.54	115,530.51	55.54
Day Firefighter 3	9,514.28	114,171.37	54.89	10,108.92	121,307.08	58.32
Day Firefighter 4	9,989.99	119,879.93	57.63	10,614.37	127,372.42	61.24
Day Firefighter 5	10,489.50	125,874.00	60.52	11,145.09	133,741.13	64.30
Day Firefighter/Engineer 6	11,013.96	132,167.57	63.54	11,145.09	133,741.13	64.30
Day Firefighter/Engineer 6.10 (10 Years)	11,234.24	134,810.93	64.81	11,423.72	137,084.65	65.91
Day Firefighter/Engineer 6.15 (15 Years)	11,344.38	136,132.54	65.45	11,590.90	139,090.77	66.87
Day Firefighter/Engineer 6.20 (20 Years)	11,399.45	136,793.41	65.77	11,702.35	140,428.18	67.51

2.75% in July 2026			3.0% in January 2027		
Monthly	Annually	Base Hourly	Monthly	Annually	Base Hourly

**Day Captain**

Day Captain 1.0	13,856.39	166,276.67	79.94	14,272.08	171,264.97	82.34
Day Captain 1.10 (10 Years)	14,202.80	170,433.59	81.94	14,628.88	175,546.59	84.40
Day Captain 1.15 (15 Years)	14,410.64	172,927.74	83.14	14,842.96	178,115.57	85.63
Day Captain 1.20 (20 Years)	14,549.21	174,590.50	83.94	14,985.68	179,828.22	86.46
Day Captain 2.0	14,549.21	174,590.50	83.94	14,985.68	179,828.22	86.46
Day Captain 2.10 (10 Years)	14,912.94	178,955.27	86.04	15,360.33	184,323.92	88.62
Day Captain 2.15 (15 Years)	15,131.18	181,574.12	87.30	15,585.11	187,021.35	89.91
Day Captain 2.20 (20 Years)	15,276.67	183,320.03	88.13	15,734.97	188,819.63	90.78

**Day Firefighter/Paramedic**

Day Firefighter/Paramedic Step 1	10,363.35	124,360.21	59.79	10,674.25	128,091.02	61.58
Day Firefighter/Paramedic Step 2	10,881.53	130,578.32	62.78	11,207.97	134,495.67	64.66
Day Firefighter/Paramedic Step 3	11,425.62	137,107.44	65.92	11,768.39	141,220.66	67.89
Day Firefighter/Paramedic Step 4	11,996.88	143,962.57	69.21	12,356.79	148,281.45	71.29
Day Firefighter/Paramedic Step 5	12,596.74	151,160.91	72.67	12,974.64	155,695.73	74.85
Day Firefighter/PM/Eng Step 6	13,226.55	158,718.64	76.31	13,623.35	163,480.20	78.60
Day Firefighter/PM/Eng 6.10 (10 Years)	13,557.22	162,686.61	78.21	13,963.93	167,567.20	80.56
Day Firefighter/PM/Eng 6.15 (15 Years)	13,755.62	165,067.38	79.36	14,168.28	170,019.41	81.74
Day Firefighter/PM/Eng 6.20 (20 Years)	13,887.88	166,654.57	80.12	14,304.52	171,654.21	82.53

**Day Firefighter**

Day Firefighter 1	9,421.25	113,054.99	54.35	9,703.89	116,446.64	55.98
Day Firefighter 2	9,892.30	118,707.60	57.07	10,189.07	122,268.83	58.78
Day Firefighter 3	10,386.92	124,643.03	59.92	10,698.53	128,382.32	61.72
Day Firefighter 4	10,906.26	130,875.17	62.92	11,233.45	134,801.42	64.81
Day Firefighter 5	11,451.58	137,419.01	66.07	11,795.13	141,541.58	68.05
Day Firefighter/Engineer 6	11,451.58	137,419.01	66.07	11,795.13	141,541.58	68.05
Day Firefighter/Engineer 6.10 (10 Years)	11,737.87	140,854.48	67.72	12,090.01	145,080.12	69.75
Day Firefighter/Engineer 6.15 (15 Years)	11,909.65	142,915.77	68.71	12,266.94	147,203.24	70.77
Day Firefighter/Engineer 6.20 (20 Years)	12,024.16	144,289.96	69.37	12,384.89	148,618.65	71.45

2.5% in July 2027			2.5% in January 2028		
Monthly	Annually	Base Hourly	Monthly	Annually	Base Hourly

**Day Captain**

Day Captain 1.0	14,628.88	175,546.59	84.40	14,994.60	179,935.26	86.51
Day Captain 1.10 (10 Years)	14,994.60	179,935.26	86.51	15,369.47	184,433.64	88.67
Day Captain 1.15 (15 Years)	15,214.04	182,568.46	87.77	15,594.39	187,132.67	89.97
Day Captain 1.20 (20 Years)	15,360.33	184,323.92	88.62	15,744.34	188,932.02	90.83
Day Captain 2.0	15,360.33	184,323.92	88.62	15,744.34	188,932.02	90.83
Day Captain 2.10 (10 Years)	15,744.34	188,932.02	90.83	16,137.94	193,655.32	93.10
Day Captain 2.15 (15 Years)	15,974.74	191,696.88	92.16	16,374.11	196,489.30	94.47
Day Captain 2.20 (20 Years)	16,128.34	193,540.12	93.05	16,531.55	198,378.62	95.37

**Day Firefighter/Paramedic**

Day Firefighter/Paramedic Step 1	10,941.11	131,293.29	63.12	11,214.64	134,575.63	64.70
Day Firefighter/Paramedic Step 2	11,488.17	137,858.06	66.28	11,775.38	141,304.51	67.93
Day Firefighter/Paramedic Step 3	12,062.60	144,751.18	69.59	12,364.16	148,369.96	71.33
Day Firefighter/Paramedic Step 4	12,665.71	151,988.48	73.07	12,982.35	155,788.20	74.90
Day Firefighter/Paramedic Step 5	13,299.01	159,588.13	76.73	13,631.49	163,577.83	78.64
Day Firefighter/PM/Eng Step 6	13,963.93	167,567.20	80.56	14,313.03	171,756.38	82.58
Day Firefighter/PM/Eng 6.10 (10 Years)	14,313.03	171,756.38	82.58	14,670.86	176,050.29	84.64
Day Firefighter/PM/Eng 6.15 (15 Years)	14,522.49	174,269.89	83.78	14,885.55	178,626.64	85.88
Day Firefighter/PM/Eng 6.20 (20 Years)	14,662.13	175,945.56	84.59	15,028.68	180,344.20	86.70

**Day Firefighter**

Day Firefighter 1	9,946.48	119,357.80	57.38	10,195.15	122,341.75	58.82
Day Firefighter 2	10,443.80	125,325.55	60.25	10,704.89	128,458.69	61.76
Day Firefighter 3	10,965.99	131,591.88	63.27	11,240.14	134,881.67	64.85
Day Firefighter 4	11,514.29	138,171.46	66.43	11,802.15	141,625.74	68.09
Day Firefighter 5	12,090.01	145,080.12	69.75	12,392.26	148,707.12	71.49
Day Firefighter/Engineer 6	12,090.01	145,080.12	69.75	12,392.26	148,707.12	71.49
Day Firefighter/Engineer 6.10 (10 Years)	12,392.26	148,707.12	71.49	12,702.07	152,424.80	73.28
Day Firefighter/Engineer 6.15 (15 Years)	12,573.61	150,883.32	72.54	12,887.95	154,655.40	74.35
Day Firefighter/Engineer 6.20 (20 Years)	12,694.51	152,334.12	73.24	13,011.87	156,142.47	75.07

July 1, 2025 to Ratification			6.25% After Ratification		
Monthly	Annually	Base Hourly	Monthly	Annually	Base Hourly

**Deputy Fire Marshal**

Deputy Fire Marshal 1.0	12,087.88	145,054.56	69.74	12,843.37	154,120.47	74.10
Deputy Fire Marshal 1.10 (10 Years)	12,329.65	147,955.80	71.13	13,164.46	157,973.48	75.95
Deputy Fire Marshal 1.15 (15 Years)	12,450.52	149,406.24	71.83	13,357.11	160,285.29	77.06
Deputy Fire Marshal 1.20 (20 Years)	12,510.96	150,131.52	72.18	13,485.54	161,826.49	77.80
Deputy Fire Marshal 2.0	12,692.27	152,307.24	73.22	13,485.54	161,826.44	77.80
Deputy Fire Marshal 2.10 (10 Years)	12,946.12	155,353.44	74.69	13,822.68	165,872.10	79.75
Deputy Fire Marshal 2.15 (15 Years)	13,073.05	156,876.60	75.42	14,024.96	168,299.50	80.91
Deputy Fire Marshal 2.20 (20 Years)	13,136.51	157,638.12	75.79	14,159.81	169,917.76	81.69

**Fire Inspector Safety**

Fire Inspector 1.0	10,465.70	125,588.40	60.38	11,119.81	133,437.68	64.15
Fire Inspector 1.10 (10 Years)	10,675.01	128,100.12	61.59	11,397.80	136,773.62	65.76
Fire Inspector 1.15 (15 Years)	10,779.67	129,356.04	62.19	11,564.60	138,775.18	66.72
Fire Inspector 1.20 (20 Years)	10,832.00	129,984.00	62.49	11,675.80	140,109.56	67.36
Fire Inspector 2.0	10,989.00	131,868.00	63.40	11,675.81	140,109.75	67.36
Fire Inspector 2.10 (10 Years)	11,208.78	134,505.36	64.67	11,967.71	143,612.49	69.04
Fire Inspector 2.15 (15 Years)	11,318.67	135,824.04	65.30	12,142.85	145,714.14	70.05
Fire Inspector 2.20 (20 Years)	11,373.61	136,483.32	65.62	12,259.60	147,115.24	70.73
Fire Inspector 3.0	11,538.44	138,461.28	66.57	12,259.59	147,115.11	70.73
Fire Inspector 3.10 (10 Years)	11,769.21	141,230.52	67.90	12,566.08	150,792.99	72.50
Fire Inspector 3.15 (15 Years)	11,884.59	142,615.08	68.56	12,749.98	152,999.71	73.56
Fire Inspector 3.20 (20 Years)	11,942.28	143,307.36	68.90	12,872.57	154,470.87	74.26

2.75% in July 2026			3.0% in January 2027		
Monthly	Annually	Base Hourly	Monthly	Annually	Base Hourly

**Deputy Fire Marshal**

Deputy Fire Marshal 1.0	13,196.57	158,358.78	76.13	13,592.46	163,109.55	78.42
Deputy Fire Marshal 1.10 (10 Years)	13,526.48	162,317.75	78.04	13,932.27	167,187.29	80.38
Deputy Fire Marshal 1.15 (15 Years)	13,724.43	164,693.13	79.18	14,136.16	169,633.93	81.55
Deputy Fire Marshal 1.20 (20 Years)	13,856.39	166,276.72	79.94	14,272.09	171,265.02	82.34
Deputy Fire Marshal 2.0	13,856.39	166,276.67	79.94	14,272.08	171,264.97	82.34
Deputy Fire Marshal 2.10 (10 Years)	14,202.80	170,433.59	81.94	14,628.88	175,546.59	84.40
Deputy Fire Marshal 2.15 (15 Years)	14,410.64	172,927.74	83.14	14,842.96	178,115.57	85.63
Deputy Fire Marshal 2.20 (20 Years)	14,549.21	174,590.50	83.94	14,985.68	179,828.22	86.46

**Fire Inspector Safety**

Fire Inspector 1.0	11,425.60	137,107.21	65.92	11,768.37	141,220.43	67.89
Fire Inspector 1.10 (10 Years)	11,711.24	140,534.89	67.56	12,062.58	144,750.94	69.59
Fire Inspector 1.15 (15 Years)	11,882.62	142,591.50	68.55	12,239.10	146,869.24	70.61
Fire Inspector 1.20 (20 Years)	11,996.88	143,962.57	69.21	12,356.79	148,281.45	71.29
Fire Inspector 2.0	11,996.90	143,962.77	69.21	12,356.80	148,281.65	71.29
Fire Inspector 2.10 (10 Years)	12,296.82	147,561.84	70.94	12,665.72	151,988.69	73.07
Fire Inspector 2.15 (15 Years)	12,476.77	149,721.28	71.98	12,851.08	154,212.92	74.14
Fire Inspector 2.20 (20 Years)	12,596.74	151,160.91	72.67	12,974.64	155,695.73	74.85
Fire Inspector 3.0	12,596.73	151,160.78	72.67	12,974.63	155,695.60	74.85
Fire Inspector 3.10 (10 Years)	12,911.65	154,939.79	74.49	13,299.00	159,587.99	76.72
Fire Inspector 3.15 (15 Years)	13,100.60	157,207.21	75.58	13,493.62	161,923.42	77.85
Fire Inspector 3.20 (20 Years)	13,226.57	158,718.81	76.31	13,623.36	163,480.38	78.60

2.5% in July 2027			2.5% in January 2028		
Monthly	Annually	Base Hourly	Monthly	Annually	Base Hourly

**Deputy Fire Marshal**

Deputy Fire Marshal 1.0	13,932.27	167,187.29	80.38	14,280.58	171,366.97	82.39
Deputy Fire Marshal 1.10 (10 Years)	14,280.58	171,366.97	82.39	14,637.60	175,651.14	84.45
Deputy Fire Marshal 1.15 (15 Years)	14,489.56	173,874.78	83.59	14,851.80	178,221.65	85.68
Deputy Fire Marshal 1.20 (20 Years)	14,628.89	175,546.65	84.40	14,994.61	179,935.32	86.51
Deputy Fire Marshal 2.0	14,628.88	175,546.59	84.40	14,994.60	179,935.26	86.51
Deputy Fire Marshal 2.10 (10 Years)	14,994.60	179,935.26	86.51	15,369.47	184,433.64	88.67
Deputy Fire Marshal 2.15 (15 Years)	15,214.04	182,568.46	87.77	15,594.39	187,132.67	89.97
Deputy Fire Marshal 2.20 (20 Years)	15,360.33	184,323.92	88.62	15,744.34	188,932.02	90.83

**Fire Inspector Safety**

Fire Inspector 1.0	12,062.58	144,750.94	69.59	12,364.14	148,369.71	71.33
Fire Inspector 1.10 (10 Years)	12,364.14	148,369.71	71.33	12,673.25	152,078.95	73.11
Fire Inspector 1.15 (15 Years)	12,545.08	150,540.98	72.38	12,858.71	154,304.50	74.18
Fire Inspector 1.20 (20 Years)	12,665.71	151,988.48	73.07	12,982.35	155,788.20	74.90
Fire Inspector 2.0	12,665.72	151,988.69	73.07	12,982.37	155,788.41	74.90
Fire Inspector 2.10 (10 Years)	12,982.37	155,788.41	74.90	13,306.93	159,683.12	76.77
Fire Inspector 2.15 (15 Years)	13,172.35	158,068.24	75.99	13,501.66	162,019.95	77.89
Fire Inspector 2.20 (20 Years)	13,299.01	159,588.13	76.73	13,631.49	163,577.83	78.64
Fire Inspector 3.0	13,299.00	159,587.99	76.72	13,631.47	163,577.69	78.64
Fire Inspector 3.10 (10 Years)	13,631.47	163,577.69	78.64	13,972.26	167,667.13	80.61
Fire Inspector 3.15 (15 Years)	13,830.96	165,971.51	79.79	14,176.73	170,120.80	81.79
Fire Inspector 3.20 (20 Years)	13,963.95	167,567.39	80.56	14,313.05	171,756.57	82.58

## APPENDIX B

Effective as of December 1, 2025, entry into the In Lieu of Medical benefit is closed. The In Lieu of Medical benefit is frozen for the 16 employees at the monthly amount listed below. The 16 employees may continue to participate in the In Lieu of Medical benefit, but only if the employee continuously meets all three of the eligibility requirements listed in Section 4.1.C. If for any reason one of the 16 employees stops participating in the In Lieu of Medical benefit or stops participating at the same level they participated at as of December 1, 2025, that employee forfeits participation in the In Lieu of Medical benefit going forward.

	Name	Monthly
1	Ryan Boykin	\$ 1,139.28
2	Drew Clason	\$ 1,068.10
3	Kevin Freeman	\$ 1,139.28
4	Jake Ielmorini	\$ 1,139.28
5	Shane Kunst	\$ 5.98
6	Chris Lawrence	\$ 1,139.28
7	Dante Marchese	\$ 1,139.28
8	Jeremy Mondot	\$ 65.20
9	Jessica Riboli	\$ 1,139.28
10	Andrew Rush	\$ 1,139.28
11	Josh Scofield	\$ 1,139.28
12	David Selchau	\$ 1,068.10
13	Will Sink	\$ 1,074.08
14	Craig Sloan	\$ 1,068.10
15	Zach Sweeney	\$ 1,139.28
16	Kevin Zondervan	\$ 1,068.10

## APPENDIX C

As a material term of this Agreement, the Association agreed to reduce the number of people off for from four down to three per shift as provided in Section 3.7 and Section 5.2.1.

Notwithstanding that reduction to no more than three people off per shift, the District will allow up to four people off per shift for the 70 shifts listed below. Except for the 70 shifts listed below, effective upon ratification of this Agreement the maximum off per shift will not exceed three. If for any reason the paid leave for one or more of the 70 shifts is canceled by one of the four employees scheduled off that day, then the maximum off will be reduced to three for that shift.

February 14, 2026 (A Shift)	July 10, 2026 (B Shift)
February 15, 2026 (A Shift)	July 11, 2026 (B Shift)
March 18, 2026 (B Shift)	July 14, 2026 (A Shift)
March 19, 2026 (B Shift)	July 15, 2026 (A Shift)
April 2, 2026 (C Shift)	July 16, 2026 (B Shift)
April 3, 2026 (A Shift)	July 17, 2026 (B Shift)
April 4, 2026 (A Shift)	July 20, 2026 (A Shift)
April 5, 2026 (B Shift)	July 21, 2026(A Shift)
April 6, 2026 (B Shift)	July 22, 2026 (B Shift)
April 9, 2026 (A Shift)	July 23, 2026 (B Shift)
April 10, 2026 (A Shift)	July 26, 2026 (A Shift)
April 15, 2026 (A Shift)	July 27, 2026 (A Shift)
April 19, 2026 (C Shift)	July 28, 2026 (B Shift)
April 20, 2026 (C Shift)	July 29, 2026 (B Shift)
April 25, 2026 (C Shift)	August 1, 2026 (A Shift)
April 26, 2026 (C Shift)	August 2, 2026 (A Shift)
April 29, 2026 (B Shift)	August 7, 2026 (A Shift)
April 30, 2026 (B Shift)	August 8, 2026 (A Shift)
May 25, 2026 (C Shift)	September 6, 2026 (A Shift)
June 6, 2026 (A Shift)	September 7, 2026 (A Shift)
June 11, 2026 (B Shift)	October 30, 2026 (A Shift)
June 12, 2026 (C Shift)	October 31, 2026 (A Shift)
June 13, 2026 (C Shift)	November 25, 2026 (B Shift)
June 18, 2026 (C Shift)	November 26, 2026 (B Shift)
June 19, 2026 (C Shift)	November 27, 2026 (C Shift)
June 20, 2026 (A Shift)	November 28, 2026 (C Shift)
June 21, 2026 (A Shift)	November 29, 2026 (A Shift)
June 26, 2026 (A Shift)	December 23, 2026 (A Shift)
June 27, 2026 (A Shift)	December 24, 2026 (A Shift)
July 2, 2026 (A Shift)	December 25, 2026 (B Shift)
July 3, 2026 (A Shift)	December 26, 2026 (B Shift)
July 4, 2026 (B Shift)	December 27, 2026 (C Shift)
July 5, 2026 (B Shift)	December 28, 2026 (C Shift)
July 8, 2026 (A Shift)	December 31, 2026 (B Shift)
July 9, 2026 (A Shift)	January 1, 2027 (B Shift)












# SMFD Firefighter MOU 2025-2028

Final Audit Report

2026-01-20


Created:	2026-01-16
By:	Isabel Porter (Isabel.Porter@aalrr.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAIRhG_0_yAsvYpVbrZyF7Bmxs_iAa7j8

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