

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

SUBJECT: Training Cadre Pay Differential
SUBMITTED BY: District IX
INTENT: To attract and add incentives for department training cadres.
FINANCIAL IMPACT: (To be assigned by fiscal steering committee/state finance director)
Sunset Date: _____ Continues Indefinitely _____
Estimated Annual Revenue: _____

WHEREAS, (1) There are 212 training courses described within the 2024 CAL FIRE Department Training Program Catalog, each of which requires stewardship by a cadre; and

WHEREAS, (2) No formal compensation exists to recruit, retain, or otherwise incentivize participation on a training class cadre; and

WHEREAS, (3) Local 2881 members volunteer to make great sacrifices and bring incalculable value to CAL FIRE when they share their professional expertise with CAL FIRE employees, agency cooperators, and external stakeholders.

WHEREAS, (4) As workload demand tends to become more burdensome over time, it is becoming increasingly difficult for current cadre members to give their time to a training cadre freely; therefore

RESOLVED, (A) CAL FIRE Local 2881 work with the Department to negotiate a Pay Differential (PD) with CalHR; and be it further

RESOLVED, (B) Specific criteria shall be utilized to determine which employees are eligible for the PD. This may include, but is not limited to, the necessity of formal approval for participation in cadre (TR-4043), type of class (400-level ICS class, workshop, etc.), and/or annual cadre commitment vs. per-class compensation; and be it further

RESOLVED, (C) Compensation shall be the equivalent of one salary step (5%) and be included in retirement calculations (“PERS-able”).

ACTION:

To Executive Board of Directors _____ Adopt in Original Form _____

Adopt as Amended _____ Adopt as a Consolidation of Resolutions _____

Withdrawn by Author _____ Reject _____