

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

SUBJECT: Pay Differential Between 21 Week HFEO and 11 Week HFEO

SUBMITTED BY: Santa Clara Chapter

INTENT: Create a pay differential between the 21 week HFEO and the 11 week HFEO

FINANCIAL

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

Estimated Annual Revenue: _____

WHEREAS, (1) Prior to 2023, all HFEO’s were required to attend the 7 week Company Officer Academy, the 7 week Firefighter Academy and the 7 Week Heavy Fire Equipment Operator Academy on top of a 7 week basic Firefighter academy for a total of 28 weeks, making the HFEO position one of the highest trained positions in the department; and

WHEREAS, (2) After 2023 all newly hired HFEO’s are now required to complete a reduced 11 weeks of formal training at the CAL FIRE Training center which includes a 7 week HFEO academy and a modified 4 week Company Officer Academy. The training does not include any portion of the Firefighter academy module and the basic firefighter training is now done in unit on Vector Solutions and field days at the unit’s Firefighter 1 rehire academy; and

WHEREAS (3) Though it does not happen often in the department, the pre-2023 HFEO’s have the ability and training to staff fire engines and numerous other types of equipment, command incidents as a company officer and supervise personnel as a Fire Captain; therefore, be it

RESOLVED, (A) CAL FIRE Local 2881 bargain for an incentive of 10% of base salary for all Heavy Fire Equipment Operators that possess not only an HFEO Academy certificate but also Company Officer Academy and Firefighter academy certificates.

ACTION:

To Executive Board of Directors _____ Adopt in Original Form _____

Adopt as Amended _____ Adopt as a Consolidation of Resolutions _____

Withdrawn by Author _____ Reject _____