

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 8

**Exclusive Employee Representative:
CAL FIRE Local 2881**

Number of Employees: Approximately 9,149 full-time equivalents

General Provisions

I. Compensation

Extended Duty Week Compensation (Section 17.2)

- Effective the first day of the pay period following ratification by both parties or November 1, 2024, whichever is later, the minimum and maximum salary for each range of Fire Protection Employee classifications covered in sections 8.2 and 8.3 of the agreement shall be increased by the equivalent value of six hours of Extended Duty Week Compensation to account for the reduced work week.

Special Salary Adjustments (Section 17.2)

- Effective the first day of the pay period following ratification by both parties or November 1, 2024, whichever is later, specialty classifications covered in section 8.4 of the agreement shall receive an 8.5 percent Special Salary Adjustment.
- Effective January 1, 2026, Fire Fighter I and Fire Lookout classifications shall receive a 4.25 percent Special Salary Adjustment.

General Salary Increase (Section 17.2)

- Effective July 1, 2025, all Bargaining Unit 8 employees shall receive a general salary increase of 2.5 percent.

Fire Mission Pay (Section 17.14)

- CAL FIRE employees in specialty classifications covered in section 8.4 of the agreement who earn a Fire Mission Pay differential shall be eligible for the differential during peak staffing in their unit.

Peace Officer Recruitment and Retention Incentives (Section 17.XX NEW)

- Effective the first day of the pay period following ratification by both parties, or November 1, 2024, whichever is later, CAL FIRE Peace Officers appointed under Penal Code 830.2(g), and remain in good standing shall receive a pay differential of 2.5 percent of base salary.

- Effective the first day of the pay period following ratification by both parties or November 1, 2024, whichever is later, CAL FIRE Peace Officers assigned to a designated Peace Officer position requiring the performance of Peace Officer duties shall receive a pay differential of 5 percent of base salary.
- Effective the first day of the pay period following ratification by both parties or November 1, 2024, whichever is later, CAL FIRE Peace Officers serving as a Field Training Officer and are assigned a trainee shall receive a weekly stipend of \$350 for each week assigned as a Field Training Officer.

Pilot Qualifications Incentive (Section 17.XX NEW)

- Effective the first day of the pay period following ratification by both parties or November 1, 2024, whichever is later, Forestry Fire Pilots, Aviation Officers II (Flight Operations), Aviation Officers II (Maintenance), Aviation Officers III (Flight Operations), and Aviation Officers III (Maintenance) shall receive the following incentives based on their helicopter pilot qualifications and/or CAL FIRE helicopter program responsibilities:
 - S-70i Firehawk Helicopter and Night Flying Qualified – 10 percent
 - Unit Instructor Pilot – 2.5 percent
 - Flight Examiner – 2.5 percent
 - Helicopter Instructor Pilot – 2.5 percent
 - Maintenance Test Pilot – 2.5 percent
 - Chief Pilot – 2.5 percent

These incentives shall be cumulative, depending on the qualifications and program responsibilities of the employee, the total of which shall not exceed 15 percent of base pay.

Paramedic Daily Rate (Section 17.XX NEW)

- Effective the first day of the pay period following ratification by both parties or November 1, 2024, whichever is later, employees who are not in a designated Paramedic position but maintain an Emergency Medical Technician – Paramedic license in good standing shall receive \$50 for each day they work voluntary overtime behind a designated Paramedic position vacancy.

II. Miscellaneous

Reducing the 72-Hour Duty Week (Various)

- The State and the Union have made the necessary changes in this agreement to reduce the 72-hour duty week to a 66- hour duty week, a 24-hour reduction per work period, effective the first day of the pay period following ratification by both parties or November 1, 2024, whichever is later.
- The Joint Labor Management Committee (JLMC) shall continue discussing the implementation of the 66-hour duty week and the industry standard duty week.

Topics of discussion shall include but not be limited to: hours of work, shift patterns, work schedules, retention and recruitment, classifications, and leave accrual/usage.

Travel and Lodging (Section 12.1 and NEW Appendix)

- During the term of this contract the State shall implement a business and travel expense reimbursement program that includes adopting the federal standard meal and incidental expense rate and lodging rates established by the federal General Services Administration (GSA). This shall include:
 - Adopting the federal standard meal and incidental expense (M&IE) rate established by the GSA at time of travel for in-state and out-of-state travel;
 - Adopting federal standard and non-standard reimbursement rates at time of travel for in-state, out-of-state, and out-of-country lodging;
 - Simplifying current reimbursement policy and administration and providing up to 75 percent (75%) of the federal standard rate established by the GSA for M&IE on the first and last day of travel;
 - Eliminating the state's long-term travel reimbursement rates and adopting the federal standard M&IE reimbursement rates for long-term meals, and receipted lodging shall be reimbursed up to the maximum federal standard and non-standard reimbursement rates.

III. Duration

- July 1, 2024, through June 30, 2026.

IV. Fiscal

- Fiscal Year 2024-25 Cost: \$13.5 million (\$8.9 million General Fund)
- Total 3-Year Incremental Cost: \$52.9 million (\$34.8 million General Fund)
- Total 3-Year Budgetary Cost: \$115.0 million (\$75.7 million General Fund)

V. Agreement

- The complete Tentative Agreement between the State and CAL FIRE Local 2881 is posted on the [CalHR Bargaining Unit 8 Contract Webpage](#).