

ARTICLE 6 COMPENSATION

A. WAGES

Firefighters shall be paid an hourly rate in accordance with the applicable salary range/step information set forth in Appendix A.

Effective July 1, 2011, the steps of the salary range for the Fire Fighters (F3) Unit classifications were adjusted to a 5% differential between full steps. The salary ranges are set forth in Appendix A.

B. PERFORMANCE-BASED STEP INCREASES

For each year this contract is in effect, non-probationary career staff who are at least one step below the maximum of their salary range shall receive a one-step increase in July, per Section C.1, below, contingent upon a performance rating of meets or exceeds expectations.

C. SALARY INCREASES

1. **Effective date of salary increases** – Salary increases shall be effective on the first day of the first full payroll period after the first day of the month in which the increase occurs.
2. Effective July 1, 2013, salaries and salary ranges shall be increased by 3%.
3. Effective July 2014, salaries and salary ranges shall be increased by 3%.
4. Effective July 2015, salaries and salary ranges shall be increased by 3%.

D. EQUITY STEP ADJUSTMENTS

The University may increase, during the term of this Agreement, individual salary rates or ranges, shift differentials, on-call rates and/or extend coverage of such rates for selected individuals and/or classifications. Nothing shall preclude the University from providing equity increases. The University shall inform IAFF at least thirty (30) calendar days prior to implementing the increases referenced in Section C. Upon receipt of a timely written request from IAFF, the University shall meet and discuss the proposed increase.

The range and rate adjustments, base or non-base, if any, provided in section D of this Article shall not be subject to Article 10 – Grievance Procedure, or Article 3 – Arbitration Procedure, of this Agreement.

E. ORDER OF INCREASES

If more than one (1) salary adjustment takes place on the same date, actions occur in the following order:

1. Salary range adjustment;
2. Across-the-board increases, if any;
3. Merit increases, if any;
4. Increases resulting from promotion or reclassification.

F. AWARD PROGRAMS

The University retains the right to continue, modify or abolish campus award programs. Award Programs, if any, for members of the bargaining unit may be implemented according to local

procedures. Award Programs, if any, are available to employees in the unit, as they are also available to other eligible employees.

G. CERTIFICATION PAY

1. UCD – Hazmat

- i. Fire Fighters may be required to become HazMat certified and maintain such certification, and to perform HazMat duties at the Technician or Specialist level(s). The University will continue to provide and pay for successfully completed HazMat training and certification, in accordance with current UC Davis practice(s).
- ii. Normally HazMat teams will not be required to perform clean-up duties; however, when clean-up is incidental to mitigating the emergency and is small in nature, the University may require that clean-up duties be performed.
- iii. As soon as practicable upon ratification of this Agreement, the base pay of all Firefighters who are or become certified as California Hazardous Materials Technicians or Specialists shall receive an increase of five percent (5%). The parties understand that this change may require the creation of a new classification for non-hazmat certified Firefighters and therefore it may not be able to be implemented upon ratification, but will be implemented as soon as practicable. Until this change is implemented, Firefighters who are or become certified as California Hazardous Materials Technicians or Specialists and who are assigned Hazmat duties shall continue to receive a stipend of five percent (5%) of her/his current step.