



CAL FIRE LOCAL 2881

Representing the Professional Supervisors of **CAL FIRE**

International Association of Fire Fighters

Joseph Q. Ten Eyck

State Supervisor Director

August 26th, 2020

Dear Supervisor Members,

Below is a summary of the side letter agreements and pay letters. From the beginning, CAL FIRE Local 2881 strongly opposed any monetary impact to you and your families. The budget deficit of the State of California, caused by COVID-19, made it apparent that we needed to meet and work cooperatively with the administration to mitigate the impacts to Local 2881 Supervisors. This result is due to the long hours put in by your Supervisor bargaining team.

Local 2881 Supervisors Summary of Agreements

1. Salary reduction of 7.5% from July 2020 through June 2021.
2. The reductions are against base salary only.
3. The reductions will not affect retirement level or cash out of leave credits upon separation from employment.
4. Special Salary Adjustment of 1.95% for Staff Chief, Unit Chief, Assistant Chief, FEM 1-3
5. During the one-year period of reductions, Supervisor OPEB contributions of 4.4% will be suspended.
6. During the one year of reductions, supervisors are to receive one 16 hour PLP per pay period.
7. PLPs must be used before any other leave, except sick leave, for which it may be used at the employee's option. It may be used like vacation/annual leave and may be cashed out upon separation from state service
8. PLPs will not affect any other monetary benefits, seniority, insurance benefits, service credit, break in service, transfers, workers' compensation, or disability compensation.
9. There will be no other compensation reductions during the one-year period of reductions. The state may restore reductions based on state or federal funding. Pay Differential (PD) 386, Revised 01 July 2020, addresses all 21 bargaining units, including CAL FIRE Managers & Supervisors (Excluded), and Exempt (including those CEA's listed in PD 386).

Throughout negotiations, we emphasized the need to treat all ten Supervisor & Manager classifications equally and not separate our classes.

Negotiations on behalf of excluded employees in the Forester 2, 3, Senior Aviation Officer, Senior FLO, & CEA positions who have been left out of the 1.95% special salary adjustment and other benefits are ongoing.

As all of you know, the director is himself a forester. In previous conversations he has promised to weigh in with us if all foresters are not covered period. I anticipate that action to take place.

Respectfully,



Joseph Q. Ten Eyck
State Supervisor Director

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