

Policy	Current	New	Notes/ Rationale
4.310 - Drug Testing/Substance Abuse		<ul style="list-style-type: none"> • Removed Memorandum of Agreement reference. • Added random drug test guidelines for Fire District. 	Changes reflect the BOCC decision to no longer acknowledge the Fire Union.
4.502 - Grievance		<ul style="list-style-type: none"> • Removed Memorandum of Agreement reference. • Removed Fire District employees from the list of employees who do not use the grievance process. 	Changes reflect the BOCC decision to no longer acknowledge the Fire Union.
4.700 - Vacation		<ul style="list-style-type: none"> • Removed references to Fire Union contract. • Added 24 hour vacation credit at the beginning of the anniversary year for Fire District employees. • Added new hires and PT to FT 24 hour balance increase in January for Fire District employees. • Added 56 hour Fire District employees must use all vacation accrued the previous year. • Vacation paid to employee's estate if employee death within 6 months of hire. 	Changes reflect the BOCC decision to no longer acknowledge the Fire Union.

4.702 - Injuries on the Job		<ul style="list-style-type: none"> • Removed Memorandum of Agreement/Union Agreement references. • Decision to extend the 12 months leave left to Fire Chief. Employee may file a grievance if they disagree with the Chief. 	Changes reflect the BOCC decision to no longer acknowledge the Fire Union.
4.708 - Bereavement Leave		<ul style="list-style-type: none"> • Removed references to union contract. • Changed bereavement leave for FD1 56 hour employees from 25.5 to 24. 	Changes reflect the BOCC decision to no longer acknowledge the Fire Union.
4.709 - Leave of Absence Without Pay		<ul style="list-style-type: none"> • Removed Memorandum of Agreement reference. • LOA extended from 5 months to 6 months for all employees. • Fire District employees are eligible for up to 8 months of LOA for work related injury. • Pregnancy Discrimination Act language added. 	<p>Changes reflect the BOCC decision to no longer acknowledge the Fire Union.</p> <p>LOA extended by one month for all employees to match with disability guidelines.</p>
4.710 - Holiday Leave Benefits		<ul style="list-style-type: none"> • Removed reference to the bargaining unit. • Fire District employees working 56 hours per week earn 12 hours of holiday pay whether on duty or not. 	Changes reflect the BOCC decision to no longer acknowledge the Fire Union.

4.711 - Family and Medical Leave		<ul style="list-style-type: none"> • Removed Memorandum of Agreement reference. • Added 24 hour “fire birth” leave for Fire District employees. 	Changes reflect the BOCC decision to no longer acknowledge the Fire Union.
4.2001 - Wage and Salary Administration		<ul style="list-style-type: none"> • Removed Memorandum of Agreement references. • Added statement that FD1 will follow SC increase plan. • Firefighters promoted to Lieutenant shall receive a 4.5% increase. • Added frozen longevity pay language for Fire District employees. • Added Fire District Step Increase information. • Added frozen step pay language for Fire District employees. 	Changes reflect the BOCC decision to no longer acknowledge the Fire Union.