

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

SUBJECT: Certification Compensation

SUBMITTED BY: Riverside District 6

INTENT: To provide an incentive for employee education and diversification of skillsets and a mechanism for compensation

FINANCIAL IMPACT: (To be assigned by fiscal steering committee/state finance director)
Sunset Date: _____ Continues Indefinitely _____
Estimated Annual Revenue: _____

WHEREAS, (1) The minimum qualifications for job proficiency are outlined by the OSFM as well as NFPA which are provided by the CAL Fire FFA Academy

WHEREAS, (2) There are many additional qualifications necessary to achieve proficiency in other areas of skillset and expertise which are not financially recognized but require significant time and effort on behalf of the employee to obtain and/or maintain.

RESOLVED, (A) BU8 employees who possess any certification from a training provider recognized by the department such as CSTI, OSFM, NWCG, etc. will receive, per certificate, an additional .005% of base salary compensation and/or additional fractional Annual/Vacation Leave in the amount of 0.1 x Hours accrued per the following schedule according to the CalHR Rule 599.739.

RESOLVED, (B) These certifications qualifying for the above-mentioned compensation can be job required or job related and cumulative, however, continuing education credits utilized for re-licensing / re-certification would be exempt

ACTION:

To Executive Board of Directors: _____ Adopt in Original Form: _____

Adopt as Amended: _____ Adopt as a Consolidation of Resolutions: _____

Withdrawn by Author: _____ Reject: _____