

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

SUBJECT: Converting BU08 classifications

SUBMITTED BY: District IX

INTENT: To deter the State from converting BU08 classifications to non-BU08 classifications.

FINANCIAL  
 IMPACT:

(To be assigned by fiscal steering committee/state finance director)  
 Sunset Date: \_\_\_\_\_ Continues Indefinitely \_\_\_\_\_

Estimated Annual Revenue: \_\_\_\_\_

WHEREAS, (1) Since 2019, CAL FIRE has re-classified numerous vacant 8.4 (Specialty) positions to non-BU08 classifications; and

WHEREAS, (2) Bargaining Unit 10 Environmental Scientist (ES) series and Environmental Program Manager (EPM) have replaced numerous Forestry Assistant II and Forester I/II/III vacancies, weakening the standing of Bargaining Unit 08 employees within the Department and weakening the membership of CAL FIRE Local 2881; therefore, be it

RESOLVED, (A) CAL FIRE shall notify Local 2881 when a BU08 vacancy is deemed “difficult to fill” (two or more attempts to hire without success); and

RESOLVED, (B) Before re-classifying a BU08 classification to a non-BU08 classification, all options must be explored to recruit a candidate for the vacancy. This includes, but is not limited to, relocation reimbursement, “HAM” (hiring above minimum), and downgrading the classification to a lesser rank within the class (“Forester II, may consider Forester I”).

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ACTION:

To Executive Board of Directors \_\_\_\_\_ Adopt in Original Form \_\_\_\_\_

Adopt as Amended \_\_\_\_\_ Adopt as a Consolidation of Resolutions \_\_\_\_\_

Withdrawn by Author \_\_\_\_\_ Reject \_\_\_\_\_