

# Contra Costa County Fire Protection District

## Press Release

**Subject:** Contra Costa County Firefighters Ratify Wage Concession Agreement

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The Contra Costa County Professional Firefighters Local 1230, which represents the fire suppression, fire prevention, and dispatch personnel of the Contra Costa County Fire Protection District voted last night to ratify an agreement with the Fire District to provide significant wage concessions. The details of the amendments are:

- Two (2) 2.5% wage increases scheduled for July 1, 2011 and January 1, 2012 (for a total of 5%) are waived.
- Effective January 1, 2012, the base rate of pay will be decreased by 2.5%. Effective July 1, 2012, the base rate of pay will be decreased an additional 2.5% (for a total of 5%).
- Two new salary steps will be introduced to the bottom of the salary range for all new hires effective July 1, 2011 to be 5% and 10% less than the current bottom of the salary range. New hires will enter the salary range at the new bottom step, which is 10% less than the current bottom step in the salary range.
- The agreement will be reopened on, or about, July 1, 2012 for the purpose of meeting and conferring on retirement benefits.
- The agreement will include assurances from the County Administrator that a maximum of two (2) engine companies may be temporarily de-staffed at the Fire Chief's discretion to help balance the budget for the fiscal year that starts July 1, 2011. The total of two engine companies includes the one already de-staffed unit in Walnut Creek.

The agreement still requires County Board of Supervisor approval and it is expected to be voted on at their June 28<sup>th</sup> meeting.

These labor concessions will help keep fire stations open and reduce expenses by at least \$6.0 Million for the upcoming budget year with the potential for additional savings due to new employees being hired at lower initial salaries. Without the concessions, up to five fire stations were being considered for closure in order to balance the budget – this agreement ensures that three to four of those stations remain open. The Fire District's revenues have been significantly reduced over the past several years due to declining property tax values.

“This is an excellent example of Local 1230 and the Fire District working collaboratively to continue to protect and serve the community. Each of our members have made a personal sacrifice, but done the right thing for the community.” said Fire Chief Daryl Louder.

“Local 1230 continues to work with the Fire District to find ways to reduce expenditures while maintaining our service levels to the community. We recognized the need to make these significant concessions to help balance the budget due to the loss of revenue. This sacrifice will keep stations open. As a Fire Captain for this District, I am proud to represent the members of Local 1230.” said Vince Wells, President, Contra Costa County Professional Firefighters, IAFF Local 1230