

Memorandum
Of Understanding

Central Fire District of Santa Cruz County
&
The Administrative Group

January 1, 2024
Through
December 31, 2026

TABLE OF CONTENTS

I.	Preamble	3
II.	Recognition	3
III.	Management Rights	3
IV.	Maintenance of Benefits	4
V.	Discrimination	4
VI.	Compensation	4
VII.	Hours of Work	6
VIII.	Overtime	6
IX.	On-Call & Callback Pay	7
X.	Physical Fitness	8
XI.	Retirement Benefits	8
XII.	Clothing Allowance	10
XIII.	Holidays	11
XIV.	Other Administrative Benefits	11
XV.	Sick Leave	12
XVI.	Bereavement Leave	13
XVII.	Vacation Leave	13
XVIII.	Life Insurance & Salary Continuance Insurance	14
XIX.	Medical Insurance	15
XX.	Dental Insurance	16
XXI.	Vision Care	17
XXII.	Education Time Off	17
XXIII.	Grievance Procedures	18
XXIV.	Layoff & Rehire Procedures	20
XXV.	Voluntary Reassignment Procedure	21
XXVI.	Alcohol & Substance Abuse Testing	21
XXVII.	Term	22
XXVIII.	Signature Page	22
	Appendix A – Salary Schedule	

MEMORANDUM OF UNDERSTANDING

I. PREAMBLE

This Memorandum of Understanding (hereinafter referred to as this Agreement or MOU) is entered into by and between the Central Fire District of Santa Cruz County (hereinafter referred to as the Employer or District) and the administrative staff of the Central Fire District of Santa Cruz County (hereinafter referred to as the Administrative Group) pursuant to the Meyers-Miliias-Brown Act (California Government Code Section 3500 et seq.).

II. RECOGNITION

The Administrative Group is hereby acknowledged by the Employer as the recognized employee organization for the purpose of meeting and conferring on matters within the scope of representation for individuals employed by the District in the administrative bargaining unit, which consists of the following classifications: Fire Inspector, Senior Fire Apparatus Technician, Fire Apparatus Technician, Administrative Assistant, Logistics Technician, Deputy Fire Marshal, and Administrative Analyst

III. MANAGEMENT RIGHTS

The Administrative Group acknowledges that the Employer's responsibilities and rights, management responsibilities and rights, and all applicable state laws are neither abrogated nor made subject to the meet and confer process by approval of the terms of this Agreement. The parties acknowledge that it is the Employer's exclusive right to generally govern the work of the Employer and conduct of its employees. The Employer has exclusive and inherent management rights with respect to matters of policy, which include, among others: the exclusive right to determine the mission of the Employer; to set standards of service; to determine the procedures and standards of selection for employment and promotion of employees; to direct its employees, including scheduling and assigning work, work hours and overtime; to take disciplinary action, subject to the requirements of applicable law; to establish employee performance standards and to require compliance therewith; to establish work schedules; to determine the content of job classifications; to hire or promote employees; to lay off or relieve employees for lack of work, funds or other legitimate reasons; to expand or diminish services; to determine the methods, means, and number and kinds of personnel by which Employer operations are to be conducted; to take all necessary actions to carry out its mission in emergencies; to contract out in its sole discretion; to exercise complete control and discretion over its organization and the technology of performing its work; and to establish, implement, publish and modify Employer rules, regulations, general orders and directives consistent with the law and the specific provisions of this Agreement. The Employer's exercise of the above- listed rights shall be in accordance with

law and the specific provisions of this Agreement, including the provisions regarding Advance Notice when applicable.

IV. MAINTENANCE OF BENEFITS

All rights, terms, and conditions in writing, subject to the meet and confer process, not specifically covered in this Agreement shall remain in effect until change is affected through the meet and confer process and may then be a part of this Agreement insofar as these changes should be included in this Agreement.

The Employer and the Administrative Group or its properly designated representatives, shall meet and confer in good faith regarding wages, hours, and terms and conditions of employment. Both parties shall consider fully such presentations as are made by the Administrative Group or the District on behalf of its members prior to arriving at a determination of policy or course of action.

V. DISCRIMINATION

There shall be no discrimination because of race, creed, color, national origin, sex, sexual orientation, disability, religion, or legitimate union activities against any employee or applicant for employment by the Administrative Group or by the District or by anyone employed by the District; and to the extent prohibited by applicable State and Federal law, there shall be no discrimination against any disabled persons solely because of such disability unless that disability prevents the persons from performing the essential job duties of the position. Complaints alleging discrimination based on legitimate Administrative Group activities, shall be processed as grievances under this Agreement. All other complaints of discrimination shall be processed in accordance with the District's policy prohibiting discrimination, harassment and retaliation.

VI. COMPENSATION

A. Salary

The District will pay the salary rates reflected in the Salary Schedule set forth in Appendix A.

Effective the pay period including January 1, 2024, the salary for the positions of Deputy Fire Marshal and Logistics Technician will receive an increase as outlined in Appendix A. The Deputy Fire Marshal salary will receive an 8% increase, the Logistics Technician position will receive a 15% increase. These are in addition to the cost-of-living adjustments as stated below.

During the term of this agreement, wages for all represented classifications will receive a cost-of-living adjustment (COLA) as follows:

- Pay period including January 1, 2024 – 5%
- Pay period including January 1, 2025 - 5%
- Pay period including January 1, 2026 – 5%

B. Education Incentive

Employees may receive education incentive pay as described below.

To receive the education incentive pay, the employee must possess an Associate Degree, Bachelor's Degree or Master's Degree issued by an accredited college or university which meets the approval of the Employer.

Effective the pay period including January 1, 2024, the education incentive pay will be as follows:

- Associate's Degree: shall receive \$ 200.00 a month as incentive pay.
- Bachelor's Degree: shall receive \$ 300.00 a month as incentive pay.
- Master's Degree: shall receive \$ 400.00 a month as incentive pay.

The above incentives cannot be combined or compounded.

C. Step Increases

All step increases in salary are merit steps and shall be executed annually according to the salary schedule with approval of the Fire Chief. All newly hired employees shall start at step 1 of the merit salary schedule associated with their position, or at the discretion of the Fire Chief.

Once approved, changes to employee compensation or salary will be effective the first full pay period following the effective date. Exceptions to this provision require the written approval of the Fire Chief.

D. Longevity

Upon completion of ten (10) years of service to the District an employee shall receive a 2.5% pay increase. Longevity is calculated from date of hire.

Upon completion of twenty (20) years of service to the District employees shall receive a 2.5% pay increase calculated from their date of hire.

E. Working out of Class Compensation

Working out of class pay will be implemented when an employee is designated to perform or becomes responsible for performing responsibilities of a higher classification. All working out of class pay will be at step one of the higher classification (with a minimum of a 5% increase).

F. Tool Allowance

Effective the pay period including January 1, 2024, employees in the classifications of Senior Fire Apparatus Technician or Fire Apparatus Technician shall receive a tool allowance in the amount of \$100 per month. Tool allowance pay is not reportable as special compensation to CalPERS for pension calculation purposes.

VII. HOURS OF WORK

Employees shall be assigned work hours by the Fire Chief as follows:

Administrative Staff will be held to the standard set forth by the District policy. Employees who work a forty (40) hour work week may be permitted to work an alternative schedule (e.g., a 9/80 schedule) subject to the approval of the Fire Chief. Employees working less than 40 hours shall be assigned work schedules by their supervisors and approved by the Fire Chief.

VIII. OVERTIME

A. FLSA Work Week or Work Period

For those employees who are not engaged in "fire protection services", the work week begins on at 12:00 a.m. on Saturday and ends at 11:59 p.m. on Friday, except that the work for employees on an alternative work schedule (e.g., a 9/80 schedule) shall be as designated for that schedule.

B. Overtime

Employees shall be compensated at the rate of one and one-half times their regular rate of pay for all hours worked in excess of:

1. Any time over the regularly scheduled hours worked in a single day.

2. For employees working less than 40 hours, any hours worked in excess of 40 hours in a week.

Overtime compensation shall be accumulated in one-half (1/2) hour increments.

In the event an Employee is assigned as overhead/support function for an emergency incident response. Employee will receive their normal compensation for their normally assigned work hours. Any hours beyond their normally assigned work hours will be compensated for at one and one-half of their regular rate of pay.

C. Compensatory Time Off

Administrative employees are eligible to receive earned overtime in the form of compensatory time off with the approval of their supervisor. The maximum allowable hours that may be contained in an employee's compensatory time off (CTO) bank is 80 hours. Any overtime hours worked that would increase the employee's CTO bank beyond the 80-hour maximum will be paid out at the employee's overtime rate of pay.

IX. ON-CALL & CALLBACK PAY

A. On-Call Pay

At times, the Fire Chief or his designee may assign employees included in this MOU to on-call status during hours outside of the employee's normally scheduled work hours.

Compensation for on-call status shall be paid at a rate of \$15.00 per hour. Partial hours shall be rounded up to the nearest 1/2-hour increment. Hours compensated for on-call status shall be considered hours worked for the purposes of overtime calculation.

Employees shall not be restricted in conducting personal business/affairs while on-call as long as they can be available for a reasonable response window and may also be available by cell phone or radio communications.

Employees shall not be required to be in District uniform while on-call, but a reasonable expectation of professionalism is expected and upon activation, proper uniform or dress code standards and safety equipment standards will be followed per District SOP's and Policies as time constraints allow.

On-call compensation is not reportable for CalPERS pension calculation.

B. Callback by Phone or Computer

If the employee is able to respond by phone or computer and is not required to report to the worksite, then:

1. All callback hours shall be paid at the employee's overtime rate of pay.

2. For the first response of the day, a minimum of 30 minutes (0.5 hours) of overtime will be paid for actual overtime worked of less than 30 minutes. Thereafter, partial hours will be rounded up to the nearest half-hour increment.
3. An additional minimum will not be paid if an employee is required to respond to additional calls and the time and duration of the response is within the previous minimum.

C. Callback to Worksite

1. All callback hours shall be paid at the employee's overtime rate of pay.
2. A minimum of 2 hours of overtime compensation shall be paid for periods of less than 2 hours. Thereafter, partial hours will be rounded up to the nearest half-hour increment.
3. Hours worked shall include reasonable travel time to work. Return travel time shall not be included within the time worked.
4. If an employee, who was called back to work and has completed his/her assignment and left work, is again called back to work during the same day, he/she will not receive another minimum if the time of return is within the previous callback minimum.
5. Employees required to respond to the worksite will be provided mileage compensation, at the federal rate, for use of their personal vehicles.

X. PHYSICAL FITNESS

Employees will be allotted one-half hour, two days per week, for physical fitness. The scheduling of physical fitness will be dependent on the needs of each individual's division, shall not interfere with the operational needs of the District, and will be at the discretion of the employee's supervisor. Physical fitness can be rescinded based on staffing needs.

XI. RETIREMENT BENEFITS

The Employer contracts with the California Public Employees' Retirement System (CalPERS) for the purpose of providing pension benefits. Benefits provided under the Employers' CalPERS contract shall include the following elements:

The Employer will provide "Classic Miscellaneous Members," as that term is defined by the PERL with pension benefits in accordance with the CalPERS 2.5% at age 55 benefit formula. The Employer will provide "New Miscellaneous Members" as that term is defined in the PERL with pension benefits in accordance with the CalPERS 2.0% at age 62 benefit formula. Employees in the following classifications are considered Miscellaneous Members in accordance with Government Code Section 21354.4: Fire Inspector, Senior Fire Apparatus Technician, Fire

Apparatus Technician, Administrative Assistant, Deputy Fire Marshal, Logistics Technician, and Administrative Analyst.

- A. Central Legacy Classic Employees hired prior to January 1, 2011; The Employer is a participant in the California Public Employees Retirement System, Miscellaneous, 2.5% of one-year final compensation at age 55 plan. (Gov. Code Section 20042).

Central Legacy Classic Employees hired on or after January 1, 2011; The Employer is a participant in the California Public Employees Retirement System, Miscellaneous, 2.5% average of three-year final compensation at age 55 plan. (Gov. Code Section 21354.4 & 20037).

Aptos Legacy Classic Employees hired prior to January 1, 2011; The Employer is a participant in the California Public Employees Retirement System, Miscellaneous, 3% of one-year final compensation at age 60 plan. For employees in this classification Employees in this classification will continue contributing to the employee portion of retirement as described below, until they reach 8% employee contribution. (Gov. Code Section 21354.4 & 20037 & 20615).

- Pay period including January 1, 2024- 2.5% increase
- Pay period including January 1, 2025- 1.5% increase
- Pay period including January 1, 2026- 1.5% increase

New employees hired on or after January 1, 2013; The Employer is a participant in the California Public Employees Retirement System, Miscellaneous, 2.0% average of the final three years compensation at age 62 plan.

- B. Unless stated otherwise in this agreement, bargaining unit members shall pay the full cost of any employee contribution associated with participation in a CalPERS provided pension program. Classic employees participating as Miscellaneous Members shall be the full 8% employee contribution required for participation in a 2.5% at 55 benefit plan. New employees participating as Miscellaneous Members shall pay one-half (50%) of the normal cost of the 2.0% at age 62 plan as periodically determined by CalPERS.

- C. The Employer shall provide tax deferral of the employees' contributions to CalPERS to the extent provided in the Internal Revenue Code.

- D. Employees working 1,000 hours or less per fiscal year do not receive retirement benefits. However, if he or she had become eligible for CalPERS retirement prior to

becoming an employee, that employee shall continue to contribute to CalPERS retirement.

- E. In the event the Employer's excess assets in CalPERS are depleted and there is a cost to the Employer to participate in the 2.5% at age 55 program, the parties to this Agreement will negotiate an employee's contribution to CalPERS as it relates to 2.5% at 55.

The following additional provisions of the California Government Code apply to all members of the Administrative Group:

- California Government Code Section 20042 (one-year final compensation)
- Public Employees' Pension Reform Act of 2013 (2% at age 62 – effective 1/1/13 for new members)
- California Government Code Section 20037 (3 Year Average – effective 1/1/11 new members)
- Public Employees' Pension Reform Act of 2013 (3 Year Average – effective 1/1/13 new members)
- California Government Code Section 21574.5 (1959 Survivors allowance – Indexed level)
- California Government Code Section 20965 (credit for unused sick leave)
- California Government Code Section 21329 (Cost of living adjustment at 2%)
- California Government Code Section 21337.1 (Purchasing Power Protection allowance)

XII. CLOTHING ALLOWANCE

Those employees required to wear a District uniform shall be provided with all required and necessary elements, replacement and maintenance as needed, as determined by the District.

For those employees required to wear a district uniform, the District will report to CalPERS a uniform allowance of \$300.00 per year as special compensation for each Classic CalPERS member. The uniform allowance will be paid in twenty-six (26) equal installments of \$11.54. For PEPRA employees, a \$300.00 uniform allowance will be paid as compensation. The uniform allowance will be paid in twenty-six (26) equal installments of \$11.54. The uniform allowance for PEPRA members will not be reported to CalPERS.

XIII. HOLIDAYS

Definitions:

- Full-Time employees work forty (40) hours per work week.
- Less than Full-Time employees work twenty (20) to thirty-nine (39) hours per week.
- Part-Time employees work less than twenty (20) hours per week.

Employees shall receive twelve (12) paid holidays; less than Full-Time, and Part-Time employees will receive pro-rated hours according to their authorized work schedule.

Holidays are designated as follows:

- New Year's Day
- Martin Luther King Jr
- Presidents Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Eve
- Christmas Day
- New Year's Eve

NOTE: Holidays falling on a Saturday will be observed the preceding Friday and holidays falling on a Sunday will be observed on the following Monday. Holidays falling on the employee's flex day will be observed the day before or the day after the holiday at the discretion of the employee's supervisor.

XIV. Other Administrative Benefits:

In the first full pay period of each calendar year, employees shall receive personal holiday hours as outlined below.

- Employees hired on or before December 31, 2019 shall receive 48 hours of personal holiday; less-than Full-Time employees will receive pro-rated hours according to their authorized work schedule. Part-Time employees will not receive personal holiday hours. New hires will receive pro-rated personal holiday hours during their probationary year.
- Employees hired on or after January 1, 2020, shall receive 24 hours of personal holiday; less-than Full-Time employees will receive pro-rated hours according to their authorized work schedule.

Personal holiday may be taken off anytime during the calendar year with the approval of the employee's supervisor. All personal holiday hours must be used during the calendar year with no carry-over. Employees may cash out unused hours anytime during the calendar year.

XV. SICK LEAVE

Employees will accrue sick leave at the rate of 8 hours for each full month of continuous service. Employees working less-than Full-Time and Part-Time will accrue pro-rated sick leave hours based on authorized hours worked, up to a maximum of 8 hours per each full month.

Sick leave is for personal illness, or physical incapacity, the illness of a member of the immediate family or the death of a member of the immediate family. Sick leave shall not be construed to be a privilege, which an employee may use at his/her discretion but shall be allowed only in cases of necessity as herein set forth.

To receive compensation while absent on sick leave, the employee shall notify their immediate supervisor in the manner provided in District policy. . Where an employee is absent due to illness for more than four (4) consecutive scheduled work days, the employee may be required to provide a written note from a medical doctor to their immediate supervisor upon return to duty.

A. Sick Leave Payout Upon Separation

Employees may accumulate an unlimited number of sick leave hours. Upon service retirement, resignation of employment or retirement due to disability, an employee is eligible to either:

1. Convert the entire balance of his/her accumulated sick leave to service credit under California Government Code Section 20965; or
2. Receive cash payment for the total of his/her accumulated sick leave, up to a maximum payout of 750 hours, and convert the remaining sick leave balance, to service credit under California Government Code Section 20965. The cash payment shall be at the employees' regular rate of pay.

B. Annual Sick Leave Payout

Employees with accumulated sick leave balances in excess of 2080 hours at the end of each calendar year may elect to receive cash payment for twenty-five percent (25%) of that calendar year's net accrual.

The payout amount will be based on the employees regular rate of pay that is in effect during the last full pay period of that calendar year, with the balance being used to increase their sick leave balance for future use as sick leave and/or service credit in accordance with the

provisions of the Public Employees Retirement Law (California Government Code Section 20965).

Such an election must be made no later than the end of the first full pay period of the new calendar year.

XVI. BEREAVEMENT

Employees shall be granted bereavement leave with pay in the case of the death of the following family members:

- The parents of the employee,
- The employees' spouse or domestic partner,
- The parents of the employee's spouse or domestic partner,
- The stepparents of the employee and/or employee's spouse or domestic partner,
- The grandparents of the employee,
- The siblings of the employee,
- The children, stepchildren, and/or adopted children of the employee and/or the employees' spouse or domestic partner.

Such leave shall be limited to forty (40) hours per occurrence.

XVII. VACATION LEAVE

Employees shall accrue vacation hours. The rate at which an employee accrues vacation hours and the maximum number of hours that can be accrued is determined by an employee's length of service and employment classification. Employees working less than Full-Time and Part-Time will accrue pro-rated vacation hours based on authorized hours worked.

ADMINISTRATIVE PERSONNEL - 40 HOUR				
YEARS OF SERVICE	HOURS ACCRUED PER PAY PERIOD	MAXIMUM NUMBER OF DAYS PER YEAR	MAXIMUM NUMBER OF HOURS PER YEAR	MAXIMUM NUMBER OF HOURS THAT CAN BE ACCRUED
1-5	4.62	15	120	240
6-11	6.46	21	168	336
12-17	7.69	25	200	434
18+	9.23	30	240	434

Employees may not use more vacation than they have earned.

Employees may cash out accrued vacation leave, not to exceed half (1/2) of the employees "maximum number of hours per year,". The request will be submitted to the Administrative Analyst of Human Resources. The hours shall be paid at the employees' regular rate of pay.

A newly hired employee may not take vacation leave until completion of at least six (6) months of service; and thereafter, vacation is subject to approval of the Fire Chief, until completion of the initial probationary period.

XVIII. LIFE INSURANCE & SALARY CONTINUANCE INSURANCE

Employees shall be entitled to life insurance and salary continuation insurance as follows:

During Employment

The District shall pay all premiums on behalf of employees for Life Insurance. Employees may purchase AD&D coverage through the District's provider at the District rate. The current Life Insurance Plan provides the following life insurance benefit for employees:

All full-time employees will receive the following death benefits

All employees to age 64	\$100,000.00
Employees age 65 – 69	\$65,000.00
Employees age 70 +	\$50,000.00

For all full-time employees, a death benefit of \$10,000 for spouse and \$5,000 per child is provided.

The CAPFF Long Term Disability Plan provides, after a 90-day waiting period, a monthly disability benefit equal to three-fourths of the employee's salary, to a maximum of Plan A benefit levels for full-time employees.

Retiree

Central Legacy Employees that retire on or before 12/31/2017:

Upon retirement and the completion of a minimum of 10 years of service to the District, the District shall pay 25% of the basic monthly premium for life insurance. For each additional year of full time paid public service credit as recognized by CalPERS or a reciprocal system prior to retirement, the District shall pay an additional 2.5 % of the Life Insurance premium to a maximum of 100% of the premium.

All Aptos Legacy Employees, Central Legacy Employees that retiree on or after 01/01/2018, all current employees that retire on or after 1/1/2018:

Upon retirement and the completion of a minimum of 20 years of service to the District, the District shall pay 50% of the basic monthly premium for retiree only life insurance without AD&D. For each additional year of full time paid public service credit as recognized by CalPERS or a reciprocal system prior to retirement, the District shall pay an additional 2.5 % of the Life Insurance premium to a maximum of 100% of the premium.

The retiree premium portion, dependent on years of service to the District, is the responsibility of the retiree. Failure on the part of the retiree to pay the balance of the premium will result in removal of that retiree from the life insurance plan with no reinstatement.

XIX. MEDICAL INSURANCE

A. Current Employees

The Employer shall provide medical health insurance to its Full-Time and less than Full-Time employees and dependents, including retired employees and dependents, through CalPERS Health Benefits Program and shall contribute to the monthly premium for the health insurance plan as follows:

Employees may choose any health plan offered by CalPERS. The District will make the following contributions to the monthly premium. If an employee chooses a more expensive plan, they are responsible for paying any amount above the District's share. The difference, if any, will be deducted through the payroll system on a per pay period basis.

For the 2024 medical insurance plan year, the District's contribution to the monthly premium will be as follows:

- Employee only- \$1112
- Employee plus one dependent- \$2224
- Employee plus two or more dependents- \$2891

For the 2025 medical insurance plan year, the District's contribution to the monthly premium will be as follows:

- Employee only- \$1168
- Employee plus one dependent- \$2335
- Employee plus two or more dependents- \$3035

For the 2026 medical insurance plan year, the District's contribution to the monthly premium will be as follows:

- Employee only- \$1226
- Employee plus one dependent- \$2452
- Employee plus two or more dependents- \$3187

The District will provide education and information to each employee regarding the health insurance options provided to them. Employees may choose any health plan offered by CalPERS.

Employees working less than 1,000 hours per fiscal year may enroll and self-pay all costs at the group rate for health, dental or vision benefits. The employee cost shall include prepayment for benefit coverage and any administrative expense associated with managing the employees' enrollment in said benefits. There shall be no employer cost associated with participation in group coverage.

B. Retirees

Tier One

1. Central and Aptos legacy employees hired on or before December 31, 2017, shall have a retiree medical benefit upon completion of five years of service to the District. The District shall pay the premium for the retiree medical benefit to the same amount and on the same terms as described for the employee medical benefit in Section 17A above. District retiree medical benefits become secondary to Medicare at the Medicare Supplemental Qualifying Age.

Tier Two

2. Central and Aptos legacy employees hired on or after January 1, 2018, shall have retiree medical benefit upon the completion of twenty years of service to the District. The District shall pay the premium for the retiree only medical benefit to the same amount and on the same terms as described for the employee only medical benefit in Section 17A above. District retiree medical benefits become secondary to Medicare at the Medicare Supplemental Qualifying Age.

XX. DENTAL INSURANCE

The Employer shall provide dental insurance to its full-time and less than full-time employees and dependents as provided through Delta Dental Plan of California and shall pay the monthly premium for the dental insurance coverage. As of January 1, 2020, the District shall pay for the Delta plan level of coverage which provides for \$2000.00 maximum per year.

Upon retirement and the completion of a minimum of ten (10) years of service to the Employer, the Employer will pay 25% of the monthly dental premium for the retiree and his/her dependents (until age 23 if in school Full-Time which requires a minimum of 12 units per semester or quarter, or until age 19 if not in school.) For each additional year after the initial 10 years of service to the Employer, the Employer will pay an additional 2.5% of the premium, to a maximum of 100% of the premium. The balance of the premium is the

requirement of the retiree. Failure on the part of the retiree to pay the balance of the premium will result in removal of that retiree from the dental insurance plan with no reinstatement.

Employees hired on or after January 1, 2018, shall not receive retiree dental benefits. As an option, retirees may purchase dental insurance through Employer's dental plan, but must pay 100% of the premium.

XXI. VISION CARE

The Employer shall provide vision care to its Full-Time and less than Full-Time employees and their dependents. Coverage shall be as outlined in the VSP Vision Plan, provided through the current provider. The Employer shall pay the monthly premiums for Full-Time and less than Full-Time employees and their dependents.

As an option, retirees may purchase vision insurance through Employer's vision plan, but must pay 100% of the premium. The Employer will not invoice retirees for the vision coverage. Invoicing is through the current third-party administrator.

XXII. EDUCATION TIME OFF

All employees hired on or before 12/31/2019 are entitled to thirty-six (36) hours of leave per fiscal year for educational purposes not related to required certifications and/or licensing.

1. The thirty-six (36) hours shall only be used to attend classes that are related to the Fire Service or the employee's classification, or classes that are required for a college degree that is applicable to the Fire Service.
2. If thirty-six (36) hours, or any increment of thirty-six (36) hours is not used in any given fiscal year, it is forfeited by the employee. At no time shall an employee receive monetary compensation for unused hours.
3. The employee will be able to attend classes, as long as educational time is available, it does not adversely impact staffing level, and funding is available, and the leave is approved by the Fire Chief or his/her designee.

Employees hired on or after 01/01/2020 shall not receive education time off hours.

XXIII. GRIEVANCE PROCEDURES

Grievance Definition and Scope:

A grievance shall be any dispute concerning the interpretation, application, or compliance with this Agreement or District rule, written policy or regulation as they relate to this Agreement. The aggrieved employee has the right to representation at any level or step of the grievance procedure.

PROCEDURE:

The parties recognize that early settlement of a grievance is essential to sound employee/employer relations and to the continuation of excellent service to the community. Therefore, it is agreed that during the term of this Agreement, grievances shall be resolved in the manner set forth herein.

NOTE: With regard to a dispute, which arises out of the action of the Fire Chief (as distinguished from a lower-level supervisor), the aggrieved employee may bypass STEP 1 & STEP 2. A grievance filed by the Administrative Group shall start at STEP 3, unless the above "NOTE" applies.

- A. STEP 1: An employee who believes he/she has a grievance shall within ten (10) calendar days of the date of occurrence or discovery discuss the matter with their immediate supervisor (informal procedure).

- B. STEP 2: If a resolution is not possible under STEP 1, within ten (10) calendar days of the occurrence, the aggrieved employee shall present the grievance in writing to his/her immediate supervisor. The written grievance shall contain information, which identifies:
 - 1. The aggrieved employee.
 - 2. The specific nature of the grievance.
 - 3. The time and place of its occurrence or discovery.
 - 4. The provision of this Agreement alleged to have been violated, improperly interpreted, applied or misapplied, if any.
 - 5. The consideration given or steps taken to attempt informal resolution.
 - 6. The corrective action desired.

A decision by the aggrieved employee's supervisor shall be made in writing within (10) calendar days of receipt of the written grievance and delivered to the aggrieved employee.

- C. STEP 3: If not satisfied with the decision under STEP 2, the aggrieved employee, may within ten (10) calendar days after receipt of that written decision, refer the matter to the Fire Chief in writing. The Fire Chief will provide the aggrieved employee a decision in writing within ten (10) days of receipt of the written grievance.
- D. STEP 4: If dissatisfied, the aggrieved employee may, within ten (10) calendar days after the receipt of the decision under STEP 3, refer the matter to a panel. The panel will consist of four (4) members; two (2) chosen by the Fire Chief or his/her designee, and two (2) members chosen by the Administrative Group. The panel will meet, review the facts, and make its recommendation in writing to both parties involved. The result of the panel may be accepted by the aggrieved employee, or the matter may be referred to arbitration if within the scope of the grievance.
- E. STEP 5: If the aggrieved employee is dissatisfied with the recommendation under STEP 4, the aggrieved employee may request arbitration if within the scope of the grievance. The arbitration request must be in writing to the Fire Chief. This must be completed no longer than fourteen (14) calendar days after receiving the recommendation from the panel, listed in STEP 4 of this Agreement.
1. The aggrieved employee and the Fire Chief, or designee, shall mutually select an arbitrator. If the parties are unable to mutually agree on an arbitrator, they shall contact the State of California Mediation and Conciliation Service to request that a list of seven (7) arbitrators be provided. The loser of a single coin toss will eliminate the first name of the possible (7) arbitrators. The parties shall alternately strike names from the list provided until there is only one name remaining. The last arbitrator left shall be used. The aggrieved employee and/or his or her representative, along with the Employer, shall present all the facts pertaining to the grievance to the arbitrator.
 2. Decisions by the arbitrator shall be final and binding. The arbitrator's compensation and expenses, costs of the reporter and transcripts shall be borne equally by the Administrative Group employee and the Employer. Time limits as noted herein may be extended or waived by mutual written agreement of the parties involved.
 3. The arbitrator will not add to, detract from, or modify the language of the Agreement in considering any issue properly before him or her.
 4. The arbitrator will expressly confine themselves to the precise issues raised by the grievance and submitted to them and will have no authority to consider any other issue not so submitted.
 5. Any monetary award in favor of the grievant is limited to lost wages suffered measured from the date of the grievance forward). In no event will the

arbitrator award any other type of monetary award, including, but not limited to, attorneys' fees.

6. Failure on the part of the Administrative Group or the aggrieved employee to appear in any case before an arbitrator without good cause shall result in forfeiture of the case and responsibility for payment of all costs of arbitration.

All time limits as noted in any step of the grievance procedure may be extended or waived by mutual written agreement of the parties involved.

NOTE: Compliance with the arbitrator's final decision must occur within thirty (30) calendar days of receipt of the written notice of the decision.

No reprisal shall result to any employee or organization that prepares or presents any grievance under this procedure.

XXIV. LAYOFF & REHIRE PROCEDURES

A. Layoff

In the event that a layoff should become necessary, it may become necessary for personnel to be re-assigned to other positions at the discretion of the Fire Chief. In such event, layoff shall be conducted in the following manner:

1. Employees within a classification shall be laid off on a strict seniority basis with the last employee hired to be the first laid off.
2. For purposes of this procedure, seniority shall be defined as continuous service time with Employer or any previous fire departments, districts or agencies that become a part of the Central Fire District. Approved leaves, absences and suspensions are considered continuous service in regards to layoff procedures.
3. Volunteer service shall not be considered for seniority. Where military service, as described in the Military and Veterans Code, has interrupted service as described above, such military service shall be described as continuous service time.

Seniority is determined by date of hire as a permanent, paid employee.

B. Rehire

If within a period of eighteen (18) months after the effective date of the layoff, funds become available for rehiring; the process shall be as follows:

The last employee laid off shall be the first to be rehired. All personnel being rehired may be required to have a physical examination. Any person unable to pass the physical

examination shall not be rehired. The cost of the physical examination shall be borne by the Employer.

The rehired employee will resume the same classification and step at the time of layoff. The above procedure shall apply for a period of eighteen (18) months from time of layoff.

XXV. VOLUNTARY REASSIGNMENT PROCEDURE

Circumstances may arise that would dictate to an employee to evaluate their position of employment with his/her Employer. As a result, an employee may desire to return to a lower classification of employment with the Employer, which the employee previously held. For this reassignment to take place, all of the following must occur:

- A. A current vacancy in the lower classification must exist.
- B. The employee requesting reassignment must meet the current job requirements of the lower classification position.
- C. A qualified and willing employee (currently on a valid hiring list for that position) must be available to advance into the higher classification being vacated (switching positions). If there is no qualified and willing employee to accept the promotion, the employee requesting reassignment will not be granted his/her request. No employee will be allowed to displace another employee in the lower classification. The employee requesting reassignment must wait for an opening in that lower classification.
- D. Reassignment privileges may only be exercised within the assigned job classification (i.e. Full Time or Part-time employees).
- E. All requests for reassignment of employees must be approved by the Fire Chief or his designated representative.
- F. For the purpose of seniority calculation, the reassigned employee will carry back all seniority earned in the higher classification(s) to the lower classification. The objective is that no employee will lose total seniority by reassignment to a lower classification.
- G. A reassigned employee shall assume the top step position of the lower classification, with a corresponding reduction in pay and related benefits to the top step of the position.

XXVI. ALCOHOL & SUBSTANCE ABUSE TESTING

Alcohol and drug testing shall be performed during the employee's regularly scheduled District required medical-physical exam, or if reasonable cause/suspicion or evidence is presented,

as outlined in the District's policy. The District's policy related to alcohol and substance abuse testing shall be utilized if an employee is found positive for illegal substances.

The employer shall follow generally accepted substance abuse rehabilitation guidelines and procedures. The cost of the substance abuse rehabilitation shall be the responsibility of the employee. A medical and psychological back-to-work examination (fit for duty) shall be provided by the employer as soon as possible and prior to the employee being permitted to return to his or her regularly assigned duties.

XXVII. TERM

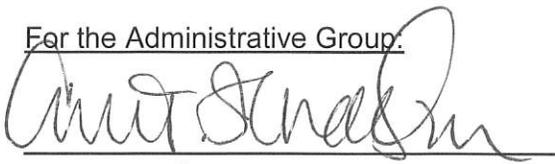
After execution by all parties to this Agreement, no changes, amendments or adjustments to this Agreement shall be made by any party to this Agreement without engaging in the meet and confer process. Any such mutual agreement shall be evidenced by a writing setting forth the mutual agreement of the parties and incorporating the agreement into this Agreement. After meeting and conferring in good faith, the preceding terms and conditions of employment will be in effect commencing the pay period including January 1, 2024, except as noted herein. This is subject to the Employer's emergency powers under the Government Code Section 3504.5.

Except as otherwise specifically provided herein, this Agreement shall be effective January 1, 2024, through December 31, 2026.

This Memorandum of Understanding is entered into this eighth day of February 2024, in the County of Santa Cruz, California.

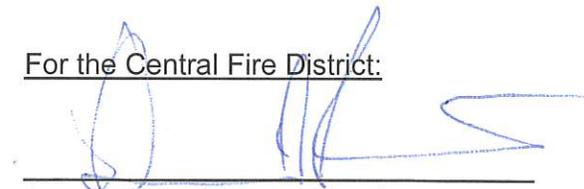
XXVIII. SIGNATURES

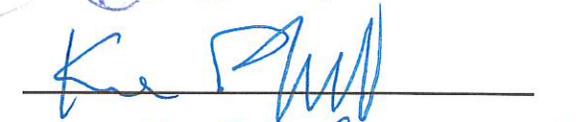
For the Administrative Group:

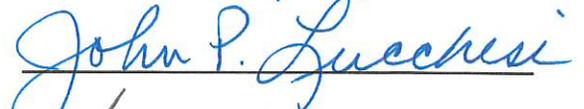




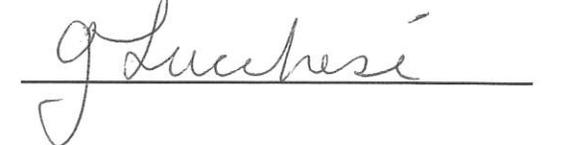
For the Central Fire District:











**APPENDIX A
ADMINISTRATIVE SALARY SCHEDULE 2024**

		5% - PP INCLUDING 1/1/2024			1ST ED	2ND ED	3RD ED
ADMINISTRATIVE ANALYST	STEP	Monthly	Bi-Weekly	Hourly	PPP	PPP	PPP
	1	\$ 7,719.50	\$ 3,562.84	\$ 44.54	\$92.31	\$138.46	\$184.62
	2	\$ 8,105.47	\$ 3,740.99	\$ 46.76	\$92.31	\$138.46	\$184.62
	3	\$ 8,510.74	\$ 3,928.04	\$ 49.10	\$92.31	\$138.46	\$184.62
	4	\$ 8,936.28	\$ 4,124.44	\$ 51.56	\$92.31	\$138.46	\$184.62
	5	\$ 9,383.09	\$ 4,330.66	\$ 54.13	\$92.31	\$138.46	\$184.62
ADMINISTRATIVE ASSISTANT							
	1	\$ 5,773.49	\$ 2,664.69	\$ 33.31	\$92.31	\$138.46	\$184.62
	2	\$ 6,062.16	\$ 2,797.92	\$ 34.97	\$92.31	\$138.46	\$184.62
	3	\$ 6,365.27	\$ 2,937.82	\$ 36.72	\$92.31	\$138.46	\$184.62
	4	\$ 6,683.53	\$ 3,084.71	\$ 38.56	\$92.31	\$138.46	\$184.62
	5	\$ 7,017.71	\$ 3,238.94	\$ 40.49	\$92.31	\$138.46	\$184.62
DEPUTY FIRE MARSHAL							
	1	\$ 12,713.29	\$ 5,867.67	\$ 73.35	\$92.31	\$138.46	\$184.62
	2	\$ 13,348.95	\$ 6,161.06	\$ 77.01	\$92.31	\$138.46	\$184.62
	3	\$ 14,016.40	\$ 6,469.11	\$ 80.86	\$92.31	\$138.46	\$184.62
FIRE APPARATUS TECHNICIAN							
	1	\$ 7,954.28	\$ 3,671.20	\$ 45.89	\$92.31	\$138.46	\$184.62
	2	\$ 8,351.99	\$ 3,854.76	\$ 48.18	\$92.31	\$138.46	\$184.62
	3	\$ 8,769.59	\$ 4,047.50	\$ 50.59	\$92.31	\$138.46	\$184.62
	4	\$ 9,208.07	\$ 4,249.88	\$ 53.12	\$92.31	\$138.46	\$184.62
FIRE INSPECTOR							
	1	\$ 9,460.78	\$ 4,366.52	\$ 54.58	\$92.31	\$138.46	\$184.62
	2	\$ 9,933.82	\$ 4,584.84	\$ 57.31	\$92.31	\$138.46	\$184.62
	3	\$ 10,430.51	\$ 4,814.08	\$ 60.18	\$92.31	\$138.46	\$184.62
	4	\$ 10,952.04	\$ 5,054.79	\$ 63.18	\$92.31	\$138.46	\$184.62
LOGISTICS TECHNICIAN							
	1	\$ 6,360.14	\$ 2,935.45	\$ 36.69	\$92.31	\$138.46	\$184.62
	2	\$ 6,678.15	\$ 3,082.22	\$ 38.53	\$92.31	\$138.46	\$184.62
	3	\$ 7,012.05	\$ 3,236.33	\$ 40.45	\$92.31	\$138.46	\$184.62
	4	\$ 7,362.66	\$ 3,398.15	\$ 42.48	\$92.31	\$138.46	\$184.62
	5	\$ 7,730.79	\$ 3,568.06	\$ 44.60	\$92.31	\$138.46	\$184.62
SENIOR FIRE APPARATUS TECHNICIAN							
	1	\$ 10,181.99	\$ 4,699.38	\$ 58.74	\$92.31	\$138.46	\$184.62
	2	\$ 10,691.09	\$ 4,934.35	\$ 61.68	\$92.31	\$138.46	\$184.62
	3	\$ 11,225.64	\$ 5,181.06	\$ 64.76	\$92.31	\$138.46	\$184.62
	4	\$ 11,786.92	\$ 5,440.12	\$ 68.00	\$92.31	\$138.46	\$184.62

**APPENDIX A
ADMINISTRATIVE SALARY SCHEDULE 2025**

		5% - PP INCLUDING 1/1/2024			1ST ED	2ND ED	3RD ED
ADMINISTRATIVE ANALYST	STEP	Monthly	Bi-Weekly	Hourly	PPP	PPP	PPP
	1	\$ 8,105.47	\$ 3,740.99	\$ 46.76	\$92.31	\$138.46	\$184.62
	2	\$ 8,510.74	\$ 3,928.04	\$ 49.10	\$92.31	\$138.46	\$184.62
	3	\$ 8,936.28	\$ 4,124.44	\$ 51.56	\$92.31	\$138.46	\$184.62
	4	\$ 9,383.09	\$ 4,330.66	\$ 54.13	\$92.31	\$138.46	\$184.62
	5	\$ 9,852.25	\$ 4,547.19	\$ 56.84	\$92.31	\$138.46	\$184.62
ADMINISTRATIVE ASSISTANT							
	1	\$ 6,062.16	\$ 2,797.92	\$ 34.97	\$92.31	\$138.46	\$184.62
	2	\$ 6,365.27	\$ 2,937.82	\$ 36.72	\$92.31	\$138.46	\$184.62
	3	\$ 6,683.53	\$ 3,084.71	\$ 38.56	\$92.31	\$138.46	\$184.62
	4	\$ 7,017.71	\$ 3,238.94	\$ 40.49	\$92.31	\$138.46	\$184.62
	5	\$ 7,368.60	\$ 3,400.89	\$ 42.51	\$92.31	\$138.46	\$184.62
DEPUTY FIRE MARSHAL							
	1	\$ 13,348.95	\$ 6,161.06	\$ 77.01	\$92.31	\$138.46	\$184.62
	2	\$ 14,016.40	\$ 6,469.11	\$ 80.86	\$92.31	\$138.46	\$184.62
	3	\$ 14,717.22	\$ 6,792.56	\$ 84.91	\$92.31	\$138.46	\$184.62
FIRE APPARATUS TECHNICIAN							
	1	\$ 8,351.99	\$ 3,854.76	\$ 48.18	\$92.31	\$138.46	\$184.62
	2	\$ 8,769.59	\$ 4,047.50	\$ 50.59	\$92.31	\$138.46	\$184.62
	3	\$ 9,208.07	\$ 4,249.88	\$ 53.12	\$92.31	\$138.46	\$184.62
	4	\$ 9,668.47	\$ 4,462.37	\$ 55.78	\$92.31	\$138.46	\$184.62
FIRE INSPECTOR							
	1	\$ 9,933.82	\$ 4,584.84	\$ 57.31	\$92.31	\$138.46	\$184.62
	2	\$ 10,430.51	\$ 4,814.08	\$ 60.18	\$92.31	\$138.46	\$184.62
	3	\$ 10,952.04	\$ 5,054.79	\$ 63.18	\$92.31	\$138.46	\$184.62
	4	\$ 11,499.64	\$ 5,307.53	\$ 66.34	\$92.31	\$138.46	\$184.62
LOGISTICS TECHNICIAN							
	1	\$ 6,678.15	\$ 3,082.22	\$ 38.53	\$92.31	\$138.46	\$184.62
	2	\$ 7,012.05	\$ 3,236.33	\$ 40.45	\$92.31	\$138.46	\$184.62
	3	\$ 7,362.66	\$ 3,398.15	\$ 42.48	\$92.31	\$138.46	\$184.62
	4	\$ 7,730.79	\$ 3,568.06	\$ 44.60	\$92.31	\$138.46	\$184.62
	5	\$ 8,117.33	\$ 3,746.46	\$ 46.83	\$92.31	\$138.46	\$184.62
SENIOR FIRE APPARATUS TECHNICIAN							
	1	\$ 10,691.09	\$ 4,934.35	\$ 61.68	\$92.31	\$138.46	\$184.62
	2	\$ 11,225.64	\$ 5,181.06	\$ 64.76	\$92.31	\$138.46	\$184.62
	3	\$ 11,786.92	\$ 5,440.12	\$ 68.00	\$92.31	\$138.46	\$184.62
	4	\$ 12,376.27	\$ 5,712.12	\$ 71.40	\$92.31	\$138.46	\$184.62

**APPENDIX A
ADMINISTRATIVE SALARY SCHEDULE 2026**

		5% - PP INCLUDING 1/1/2024			1ST ED	2ND ED	3RD ED
ADMINISTRATIVE ANALYST	STEP	Monthly	Bi-Weekly	Hourly	PPP	PPP	PPP
	1	\$ 8,510.74	\$ 3,928.04	\$ 49.10	\$92.31	\$138.46	\$184.62
	2	\$ 8,936.28	\$ 4,124.44	\$ 51.56	\$92.31	\$138.46	\$184.62
	3	\$ 9,383.09	\$ 4,330.66	\$ 54.13	\$92.31	\$138.46	\$184.62
	4	\$ 9,852.25	\$ 4,547.19	\$ 56.84	\$92.31	\$138.46	\$184.62
	5	\$ 10,344.86	\$ 4,774.55	\$ 59.68	\$92.31	\$138.46	\$184.62
ADMINISTRATIVE ASSISTANT							
	1	\$ 6,365.27	\$ 2,937.82	\$ 36.72	\$92.31	\$138.46	\$184.62
	2	\$ 6,683.53	\$ 3,084.71	\$ 38.56	\$92.31	\$138.46	\$184.62
	3	\$ 7,017.71	\$ 3,238.94	\$ 40.49	\$92.31	\$138.46	\$184.62
	4	\$ 7,368.60	\$ 3,400.89	\$ 42.51	\$92.31	\$138.46	\$184.62
	5	\$ 7,737.03	\$ 3,570.94	\$ 44.64	\$92.31	\$138.46	\$184.62
DEPUTY FIRE MARSHAL							
	1	\$ 14,016.40	\$ 6,469.11	\$ 80.86	\$92.31	\$138.46	\$184.62
	2	\$ 14,717.22	\$ 6,792.56	\$ 84.91	\$92.31	\$138.46	\$184.62
	3	\$ 15,453.08	\$ 7,132.19	\$ 89.15	\$92.31	\$138.46	\$184.62
FIRE APPARATUS TECHNICIAN							
	1	\$ 8,769.59	\$ 4,047.50	\$ 50.59	\$92.31	\$138.46	\$184.62
	2	\$ 9,208.07	\$ 4,249.88	\$ 53.12	\$92.31	\$138.46	\$184.62
	3	\$ 9,668.47	\$ 4,462.37	\$ 55.78	\$92.31	\$138.46	\$184.62
	4	\$ 10,151.89	\$ 4,685.49	\$ 58.57	\$92.31	\$138.46	\$184.62
FIRE INSPECTOR							
	1	\$ 10,430.51	\$ 4,814.08	\$ 60.18	\$92.31	\$138.46	\$184.62
	2	\$ 10,952.04	\$ 5,054.79	\$ 63.18	\$92.31	\$138.46	\$184.62
	3	\$ 11,499.64	\$ 5,307.53	\$ 66.34	\$92.31	\$138.46	\$184.62
	4	\$ 12,074.62	\$ 5,572.90	\$ 69.66	\$92.31	\$138.46	\$184.62
LOGISTICS TECHNICIAN							
	1	\$ 7,012.05	\$ 3,236.33	\$ 40.45	\$92.31	\$138.46	\$184.62
	2	\$ 7,362.66	\$ 3,398.15	\$ 42.48	\$92.31	\$138.46	\$184.62
	3	\$ 7,730.79	\$ 3,568.06	\$ 44.60	\$92.31	\$138.46	\$184.62
	4	\$ 8,117.33	\$ 3,746.46	\$ 46.83	\$92.31	\$138.46	\$184.62
	5	\$ 8,523.20	\$ 3,933.78	\$ 49.17	\$92.31	\$138.46	\$184.62
SENIOR FIRE APPARATUS TECHNICIAN							
	1	\$ 11,225.64	\$ 5,181.06	\$ 64.76	\$92.31	\$138.46	\$184.62
	2	\$ 11,786.92	\$ 5,440.12	\$ 68.00	\$92.31	\$138.46	\$184.62
	3	\$ 12,376.27	\$ 5,712.12	\$ 71.40	\$92.31	\$138.46	\$184.62
	4	\$ 12,995.08	\$ 5,997.73	\$ 74.97	\$92.31	\$138.46	\$184.62



Central Fire District of Santa Cruz County

930 17th Avenue ♦ Santa Cruz, CA 95062 ♦ (831) 479-6842 ♦ www.centralfiresc.org

SIDE LETTER AGREEMENT TO AMEND

Central Fire District Administrative Bargaining Group Memorandum of Understanding

Subject: Reopen the Administrative Bargaining Group Memorandum of Understanding with respect to Recognition and Appendix A:

Section II Recognition currently states:

The Administrative Group is hereby acknowledged by the Employer as the recognized employee organization for the purpose of meeting and conferring on matters within the scope of representation for individuals employed by the District in the administrative bargaining unit, which consists of the following classifications: Fire Inspector, Senior Fire Apparatus Technician, Fire Apparatus Technician, Administrative Assistant, Logistics Technician, Deputy Fire Marshal, and Administrative Analyst.

Amend to read:

The Administrative Group is hereby acknowledged by the Employer as the recognized employee organization for the purpose of meeting and conferring on matters within the scope of representation for individuals employed by the District in the administrative bargaining unit, which consists of the following classifications: Fire Inspector, Senior Fire Apparatus Technician, Fire Apparatus Technician, Administrative Assistant, Logistics Technician, Deputy Fire Marshal, Administrative Analyst, and Executive Assistant.

Appendix A Salary Schedule

Appendix A currently does not include a salary schedule for the Executive Assistant position. Amend to include salary of:

2025

STEP	Monthly	Bi-Weekly	Hourly	1ST ED	2ND ED	3RD ED
1	\$ 8,105.47	\$ 3,740.99	\$ 46.76	\$92.31	\$138.46	\$184.62
2	\$ 8,510.74	\$ 3,928.04	\$ 49.10	\$92.31	\$138.46	\$184.62
3	\$ 8,936.28	\$ 4,124.44	\$ 51.56	\$92.31	\$138.46	\$184.62
4	\$ 9,383.09	\$ 4,330.66	\$ 54.13	\$92.31	\$138.46	\$184.62
5	\$ 9,852.25	\$ 4,547.19	\$ 56.84	\$92.31	\$138.46	\$184.62



Central Fire District of Santa Cruz County

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2026

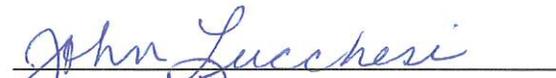
STEP	Monthly	Bi-Weekly	Hourly	1ST ED	2ND ED	3RD ED
1	\$ 8,510.74	\$ 3,928.04	\$ 49.10	\$92.31	\$138.46	\$184.62
2	\$ 8,936.28	\$ 4,124.44	\$ 51.56	\$92.31	\$138.46	\$184.62
3	\$ 9,383.09	\$ 4,330.66	\$ 54.13	\$92.31	\$138.46	\$184.62
4	\$ 9,852.25	\$ 4,547.19	\$ 56.84	\$92.31	\$138.46	\$184.62
5	\$ 10,344.86	\$ 4,774.55	\$ 59.68	\$92.31	\$138.46	\$184.62


Erin Schaefer, Bargaining Group Representative

Nov. 25, 2025
Date


Amy Weisser, Bargaining Group Representative

Nov 25, 2025
Date


John Lucchesi, Board Chair

Nov. 13 2025
Date



Central Fire District of Santa Cruz County

930 17th Avenue ♦ Santa Cruz, CA 95062 ♦ (831) 479-6842 ♦ www.centralfiresc.org

SIDE LETTER AGREEMENT TO AMEND Administration Memorandum of Understanding

The Central Fire District of Santa Cruz County and the Administrative Bargaining Group agree to amend the Memorandum of Understanding for 2024 - 2026 as indicated below.

SECTION XIX BENEFITS, MEDICAL INSURANCE

For the 2026 medical insurance plan year, the District's contribution to the monthly premium will be as follows:

Employee only: \$1290
Employee plus one dependent: \$2580
Employee plus two or more dependents: \$3354

For the Administration:

Handwritten signature of Erin Schaefer in black ink.

Erin Schaefer

2/12/26

Date

Handwritten signature of Amy Weisser in black ink.

Amy Weisser

2/18/26

Date

Handwritten signature of Michael Hushaw in blue ink.

Michael Hushaw, Board Chair

2/12/2026

Date