

MEMORANDUM OF UNDERSTANDING

between the
SONOMA COUNTY FIRE DISTRICT
and the
PROFESSIONAL FIRE CHIEFS OF SONOMA COUNTY

July 1st 2026 through June 30th 2027

This Memorandum of Understanding (“MOU”) is made and entered into as of the 1st day of July, 2026, by and between the Sonoma County Fire District (hereinafter “District”) and the Professional Fire Chiefs of Sonoma County (hereinafter “PFCSC”).



SECTION 1 EMPLOYEE REPRESENTATION

1.1 Purpose

The purposes of this MOU are to promote an orderly and equitable policy for labor-management relations that is in alignment with the District's Visions, Mission, and Guiding Principles. Both parties recognize their mutual obligation to cooperate with each other to assure maximum service of the highest quality and efficiency to the citizens of the Sonoma County Fire District. The District and the Association agree not to discriminate for or against any employee regardless of membership in the Association or because of reasonable activities on behalf of the Association.

1.2 Recognition / Covered Classifications

The District recognizes the PFCSC as the exclusive representative for employees of the District holding positions in classifications covered by this MOU. This Memorandum shall apply to all permanent employees working in classifications listed below and to any other classifications, which may be established within the scope of the duties now included within these classifications:

- Division Chief
- Battalion Chief

1.3 District Rules and Policies

The rules, regulations, policies and procedures of the District, as they exist now or as amended, shall be applicable unless superseded by a provision of this MOU.

- Personal Rules and Regulations
- Employer-Employee Relations Rules and Regulations
- Fire District Standard Operating Procedures/Guidelines ("SOP" or "SOG")
- Fire District Special Notices ("SN's")

The District shall not change the rules, regulations, policies or procedures identified in this section without first providing the PFCSC with notice and an opportunity to meet and confer about matters within the scope of representation under the Meyers-Milias-Brown Act.

Firefighters Procedural Bill of Rights Act Bargaining unit employees shall be afforded all rights and privileges guaranteed by the Firefighters Procedural Bill of Rights Act. (Government Code section 3250 et seq.) The District may subject bargaining unit employees to punitive action (discipline) for just cause.

SECTION 2 DUES DEDUCTIONS

Upon written notification from the PFCSC, the District shall deduct regular monthly membership dues from bargaining unit employees' paychecks. Amounts deducted and withheld by the District shall be transmitted promptly to the officer designated in writing

by the PFCSC as the person authorized to receive such funds at the address specified by the PFCSC.

Deductions may be revoked only pursuant to the terms of the member's written authorization. The District shall direct member requests to cancel or change deductions to the PFCSC and shall rely on information provided by the PFCSC regarding whether deductions for a member were properly canceled or changed. However, the parties agree that the District shall automatically cease deductions for any member who is no longer employed in a classification represented by the PFCSC.

The PFCSC shall defend, save, indemnify and hold harmless the District, and its officers, agents and employees from any and all liability and claims for damages from any cause whatsoever arising from or connected with and on account of dues deductions made by the PFCSC.

SECTION 3 WAGES & HOURS

3.1 Definitions:

- FLSA is defined as the Fair Labor Standards Act.
- Regular rate is an employee's regular hourly rate of pay as defined by the FLSA.

3.2 Salaries

Effective July 1, 2025 the salaries of all employees covered in this Memorandum of Understanding shall be as stated in Appendix A. The basis of these computations shall be as follows:

3.2.1 Hourly rates for 40-hour employees shall be calculated by dividing an employee's annual salary by 2080.

3.2.2 Hourly rates for 56-hour employees shall be calculated by dividing an employee's annual salary by 2912.

3.3 FLSA Work Period and Overtime

3.3.1 Division Chiefs

Division Chiefs typically work a 40-hour per week schedule comprised of four 10-hour days (Monday -Thursday). Variable start and end times for each workday may be approved by the Deputy Chief. Division Chiefs are overtime exempt management employees pursuant to the Fair Labor Standards Act.

Division Chiefs who are qualified to work Battalion Chief shifts shall receive additional compensation at their overtime rate for all shift hours worked in excess of their normally scheduled 40-hour work week. When assigned to cover the Battalion Chief shift, Division Chiefs will spend the night at one of the District's fire stations

Division Chiefs shall also receive additional compensation at their overtime rate when called back to work while off duty to attend meetings, training, workshops, emergency responses and other work-related activities.

The "additional compensation" paid pursuant to this section shall not alter the continuing status of Division Chiefs as overtime exempt employees under the FLSA as specified in 29 C.F.R. § 541.604. The parties further understand the additional compensation paid pursuant to this section does not qualify as reportable for purposes of CalPERS pension calculations.

3.3.2 Battalion Chief

Battalion Chiefs work a schedule consisting of two consecutive 24-hour shifts/days (48 hours) on-duty followed by four (4) consecutive 24-hour days (96 hours) off-duty (i.e., 48/96 schedule). Shifts start and end at 0800 hours. Shift employees are regularly scheduled to work an average of 56-hours per week or 2,912 hours per year, including sleep and meal periods.

Battalion Chiefs are hourly employees subject to the overtime provisions of the Fair Labor Standards Act.

For the purposes of calculating District overtime, all hours worked more than the employee's regularly scheduled hours (e.g., hours in excess of 192 hours in a 24-day work cycle for shift personnel) shall be compensated at the rate of one and one-half (1.5) times the Regular Rate of Pay as set forth in 29 USC Section 207 and 29 C.F.R. Section 778.113. Vacation and sick leave shall not impact the calculations of hours worked.

The District has adopted an extended work period as authorized under Section 207(k) of the Fair Labor Standards Act. The District declares a 24-day work cycle with an FLSA threshold of 182 hours for shift personnel. Members will work 192 hours in the 24-day work cycle which results in 10 hours of overtime premiums for their regular work cycle. The formula to be used to account for this is $10 \times (365/24)/24 = 6.32$ hours of one and one-half times the regular rate of pay per pay period. Hours worked more than 192 hours in the work period shall be paid overtime under the FLSA rate of one and one-half times (1.5) regular rate of pay inclusive of all applicable incentives.

3.3.3 CalPERS Reporting of FLSA Premium Pay

In accordance with CalPERS Regulations, the District will report compensation paid for a shift employee's normal full-time work schedule, including FLSA premium pay. The FLSA states that premium pay must be paid on all hours worked above the normal work period up to the maximum hours designated for the FLSA work period adopted by the District.

3.4 Overtime Procedures

Overtime shall be allocated and paid in accordance with existing District policy. Overtime for shift employees does not require prior approval.

Overtime may be worked by bargaining unit employees without prior approval if there is an urgent, unplanned, and high priority assignment or event. An email must be sent to the Deputy Fire Chief or the Fire Chief within twenty-four (24) hours of the occurrence to receive retroactive approval.

Battalion Chiefs assigned to the fifty-six (56)-hour shift schedule shall have the first right of refusal to fill any fifty-six (56) hour Battalion Chief overtime shift assignment. If no fifty-six (56) hour Battalion Chief accepts the overtime assignment, the overtime shall be offered to Division Chiefs.

If the open fifty-six (56) hour Battalion Chief shift cannot be filled through the voluntary backfill procedure, the District may fill the vacant shift as necessary in accordance with standard operating procedures (e.g., acting assignments and mandatory assignments). Division Chiefs cannot be mandated to fill open Battalion Chief shifts.

The District shall maintain a minimum staffing level of two (2) Battalion Chiefs on duty each day. Minimum staffing levels shall be 2 Battalion Chiefs on duty per day. If there is no coverage for the shift the Battalion Chief position shall be mandatory coverage Per Hire back policy

There shall be no limit on the combined number of regular and overtime shifts that bargaining unit employees may work on a voluntarily basis.

3.5 Emergency Call Back / Mandated Staffing / Employee Recall

The District may recall off-duty bargaining unit employee due to significant emergency incidents (fire, rescues, disasters) and to provide additional on-duty staffing during periods of elevated community risk (storms, Red Flag Warnings). Bargaining unit employees shall be paid their overtime rate for any hours worked outside their normal schedule. This section shall be administered in alignment with the Emergency Staffing Plan.

3.6 “Duty Chief” Stipend

Bargaining unit employees assigned to on-call status as the Duty Chief during hours outside their normal work schedule shall receive a \$150 stipend per day in addition to their normal pay.

The Duty Chief shall receive their overtime rate when responding to significant incidents or at the request of the on-duty Battalion Chief. Overtime will be rounded to the nearest hour with a two (2) hour minimum.

3.7 Out of County Mutual Aid Assignment

Bargaining unit employees are permitted to respond to an Out of County Mutual Aid assignment. Approval from the Deputy Chief is required. Up to 2 Battalion Chiefs may be assigned to Out of County Mutual Aid at any one time without the requirement to secure backfill coverage. Any additional Battalion Chief Out of County Mutual aid assignment shall be required to secure coverage for a minimum of 16 days, and is subject to Deputy Chief approval.

Bargaining unit employees shall be compensated at their applicable overtime rate portal to portal, for all hours outside their normal work schedule.

3.8 Shift Trades

Battalion Chiefs may request shift exchanges with other Battalion Chiefs at no disservice to the District. The parties to a shift trade shall be solely responsible for working or otherwise covering the traded shifts. The District is not responsible for ensuring trades are paid back; this responsibility solely rests upon the individuals who are engaging in this practice.

3.9 Out of Classification Stipend

Bargaining unit employees assigned by the Fire Chief to work in an acting role in a higher-level classification shall receive a \$150 stipend per day in addition to their normal pay for every day assigned to work in the acting role.

3.10 Deferred Compensation

The District will match each bargaining unit employee's voluntary contributions to the District sponsored 457 plan on a dollar-for-dollar basis to a maximum of \$150 per pay period.

SECTION 4 GENERAL BENEFITS

4.1 Health Insurance

4.1.1 Eligibility. Bargaining unit employees shall become immediately eligible for medical, dental, and vision insurance on the first day of the month following their date of hire or promotion into the bargaining unit. An eligible employee and eligible dependent may be enrolled in a District sponsored medical plan either as an employee or as the dependent spouse/registered domestic partner or another eligible District employee, but not both. If an employee is also eligible to cover their dependent child, then the child will be allowed to enroll as a dependent on only one (1) employee plan (i.e., an employee and their dependent cannot be covered by more than one (1) District-offered health plan).

4.1.2 Choice of Health Plans. Bargaining unit employees shall have a choice of enrolling themselves and their eligible dependents in any of the District sponsored medical, dental, and vision plans. Each plan shall offer an Employee only, Employee plus one and Employee plus two or more dependents coverage. The employee may choose any plan made available by the District.

4.1.3 District Contribution Towards the Cost of Medical Insurance Premiums

- a. Effective January 1, 2026, the District shall contribute the following:
 1. Up to \$1,188 per month toward the cost of the monthly premium for employee-only medical plan coverage.
 2. Up to \$1,976 per month toward the cost of the monthly premium for employee plus one (1) dependent medical plan coverage.
 3. Up to \$2,445 per month toward the cost of the monthly premium for employee plus two (2) or more dependents medical plan coverage.
- b. Medical insurance plan premiums that exceed the District's monthly contribution shall be paid by the employee through payroll deductions. The District shall maintain its IRS 125 Plan to allow for employee contributions to be made through payroll deductions on a pre-tax basis.

4.1.4 Medical Opt Out

Bargaining unit employees who opt out of District medical insurance will receive a monthly cash payment of \$500 (reportable as taxable income). Employees will make opt out elections through the IRC 125 Plan maintained by the District. To be eligible the employee must provide evidence on an annual basis of other medical insurance outside of the District that is minimum essential coverage as defined by the Affordable Care Act.

4.2 Dental and Vision Insurance

4.2.1 Dental Insurance:

Bargaining unit employees and their eligible dependents may participate in the District provided group dental plan, in accordance with the terms, conditions, and eligibility requirements established by the District and the dental plan provider.

The District shall pay up to \$155 of the actual premium charged by the approved dental insurance provider for providing coverage to the employees and their dependents under the terms of the plan.

Dental insurance premiums that exceed the District's monthly contribution shall be paid by the employee through payroll deductions. The District shall maintain its IRC 125 Plan to allow for employee contributions made through payroll deductions to be made on a pre-tax basis.

4.2.2 Vision Insurance:

Bargaining unit employees and their eligible dependents may participate in the District provided group vision plan, in accordance with the terms, conditions, and eligibility requirements established by the District and the vision plan provider.

The District shall pay up to \$9.00 of the actual premium charged by the approved vision insurance provider for providing coverage to the employees and their dependents under the terms of the plan.

Vision insurance premiums that exceed the District's monthly contribution shall be paid by the employee through payroll deductions. The District shall maintain its IRC 125 Plan to allow for employee contributions made through payroll deductions to be made on a pre-tax basis.

4.3 Life, Disability, and CSFA

4.3.1 Life insurance: The District shall provide all bargaining unit employees with District paid basic life insurance and accidental death and dismemberment (AD&D) coverage in the amount of twenty-five thousand dollars (\$25,000). In addition to the District paid benefit, employees may elect to purchase supplemental life insurance and supplemental AD&D coverage for themselves, as well as optional life and AD&D coverage for an eligible spouse or registered domestic partner and eligible dependent children. All supplemental coverage is voluntary, employee paid, and subject to the terms, conditions, and eligibility requirements of the District's insurance provider.

4.3.2 Long-term disability: Bargaining unit employees participate in the District provided group LTD plan, in accordance with the terms, conditions, and eligibility requirements established by the District and the LTD plan provider.

The District shall pay 100% of the actual premium charged under the terms of the program.

4.3.3 CSFA membership: The District will pay 100% of CSFA dues for all bargaining unit employees.

4.4 Retirement (CalPERS)

4.4.1 Classic Members

Employees hired prior to December 31, 2012, and Employees hired on or after January 1, 2013 with pension reciprocity are provided the CalPERS 3% @ 55 local safety plan with the 12-month final compensation period. Classic employees shall pay the amount set annually by PERS.

The District's contract with CalPERS provides that retirement benefits shall be calculated using the employee's highest consecutive twelve (12) months of compensation earnable, as defined by CalPERS. The highest one-year period shall be determined by CalPERS at the time of retirement in accordance with applicable Government Code provisions and CalPERS regulations.

4.4.2 PEPRA Members

Employees hired on or after January 1, 2013, who are defined as "new" members by CalPERS are provided the CalPERS 2.7% @ 57 local safety plan. Employees who are new members are required to contribute at least 50% of the normal cost as a member contribution, as adjusted annually by CalPERS.

The District's contract with CalPERS provides that retirement benefits shall be calculated using the employee's highest average annual pensionable compensation over a consecutive thirty-six (36) month period, as defined by CalPERS. The thirty-six (36) month period shall

be determined by CalPERS at the time of retirement in accordance with applicable Government Code provisions and CalPERS regulations.

4.4.3 Additional Retirement Benefits

The District agrees to contact with CalPERS to provide bargaining unit employees with the following additional contracted-for optional CalPERS benefits:

Section 20965, Credit for Unused Sick Leave (safety only)
Section 21574, 1959 Survivors Benefit, Fourth Level
Section 21548, Pre-retirement Option 2W Death Benefit

4.4.4 Credit for Unused Sick Leave

Upon retirement from the District, bargaining unit employees have the option to convert all of their accrued and unused sick leave to CalPERS service credit in accordance with Government Code section 20965. Notwithstanding anything in this agreement to the contrary, the terms and conditions of this benefit are governed by the laws and regulations governing CalPERS, including but not limited to the requirement that a member must retire within 120-days of separation from the District to be eligible for this benefit.

4.4.5. Pre-tax Employee Contribution

All contributions paid by employees towards the cost of CalPERS pension benefits will be deducted on a pre-tax basis to the extent permitted by law.

4.5 Retirement Medical

Bargaining unit employees who participated in the International Association of Fire Fighters Medical Expense Reimbursement Plan ("IAFF MERP") prior to their promotion to Battalion Chief or Division Chief, and employees who subsequently promote into bargaining unit positions, shall continue their participation in the Retiree Medical Trust. Eligibility and participation requirements are administered by the Plan provider. It is the responsibility of each bargaining unit employee to complete all required enrollment documents, maintain current information, and comply with all Plan rules and deadlines in order to receive benefits.

The District shall deduct \$100.00 per pay period from each bargaining unit employee who is participating in the Retiree Medical Trust.

Bargaining unit employees (and eligible spouses) who previously worked for the Rincon Valley Fire District and were hired with the District prior to July 1, 2012, remain eligible for post-retirement medical insurance as set forth in Appendix B.

4.6 Paid Time Off

4.6.1 Sick Leave

Division Chiefs shall accumulate sick leave at the rate ten (10) hours per month up to and including the fifteenth (15th) year of service. The accrual rates shall increase to sixteen (16) hours per month beginning with the sixteenth (16th) year of service.

Shift Battalion Chiefs shall accumulate sick leave at the rate twelve (12) hours month up to and including the fifteenth (15th) year of service. The accrual rates shall increase to twenty-four (24) hours per month beginning with the sixteenth (16th) year of service.

The District may require a doctor's note in certain circumstances before paying sick leave when the District has information indicating that the employee is not requesting paid sick leave for a valid sick leave purpose.

Years of Service	Hours Accrued Per Month
0 - 15 (0 - 180 months)	10
16 + (181 + months)	16

4.6.1.1 Sick Leave Payout to Survivors

Survivors of bargaining unit employees who die in the line of duty while employed by the District shall receive 30% accumulated and unused sick leave of the bargaining unit employee. Said sick leave shall be cashed out at the employee's regular rate at the time of death and paid to the employee's survivor(s). The payout of this benefit is taxable and accruals beyond the 30% are forfeited. Any payout of this benefit is taxable to the recipient. In addition, deceased employee's remaining accrued and unused sick leave balance (beyond the 30%) is forfeited.

4.6.1.2 Sick Leave Buy Back

Employees who separate from the District shall have 30% of their accumulated and unused sick leave cashed out at the employee's regular rate at the time of separation. The amount of the cash out is taxable to the employee. Employee's remaining accrued and unused sick leave balance (beyond the 30% cashed out) is forfeited. Not applicable if service credit option for retirement is chosen with CalPERS.

4.6.2 Bereavement Leave

Bargaining unit employees are allowed time off with pay in the event of a death in the immediate family as provided below. For purposes of this provision, “immediate family” of an employee means: biological, adopted or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis; a biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee’s spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child; spouse; registered domestic partner; grandparent; grandchild; siblings; and any close relative residing in the employee's household.

Bargaining unit employees assigned to a 56-hour shift schedule shall receive two (2) shifts of paid bereavement leave for each death of the employee’s immediate family member. In addition to the two four (2) shifts of paid bereavement leave, 56-hour shift employees may use an additional one (1) shift of leave for each instance of bereavement taken either as unpaid time or from the employee’s accrued sick leave as requested by the employee.

Bargaining unit employees assigned to a 40-hour work schedule shall receive four (4) days of paid bereavement leave for each death of the employee’s immediate family member. In addition to the four (4) days of paid bereavement leave, 40-hour work schedule employees may use an additional one (1) day of leave for each instance of bereavement taken either as unpaid time or from the employee’s accrued sick leave as requested by the employee.

Bereavement leave may be taken intermittently or consecutively but must be used within three (3) months of the death. Paid bereavement leave does not accrue, has no cash value and does not accumulate over time.

In the event of a death to a member of an employee’s family who is not specifically listed above, the employee is granted one (1) shift or one (1) day off with pay.

All requests for bereavement leave shall be made in writing, specifying the time and date of the leave from duty.

4.6.3 Vacation

Division Chiefs accrue vacation and shall use vacation in 8- or 10-hour blocks based on their work schedule Battalion Chiefs accrue vacation and shall use vacation in 24-hour blocks:

56-hour per week employee		
MONTHS OF SERVICE	ACCRUED PER MONTH	ACCRUED PER YEAR
0-71 months	12 hours	144 hours
72-119 months	18 hours	216 hours
120-191 months	22 hours	264 hours
192 months and greater	26 hours	312 hours

40-hour per week employee		
Months of Service	ACCRUED PER MONTH	ACCRUED PER
0 - 36 months	6.67 hours	80 hours
37 - 84 months	10 hours	120 hours
85 - 132 months	13.33 hours	160 hours
133 - 180 months	16.67 hours	200 hours
181+ months	20 hours	240 hours

Bargaining unit employees may accrue and maintain a maximum vacation leave balance equal to two (2) years' vacation accrual. Employees may take only that amount of vacation which has accrued at the time the vacation is taken.

Bargaining Unit employees who work a 56-hour work week and reach the maximum vacation accrual will cease to accrue additional vacation leave until they have used vacation and reduced their balance below the two-year maximum. Accruals will resume in the pay period following the reduction of the employee's vacation balance below the established maximum.

Bargaining Unit employees assigned to a 40-hour work week as of the effective date of this Agreement, who reach the maximum vacation accrual, shall be paid for hours accrued in excess of the maximum at their regular rate of pay on the employee's anniversary date. This grandfathered provision shall not apply to employees who transition to or are appointed to a 40-hour position after the effective date of this Agreement.

Bargaining unit employees on an extended work-related medical or injury leave and employees whose prescheduled vacation is cancelled based on work requirements, may request approval to carry-over vacation leave accrued more than the maximum. The request must be submitted in writing to the Fire Chief and approved in writing by the Fire Chief.

Upon separation from employment with the District, a bargaining unit employee's accrued and unused vacation balance will be cashed out at the employee's regular rate at the time of separation.

4.6.4 Holidays

The District recognizes the following holidays: New Year's Day; Martin Luther King Jr. Day; Presidents Day; Memorial Day; Juneteenth; Independence Day; Labor Day; Veterans Day; Thanksgiving Day; Friday after Thanksgiving Day; Christmas Eve; and Christmas Day.

Employees shall receive one (1) floating holiday per calendar year. The floating holiday must be used within the calendar year in which it is granted and does not carry over into the following calendar year.

Use of the floating holiday is subject to supervisory approval and operational needs.

Any unused floating holiday remaining upon separation from District employment is forfeited and shall not be cashed out upon separation.

Division Chiefs assigned to a 40-hour per week schedule shall be off work with pay on the above holidays. If a holiday falls on a weekend day, the previous Friday or following Monday can be taken off.

Fifty-six (56) hour shift schedules

Employees assigned to fifty-six (56) hour shift schedules, will have the floating holiday paid out in the month of October each calendar year.

Additionally, employees assigned to fifty-six (56) hour shift schedules shall receive holiday in lieu pay without regard to whether such employees actually work on the recognized holidays. This compensation shall be equal to 156 hours per year and paid separately at the employee's regular rate of pay. Holiday in lieu pay shall be prorated and paid in the pay period in which each recognized holiday occurs at the rate of twelve (12) hours per holiday.

Holiday in lieu pay will be reported as special compensation within the meaning of Section 20636 of the California Government Code and Section 571(a)(5) of the CalPERS regulations for Classic members and/or as pensionable compensation for PEPRA members pursuant to the California Government Code Section 7522.34 and the Section 571.1(a)(4) of the CalPERS regulations as amended.

4.6.5 Alternative Leave

Division Chiefs are granted sixty (60) hours of Alternative Leave per calendar year that may be taken in minimum increments of one (1) hour.

Shift Battalion Chiefs are granted twenty-four (24) hours of Alternative Leave per calendar year that must be taken twenty-four (24) hour block.

Alternative Leave may be used at the employee's discretion subject to District scheduling considerations. Unused Alternative Leave does not accumulate, may not be carried over from year to year and has no cash value. Alternative Leave is not pensionable.

4.6.6 Jury Duty

Bargaining unit employees who are summoned for jury service in state or federal court shall receive their regular pay for all time they are necessarily absent from work to satisfy their jury service. The District may require proof of the time spent in such jury service as a condition of receiving the time off with pay and any monies received by the employee for their jury service shall be remitted to the District. Bargaining unit employees who are released from jury service and are not required to return for additional jury service the following day shall report directly to work to complete the remainder of their shift or workday. Bargaining unit employees who are required to serve as jurors shall not have their regular starting and ending work times changed as a result of jury service.

4.7 Uniforms / Boot Allowance

The District will provide uniforms and apparel consistent with the District's uniform policy, including initial issue and replacement as needed, subject to program manager approval.

The District will provide station and wildland boots. Replacement will be as needed with a maximum allowance of \$450 per year in accordance with the District's uniform policy. Battalion and Division shall wear district approved safety boot.

Laundering and basic maintenance of uniforms is the responsibility of the employee. District laundering facilities and laundry supplies shall be made available for laundering uniforms.

4.8 Other Provisions / Reimbursements

4.8.1 Station Dues

- Shift Battalion Chief: \$30.00 per month
- Division Chief: \$10.00 per month

4.8.2 Personal Exposure Reporting

The District shall reimburse employees \$12 per person, per year, toward the Personal Exposure Reporting System. These reimbursements are taxable to the recipient employee.

4.8.3 Training, Continuing Education and Tuitions

Battalion Chiefs and Division Chiefs are eligible for District paid education cost up to \$1,000 per fiscal year for continuing education. Employer paid training/education costs do not transfer year to year and have no cash value.

All continuing education expenses must receive prior written approval from the District. The District will pay approved registration and continuing education costs in advance of the employee's attendance. If the available training/education benefit available for a particular fiscal year is not used by the end of the fiscal year, it is forfeited.

Division Chiefs are granted up to five (5) consecutive days off and shift Battalion Chiefs are granted up to three (3) shifts off, for training leave per fiscal year for coursework that directly benefits their current position, subject to advance approval by the Deputy Chief. Training leave applies only for the fiscal year and does not carry over and is forfeited if not used in the fiscal year it is earned.

4.8.4 District Owned Vehicles / Mileage

The District shall provide chief officers with an assigned District owned or leased and maintained vehicle to use while conducting District business, subject to District policy.

In the event that bargaining unit members use their personal vehicles for District business, the District shall reimburse mileage for use of a personal vehicle for District business at the current IRS rate.

SECTION 5 SENIORITY

5.1 General Seniority

General seniority is defined as the total length of continuous service with the District (date of full-time hire), including continuous service with a predecessor agency (date of full-time hire) that merged with or was annexed by the District. General seniority is used for vacation selections and layoffs.

5.2 Seniority

Seniority is the total length of continuous service following promotion into the Chief Officer rank.

5.3 Continuity of Service

Continuity of service will not be broken, and seniority will accrue where an employee:

- Is inducted, enlists, or is called to active duty in the Armed Forces of the United States or service in the Merchant Marines, under any Act of Congress which provides that the employee is entitled to re-employment rights.
- Is on duty with the National Guard.
- Is absent due to lay-off for a period of less than 2 years.
- Members will not continue to accrue seniority while on unpaid leave of absence.

5.4 Layoff

In the event of personnel reduction, the employee with least seniority will be laid off first. If an eliminated position is re-established within 24 months from the date of layoff, the laid-off employee shall have a right to reinstatement with a pre-employment fit for duty exam pursuant to NFPA 1582 and compliance with required qualifications and certifications for the position.

SECTION 6 ASSIGNMENTS

6.1 Battalion Chief Assignments

Battalion Chiefs assigned to a Battalion at the time of implementation of this Agreement shall remain in their current Battalion assignment unless otherwise agreed to by the Battalion Chief.

The Fire Chief may temporarily assign or reassign a Battalion Chief to a different Battalion to meet the operational needs of the District, facilitate training and development

opportunities, or address vacancies. Such temporary assignments shall not normally exceed six (6) months.

Following any temporary assignment, the Battalion Chief shall return to their original Battalion assignment unless otherwise mutually agreed upon by the affected Battalion Chiefs assigned to that shift.

SECTION 7 GRIEVANCE PROCEDURES

7.1 Definitions and General Provisions

7.1.1 A grievance is a claimed violation, misinterpretation, inequitable application, or non-compliance with provision of the following :

7.1.2 Collective Bargaining Agreement;

7.1.3 Existing practices affecting the status or working conditions of District employees:

7.1.4 Complaints of harassment, discrimination, and retaliation based on protected class or activity shall be handled in accordance with District's Anti-Harassment Policy and shall not be subject to the grievance procedure. Complaints of harassment, discrimination and retaliation for Association activity shall be subject to a grievance.

7.2 Grievance Procedure - Step 1

Deputy Fire Chief

7.2.1 Within thirty (30) calendar days of the event giving rise to a grievance, the grievant shall present the grievance to the Deputy Fire Chief for disposition.

7.2.2 The Deputy Fire Chief, or their designee, shall issue a written response within fourteen (14) calendar days. If the Deputy Fire Chief fails to issue a written response within fourteen (14) days, the grievant may proceed to Step 2.

7.3 Grievance Procedure - Step 2

Fire Chief

7.3.1 If the grievant believes that the grievance has not been redressed in Step 1, he/she may appeal the decision in writing to the Fire Chief within fourteen (14) calendar days of receipt of the Step 1 decision.

7.3.2 Within twenty-one days (21) calendar days after a Step 2 grievance is filed, the Fire Chief shall investigate the grievance, confer with the grievant in an attempt to resolve the grievance and make a decision in writing.

7.3.3 Association grievances based on a claim of violation within its scope of representation shall be initiated at Step 2.

7.4 Grievance Procedure - Step 3

Arbitration

7.4.1 If the grievant believes that the grievance has not been adequately resolved at Step 2, the Association may file, in writing, within fourteen (14) calendar days of receipt of the Step 2 decision, a request to arbitrate the grievance.

7.4.2 The grievance will be determined by an arbitrator selected by mutual agreement between the District and the Association.

7.4.3 The decision of the arbitrator will be final and binding on all parties.

7.4.4 Both parties shall endeavor to submit the grievance to the arbitrator within sixty (60) calendar days after filing of the appeal to Step 3.

7.5 Immediate Arbitration

7.5.1 In cases of alleged irreparable injury, the Association (only) may invoke "immediate arbitration." The purpose of this provision is to have a determination by the arbitrator of the propriety or impropriety of the intended action before the action/omission occurs. The parties shall, by mutual agreement, or "striking", choose an arbitrator within five (5) workdays of the grievance reaching Step 2, or use the usual "striking" procedures and timelines if the action is stayed pending a decision.

7.5.2 There shall be an oral argument after the evidence is submitted. Post hearing briefs may be submitted by mutual agreement. Pre-hearing briefs may be submitted at the option of either party.

7.6 General Conditions

7.6.1 Any time limit may be extended by mutual agreement in writing.

7.6.2 An aggrieved employee may be represented by a representative of his/her choice and said representative is entitled to be present at all formal meetings, conference and hearings pertaining to the grievance.

SECTION 8 PEACEFUL RESOLUTION OF DIFFERENCES

The Parties recognize the desirability of continuous and uninterrupted operation of the District during the term of this MOU and the avoidance of disputes which threaten to interfere with such operation.

PFCSC agrees that during the term of this MOU or even after contract expiration but where the parties continue to bargain regarding a successor MOU and the PFCSC has not declared impasse lawfully in accordance with the Meyers-Milias-Brown Act (Gov. Code § 3500 et seq.), PFCSC will not cause or sanction strikes of any kind, including sympathy strikes.

The District agrees that it will not institute lockouts during the term of this MOU.

SECTION 9 SAVINGS CLAUSE

Should any provision of this MOU be rendered invalid, unlawful or unenforceable by operation of law or by any tribunal of competent jurisdiction, such provision shall be separable. Only the specific provision at issue shall become invalid and the remaining portions of this MOU shall not be affected. The Parties shall meet and confer in good faith, upon request, regarding a lawful replacement provision.

SECTION 10 MANAGEMENT RIGHTS

The District, on its own behalf and on behalf of the taxpayers of the District, retains and is vested with, solely and exclusively, all rights of management which have not been expressly abridged by a specific provision of this MOU or by law, to manage the District, as such rights existed prior to the execution of this MOU. The District reserves unto itself, without limitation, all inherent powers, rights, authority, duties, responsibilities, functions and prerogatives of management conferred upon and vested in it by the laws and the Constitution of the State of California and under federal law, including but not limited to, the right:

- 10.1. to determine the District's mission and that of its constituent departments;
- 10.2. to exercise executive management and administrative control of the District, its properties and facilities, and the duties of its employees during hours of work;
- 10.3. to set standards and levels of service;
- 10.4. to determine the procedures and standards for hiring of employees;
- 10.5. to determine the procedures and standards for promotion of employees;
- 10.6. to direct employees and assign work on a day-to-day basis;
- 10.7. to establish and enforce uniform, dress, and grooming standards;
- 10.8. to determine the methods and means to relieve employees from duty when work is not available or for other lawful reasons;

- 10.9. to create efficiency in District operations;
- 10.10. to determine the methods and means to be used to achieve standards and levels of service;
- 10.11. to determine the number, skill types, and organization of the District's workforce;
- 10.12. to determine job classifications and descriptions;
- 10.13. to determine means and methods to finance District operations;
- 10.14. to determine facilities, technology, and equipment used by the District;
- 10.15. to contract for any service or work needed by the District;
- 10.16. to schedule employees and work;
- 10.17. to establish performance standards, evaluations, and improvement plans;
- 10.18. to discharge and discipline employees; and
- 10.19. to take all lawful necessary actions to fulfill its mission during an emergency.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the District, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms hereof, and by the laws and the Constitution of the State of California and under federal law.

The Employer shall notify the Association before implementing any management right or decision that impacts matters within the scope of representation for bargaining unit employees. The PFCSC shall have the right to meet and confer over such impacts in accordance with the Meyers-Milias-Brown Act (MMBA), Government Code section 3500 et seq.

SECTION 11 FULL UNDERSTANDING CLAUSE

This MOU sets forth the full and entire understanding of the Parties regarding matters set forth herein and supersedes prior or existing agreements or understandings between the parties to the extent they are inconsistent with this MOU.

Except as specifically provided herein, it is agreed and understood that each party hereto waives its right and agrees that the other shall not be required to negotiate with respect to any matter covered in this MOU during the term of this MOU. However, in the event of fiscal or operational crisis that could result in layoff of personnel as determined by the District, and/or as a result of changes in statutory or decisional law, the District may implement a change only after exhausting all obligations of meet and confer to the extent required by law.

In cases of emergency, as determined by the District, when the District determines that an ordinance, rule, resolution, or regulation must be adopted immediately without prior notice

or meeting with PFCSC, the District shall provide reasonable notice and opportunity to meet and confer at the earliest practicable time following the adoption of the ordinance, rule, resolution, or regulation.

Nothing herein shall preclude or limit the District from making changes in matters not covered by this MOU but within the scope of representation. If the District intends to make such changes, it will give prior notice to PFCSC and an opportunity to meet and confer over said changes.

The waiver of a breach of a term or condition of this MOU by either party shall not constitute a precedent or waiver of the future enforcement of all or any terms and provisions herein.

Nothing in this section shall preclude the parties from jointly agreeing to meet and confer on any issue(s) within the scope of representation during the term of this MOU. Any modifications to this MOU must be in writing and signed by authorized representatives of both parties.

SECTION 12 TERM OF AGREEMENT

This MOU is effective as of July 1, 2026 and shall remain in full force and effect through June 30, 2027 unless extended or modified by mutual written agreement.

PROFESSIONAL FIRE CHIEFS OF SONOMA COUNTY

By:  Date: 7/1/2026

Name/Title: MIRE STORNETTA / PRESIDENT

SONOMA COUNTY FIRE DISTRICT

By:  Date: 7/1/26

Name/Title: _____

Appendix A Salary Schedule

July 1, 2026	Monthly			Annually		
Classification	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
Division Chief	\$17,328.88	\$17,848.75	\$18,384.21	\$207,946.59	\$214,184.99	\$220,610.54
Battalion Chief	\$16,203.96	\$16,690.07	\$17,190.78	\$194,447.47	\$200,280.89	\$206,289.32

Appendix B Rincon Valley Fire District Retiree Medical

Bargaining unit employees and their eligible spouses who previously worked for the Rincon Valley Fire District and were hired with the Sonoma County Fire District ("District") prior to July 1, 2012 remain eligible for the following retiree medical benefits:

The employee retires from the District with a minimum of eleven complete years of full-time permanent service with the District.

The qualified retired employee or the qualified retired employee's spouse is not otherwise eligible for the same level of medical coverage through another employer.

The qualified retired employee or the qualified spouse shall exercise due diligence in identifying coverage available through another employer.

If only one of the qualified retired employees or the qualified spouse are eligible for the same level of medical coverage through another employer, the remaining individual shall continue to be qualified under this section.

The qualified retired employee and the qualified retired employee's spouse participate in Medicare to the full extent allowed by law.

At the time that a qualified retired employee or qualified spouse reaches age 65 the District shall be furnished with a statement of earnings from Social Security.

If neither a qualified retired employee nor qualified spouse claims to be eligible for Medicare at age 65 a notarized statement to that effect shall be provided to the District.

The maximum contribution for the aggregate of the qualified retired employee and the qualified retired employee's spouse shall be \$1,261.15 per month for an employee retiring with twenty complete fulltime permanent years of service with the District (which includes any probationary time as a permanent full-time employee). Service with the District shall include any full-time permanent service with an agency absorbed by the District. The most restrictive maximum amount shall apply unless proof of eligibility for a less restrictive maximum amount is provided by the qualified retired employee or qualified spouse of the qualified retired employee.

For retired employees with more than eleven complete full-time permanent years of service and less than twenty complete full-time permanent years of service the District shall contribute the following maximum amounts (based on the employer contribution limits for active employees specified in section 5.1.13) for the aggregate of the retired employee and the retired employee's spouse.

Eleven complete years, but less than twelve: 10% of actual premium to a maximum of 10% of the applicable maximum amount.

Twelve complete years, but less than thirteen: 20% of actual premium to a maximum of 20% of the applicable maximum amount.

Thirteen complete years, but less than fourteen: 30% of actual premium to a maximum of 30% of the applicable maximum amount.

Fourteen complete years, but less than fifteen: 40% of actual premium to a maximum of 40% of the applicable maximum amount.

Fifteen complete years, but less than sixteen: 50% of actual premium to a maximum of 50% of the applicable maximum amount.

Sixteen complete years, but less than seventeen: 60% of actual premium to a maximum of 60% of the applicable maximum amount.

Seventeen complete years, but less than eighteen: 70% of actual premium to a maximum of 70% of the applicable maximum amount.

Eighteen complete years, but less than nineteen: 80% of actual premium to a maximum of 80% of the applicable maximum amount.

Nineteen complete years, but less than twenty: 90% of actual premium to a maximum of 90% of the applicable maximum amount.

The retired employee was a full-time permanent employee of the District on or after January 1, 2003.

“Retiree” or “Retired employee” means a person who is eligible to retire under P.E.R.S. rules at the time of separation from District service.

Eligible dependents of a qualified retired employee, other than a qualified spouse, may be covered at the expense of the retired employee.

The retired employee’s share, if any, shall be billed directly to the retiree by the District’s third-party administrator. Failure of the retired employee to pay the required share shall cause the coverage to be terminated.

The benefit to the qualified retired employee shall expire upon the death of the qualified retired employee and the benefit to the qualified spouse of the qualified retired employee shall expire upon the death of the qualified spouse of the qualified retired employee unless the medical benefit provided to active employees pursuant to this MOU are no longer available.

The benefit to the qualified spouse of the qualified retired employee shall only apply to a spouse that has been legally married pursuant to California law to the qualified retired employee for a minimum of one year prior to the date of retirement.

The spouse of a qualified retired employee shall cease to be a qualified spouse and shall no longer be eligible for any benefits under this section upon the termination of the marriage to the qualified retired employee for any reason other than death.

A qualified retired employee and/or the qualified spouse of a qualified retired employee that does not request the benefit at the time of the qualified employee’s retirement or who

terminates the coverage prior to death may reactivate the coverage during a month in each year designated by the District or upon a qualifying life event.

It is the intent of this section that the qualified retired employee and the qualified spouse of the qualified retired employee shall only be eligible for the plan that is offered through the District and that it shall not be construed to mean that the qualified retired employee and the qualified spouse of the qualified retired employee shall be eligible for any reimbursement or offset for selecting or participating in a different plan.