

Ross Valley Fire Department Labor Agreement with International Association of Firefighters Local 1775 and Ross Valley Fire Chief Officers Association

The International Association of Firefighters Local 1775 and Ross Valley Fire Chief Officers Association have approved terms for a new MOU. The new MOU will be effective July 1, 2022, through June 30, 2025. The following are the changes in terms for approval of the Board on behalf of the Ross Valley Fire Department.

The three-year agreement will include a salary increase as follows:

Effective July 1, 2022 - the base salary shall be increase by 5%

Effective July 1, 2023 - the base salary shall be increase by 4%

Effective July 1, 2024 - the base salary shall be increase by 3%

The Housing Allowance payments shall be eliminated (Section 9.c and 9.d. of Ross Valley Firefighters’ M.O.U and Section 17 of the Chief Officers Association).

Vacation accrual shall be modified as follows:

MONTHS OF SERVICE			ANNUAL VACATION ENTITLEMENT	
Start	through	36	6	24-hour shifts
37	through	96	8	24-hour shifts
97	through	180	10	24-hour shifts
181	and over		12	24-hour shifts

Total accrued vacation hours shall be capped at 432 hours. An employee may transfer annually up to 48 hours of unused vacation time to the employee’s Deferred Compensation (457b) account and/or Retirement Health Savings Plan. The contribution will be calculated at the regular rate of pay for that employee. An employee shall make this request through the Department’s Vacation Accrual Transfer Form within specified dates.

The educational incentive program will be modified to no longer require continuing education classes for Fire Science and bachelor’s degrees, thereby allowing more training time to develop employees and guide them towards other formal degrees and/or certifications.

Language clean-up regarding providing employee information to the union and eligible holidays.