

**Hazardous Materials Technician Application Certification**

The fire district shall pay their employees who attain a Hazardous Materials Technician Application Certification an additional two percent (2%) of base pay (per pay period or per month). Payment shall occur following proof of certification.

**Hazardous Materials Specialist Application Certification**

The fire district shall pay their employees who attain a Hazardous Materials Specialist Application Certification an additional one percent (1%) of base pay (per pay period or per month). Payment shall occur following proof of certification.

**Fire and Life Safety Educator Certification**

The fire district shall pay their employees who attain a Fire and Life Safety Educator Certification an additional one percent (1%) of base pay (per pay period or per month). Payment shall occur following proof of certification.

**Rescue Systems Certification (certification must have been attained prior to July 2021)**

The fire district shall pay their employees who attained a Rescue Systems Certification prior to July 2021 an additional one percent (1%) of base pay (per pay period or per month). Payment shall occur following proof of certification.

**11.9 – HOLIDAY PAY (Base Pay Compounded) – PERIOD COVERS JULY 1, 2019 to JUNE 30, 2021**

Union safety members, who are normally required to work on approved holidays because they work in positions that require scheduled staffing without regard to holidays, will be compensated 104 hours of holiday pay (8 hours per holiday x 13 holidays) and calculated off the employee’s base pay (pursuant to the Board approved publicly available pay schedules) plus the hourly equivalent of Educational Incentive and Paramedic Pay if an employee is eligible. Lakeport Fire Protection District will validate eligibility for each employee. If an employee is not eligible for Educational Incentive or Paramedic Pay, then neither special compensation item will be included in the calculation of Holiday Pay.

Holiday Pay will be paid in two (2) semi-annual payments occurring in November and June; however, per CCR section 571, Holiday Pay must be reported as earned (per pay period), regardless of when it is paid.

Reference the following calculation:

8 hours per holiday x 13 holidays = 104 hours per year

104 hours per year divided by 24 pay periods = 4.33 hours per pay period

Following is a list of the thirteen (13) District recognized holidays for which the employees will be compensated.

- |   |                                |
|---|--------------------------------|
| New Year's Day                          | Veteran's Day                  |
| Martin Luther King's Birthday           | Thanksgiving Day               |
| Washington's Birthday (President's Day) | Day following Thanksgiving Day |
| Memorial Day                            | Christmas Day                  |
| Independence Day                        | Christmas Eve                  |
| Labor Day                               | New Year's Eve                 |
| Columbus Day                            |                                |

Accredited Local Academies (ALA). ARTP is defined as a partnership between an accredited community college or university and Office of the State Fire Marshal (OSFM) to deliver approved State Fire Training (SFT) curriculum within a given region. ALA is defined as a partnership between a fire agency serving a specific authority having jurisdiction and OSFM to deliver approved SFT curriculum within a given region.

**A. College Degrees – Eligible Educational Incentive:**

**AA/AS Degree**

The fire district shall pay their employees an additional five percent (5%) of base pay (per pay period or per month) for an A.S. Degree in Fire Science from an accredited institution. Payment shall occur following proof of degree.

**B. Certification Pay – Eligible Educational Incentive**

**Company Officer Certification**

The fire district shall pay their employees who attain a Company Officer Certification an additional two and one-half percent (2.5%) of base pay (per pay period or per month). Payment shall occur following proof of certification.

**Fire Investigator Certification**

The fire district shall pay their employees who attain a Fire Investigator Certification an additional one percent (1%) of base pay (per pay period or per month). Payment shall occur following proof of certification.

**Fire Inspector 1 Certification**

The fire district shall pay their employees who attain a Fire Inspector 1 Certification an additional one percent (1%) of base pay (per pay period or per month). Payment shall occur following proof of certification.

**Fire Inspector 2 Certification**

The fire district shall pay their employees who attain a Fire Inspector 2 Certification an additional two percent (2%) of base pay (per pay period or per month). Payment shall occur following proof of certification.

**Plan Examiner Certification**

The fire district shall pay their employees who attain a Plan Examiner Certification an additional one and one-half percent (1.5%) of base pay (per pay period or per month). Payment shall occur following proof of certification.

**Fire Apparatus Driver/Pump Apparatus Certification**

The fire district shall pay their employees who attain a Fire Apparatus Driver/Pump Apparatus Certification an additional two percent (2%) of base pay (per pay period or per month). Payment shall occur following proof of certification.



LAKEPORT FIRE PROTECTION DISTRICT  
AND  
LAKEPORT PROFESSIONAL FIREFIGHTERS' ASSOCIATION  
TEAMSTERS LOCAL #856  
SIDE LETTER OF AGREEMENT

This Side Letter Agreement ("Side Letter") is made and entered into on (enter date), pursuant to meet and confer with the Lakeport Professional Firefighters' Association Teamsters Local 856. Lakeport Fire Protection District and the Lakeport Professional Firefighters Association Teamsters Local 856 are sometimes referred to in this Side Letter as "Party" or, collectively, as the "Parties".

All other provisions of the parties' Memorandum of Understanding (MOU), effective July 1, 2021 through June 30, 2024, shall remain unchanged unless otherwise agreed to by the parties or because of subsequent negotiations over a successor MOU.

**SECTIONS 11.6 - 11.7, AND 11.9 – EDUCATIONAL PAY INCENTIVES AND HOLIDAY PAY**

Educational Pay is defined as those incentives found in the following MOU Sections: Section 11.6 – Paramedic Pay; Section 11.7 – pay for Education; and Sections 11.9 - 11.9.1 - Holiday Pay. Incentive pays are calculated off the employee's base pay.

Base pay is defined as the employee's base salary, as defined by Classification and Step, within the Board approved publicly available pay schedules. Base pay does not include additional compensation, such as overtime pay or any other special compensation item per Government Code section 20636 within the Public Employees' Retirement Law (PERL).

Pursuant to the California Code of Regulations (CCR) section 571 for classic members, and section 571.1 for PEPR members, incentive pays, and special assignment pays are subject to CalPERS approval as reportable compensation.

**11.6 – EDUCATIONAL PAY – PARAMEDIC PAY**

Employees who obtain and maintain certification in auxiliary medical techniques shall receive an additional \$450.00 per month (\$225.00 per pay period).

**11.7 - EDUCATIONAL PAY – EDUCATIONAL INCENTIVE - PERIOD COVERS JULY 1, 2019 to JUNE 30, 2024**

Lakeport Fire Protection District will compensate all represented employees with an educational incentive for attaining the following educational certificates and degrees which enhance the employee's ability to do their job. Employees may receive up to 10% additional pay for eligible educational incentive pays if they are not required by the employee's job description/classification.

Degrees and certifications must be attained from an accredited institution. Additionally, there are two types of Accredited Academies, which include the Accredited Regional Training Programs (ARTP) and the

**11.9.1 – HOLIDAY PAY – PERIOD COVERS JULY 1, 2021 to JUNE 30, 2024**

Union safety members, who are normally required to work on approved holidays because they work in positions that require scheduled staffing without regard to holidays, will be compensated 104 hours of holiday pay (8 hours per holiday x 13 holidays) and calculated off the employee's base pay pursuant to the Board approved publicly available pay schedules.

Holiday Pay will be paid in two (2) semi-annual payments occurring in November and June; however, per CCR section 571, Holiday Pay must be reported as earned (per pay period), regardless of when it is paid.

Reference the following calculation:

8 hours per holiday x 13 holidays = 104 hours per year

104 hours per year divided by 24 pay periods = 4.33 hours per pay period

Following is a list of the thirteen (13) District recognized holidays for which the employees will be compensated.

New Year's Day

Martin Luther King's Birthday

Washington's Birthday (President's Day)

Memorial Day

Independence Day

Labor Day

Columbus Day

Veteran's Day

Thanksgiving Day

Day following Thanksgiving Day

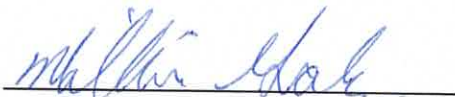
Christmas Day

Christmas Eve

New Year's Eve

Regardless of whether the district and union members negotiate the calculation of Holiday Pay to be higher than what is reported to CalPERS, Holiday Pay reported to CalPERS will be calculated on the Employee's base pay only.

**For Lakeport Fire Protection District**

  
William Gabe, Board Chair

8-27-24  
Date

**For Teamsters 856 Union**

  
Robert Maddock, Staff Attorney Representative

8/29/2024  
Date