

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

SUBJECT: Operational need Leave Accrual

SUBMITTED BY: Riverside District 6

INTENT: To provide a mechanism for employees to recover valuable time lost due to states of emergency/operational need and promote the use of force-hiring an employee as a means of last resort.

FINANCIAL IMPACT: (To be assigned by fiscal steering committee/state finance director)

Sunset Date: _____ Continues Indefinitely _____

Estimated Annual Revenue: _____

WHEREAS, (1) Force hired overtime has become a necessary part of the state mission and has increased significantly due to staffing shortages, state of emergencies, the COVID-19 Pandemic, and other unforeseen circumstances.

WHEREAS, (2) The unforeseen circumstance requiring a force hire brings a significant burden impacting the employee and exponentially impacting the family and/or children with minimal, intangible, contextual impact or consequence to the state.

RESOLVED, (A) Any employee required to remain on duty due more than two hours due to operational need on an involuntary basis for hours worked issued outside the fair and equitable distribution of overtime, the employee shall accrue Annual/Vacation leave credit equivalent of one (1) 24 hour shift added to their time bank in addition to normal leave accruals outlined in the MOU and for every period of 24 hours of hours worked thereafter in an attempt to regain significant and quality time back with their family.

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RESOLVED, (B) These leave accruals shall not be pro-rated based on hours worked but take affect after on-duty time in the above-mentioned circumstance exceeds 2 hours and become cumulative based on the number of operational periods worked.

ACTION:

To Executive Board of Directors _____ Adopt in Original Form _____

Adopt as Amended _____ Adopt as a Consolidation of Resolutions _____

Withdrawn by Author _____ Reject _____