

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

SUBJECT: Field Training Officer Compensation

SUBMITTED BY: Riverside District 6

INTENT: To compensate or incentivize employees for their expertise in a subject which is utilized by the department for training development.

FINANCIAL
IMPACT:

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

Sunset Date: _____ Continues Indefinitely _____

Estimated Annual Revenue: _____

WHEREAS, (1) There is no current pay incentive to compensate for an employee's experience, time, and skill; and no separate classification defining a field training officer (FTO) in the authority or scope of their duties.

WHEREAS, (2) Mentoring and training a new employee to be proficient requires extra time above normally assigned duties, foundational experience in the skillset, and expertise above average of the minimum standards; therefore, be it

RESOLVED, (A) Employees fulfilling duties as a Field Training officers (FTO) which is being assigned an employee(s) for the purposes of verifying/validating their skillset and competencies or completing a task book for qualification receive an additional 5% of compensation or 1 additional day of AAV for a 24hr equivalent in the pay period which the verifying/validating/training occurred; and be it further

RESOLVED, (B) A field training officer (FTO) designee would be eligible for compensation regardless of normal duty assignment or rank if there is a list of skills the trainee must complete requiring verbal or written

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validation by an FTO designated by the program to obtain or maintain a program qualification or if the trainee functions as extra personnel for the purposes of training and is unqualified to function independently in daily operations due to management restrictions.

ACTION:

To Executive Board of Directors _____ Adopt in Original Form _____

Adopt as Amended _____ Adopt as a Consolidation of Resolutions _____

Withdrawn by Author _____ Reject _____