

## Meet and Confer Agreement

This agreement is entered into by and between the East Fork Fire Protection District and the International Association of Firefighters (IAFF) Local 3726 for the purpose of outlining changes to the Training Captain position, effective March 29, 2025.

### Terms of Agreement

1. The duration of the agreement and said changes will be one year from the date of implementation.
2. The (3) FTE Training Captain positions will be transitioned to a 40-hour work week schedule and assigned specific disciplines to manage and lead. Below are the three defined disciplines.
  - a. Wildland Fuels Captain
  - b. EMS Captain
  - c. Training Captain
3. The Wildland Fuels, EMS, and Training Captains will be direct reports to the Deputy Chief of Emergency Operations.
4. Compensation for the employees assigned will be as follows:
  - a. Pay rate for normal and overtime hours will be converted to a 40-hour rate
  - b. Employees will continue to receive the 12% incentive pay for the special assignment
  - c. All accruals will be calculated on a 56-hour schedule
  - d. Any cashouts or closeouts will be paid out on a 56-hour pay rate
  - e. Employees will be eligible to work overtime on their days off and off hours.
    - i. Employees will be added to a list in Telestaff for eligibility. This list will follow off-duty 56-hour Station Captains on a rank-for-rank basis but will be offered before it is made available to actors.
    - ii. Any acting capacity overtime will be offered following 56-hour employees.
    - iii. Employees will be able to earn overtime for off district assignments, Hourly rate (56- or 40-hour rate) for off district will reflect reimbursable rate.
5. Minimum staffing in the non-supervised employee CBA will be reduced to 20 from 21
  - a. Both parties commit to explore opportunities to return minimum staffing to 21
6. Both parties are committed to evaluating the agreed upon changes at 6 and 12 months and work towards improvements as needed.

Kevin May  
IAFF President Local 3726



Signature

3-10-2025

Date

Alan Ernst  
District Fire Chief



Signature

3-5-25

Date