

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

4.702 - Injuries on the Job		<ul style="list-style-type: none"> <li>• Removed Memorandum of Agreement/Union Agreement references.</li> <li>• Decision to extend the 12 months leave left to Fire Chief. Employee may file a grievance if they disagree with the Chief.</li> </ul>	Changes reflect the BOCC decision to no longer acknowledge the Fire Union.
4.708 - Bereavement Leave		<ul style="list-style-type: none"> <li>• Removed references to union contract.</li> <li>• Changed bereavement leave for FD1 56 hour employees from 25.5 to 24.</li> </ul>	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"> <li>• Removed Memorandum of Agreement reference.</li> <li>• LOA extended from 5 months to 6 months for all employees.</li> <li>• Fire District employees are eligible for up to 8 months of LOA for work related injury.</li> <li>• Pregnancy Discrimination Act language added.</li> </ul>	<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"> <li>• Removed reference to the bargaining unit.</li> <li>• Fire District employees working 56 hours per week earn 12 hours of holiday pay whether on duty or not.</li> </ul>	Changes reflect the BOCC decision to no longer acknowledge the Fire Union.

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