

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
INTERNATIONAL ASSOCIATION OF  
FIREFIGHTERS LOCAL 1272  
AND  
THE CITY OF WATSONVILLE  
2025-2028**



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**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 1272  
AND  
THE CITY OF WATSONVILLE  
2025-2028**

This Memorandum of Understanding sets forth the agreement between the representatives of the City of Watsonville (“City”) and International Association of Firefighters Local 1272 (“IAFF L-1272”) for the period of July 1, 2025 through June 30, 2028 as to all matters within the scope of representation for the employees of the City represented by IAFF L-1272. The parties hereto agree to jointly recommend to the City Council of the City of Watsonville that one or more resolutions be adopted effectuating the following changes in salaries, benefits, and other terms and conditions of employment for said employees in the Fire Unit.

All benefits currently in effect and not modified by this Agreement shall remain in effect for the term of this Agreement, except as provided herein.

**1.0 GENERAL PROVISIONS**

- 1.1 Effective July 1, 2025 and continuing through and including June 30, 2028.
- 1.2 The Personnel Rules and Regulations of the City of Watsonville are not altered, changed or modified by this MOU unless a specific reference is made herein.
- 1.3 In the event there is a conflict between Personnel Rules and Regulations, Fire Department Orders, or other City Policies and the MOU, the MOU will supersede.

**2.0 RECOGNITION**

- 2.1 City hereby recognizes the Watsonville Professional Firefighters, affiliated with the International Association of Firefighters, Local 1272, as the only bargaining representative of all employees in the classification of Fire Captain, Fire Engineer, Firefighter, Fire Inspector, and others as amended into the representation unit from time to time under existing law.
- 2.2 Pursuant to agency shop provisions in MOU Section 12.0, when a person is hired in any classification covered by this Memorandum of Understanding, the City shall notify the employee that the IAFF L-1272 is the recognized employee bargaining unit.

**3.0 AUTHORIZED DEDUCTIONS**

**3.1 Dues**

The City agrees to deduct from the wages of employees dues in the amount and for the term prescribed by members of the IAFF L-1272. The union shall notify the City of the amount of membership dues to be deducted from each employee’s payroll and forward to the Union.

### 3.2 Hold Harmless

The IAFF L-1272 shall indemnify and hold City harmless from any and all claims, demands, suits, or any other action arising from the deduction of said sums, including all costs and attorney's fees incurred by the City in defending same.

## 4.0 **BULLETIN BOARDS**

Reasonable space shall be allowed on bulletin boards as specified by the Fire Chief for use by IAFF L-1272 to communicate with all employees. Posted material shall not be obscene, derogatory or of a partisan political nature, nor shall it pertain to public issues. All posted material shall bear the identity of the sponsor, shall be neatly displayed and shall be removed when no longer timely. The department shall remove any posted material that is contrary to this provision and strive to notify IAFF L-1272 within 24 hours after removal.

## 5.0 **MOU DISTRIBUTION**

For new employees only, the City will distribute to IAFF L-1272 members a copy of the signed Memorandum of Understanding.

## 6.0 **REASONABLE TIME OFF**

Employee members of IAFF L-1272 shall be allowed reasonable time off without loss of pay consistent with the MMBA for the purpose of participating in contract negotiations. Employee members of IAFF L-1272 shall be extended the same privilege to participate in any meetings mutually called by the parties during the term of this Agreement for processing of grievances and contract compliance questions. There shall be no more than three (3) employees excused from their duties at any one time to participate in these functions.

## 7.0 **COMPENSATION**

### 7.1 Salary Adjustments

7.1.1 Effective the pay period of September 27, 2025 all unit members shall be conferred a 3% salary increase.:

7.1.2 Effective the first full pay period after July 1, 2026 all unit members shall be conferred a 3% salary increase.

7.1.3 Effective the first full pay period after July 1, 2027 all unit members shall be conferred a 3% salary increase.

7.1.4 Job classifications and salaries for the term of this Agreement are attached in Appendix A.

### 7.2 Holiday Pay

All employees who are covered under this MOU have a required scheduled staffing duty without regard to observed holidays. In lieu of observing

holidays, bargaining unit members shall receive in lieu compensation for holidays without regard for when holidays occur or whether the unit member actually works on a holiday.

Effective the first full pay period after July 1, 2021, in-lieu holiday compensation shall be paid to bargaining unit members at the rate equivalent to 4.0% of their base pay. Effective the first full pay period after July 1, 2023 an additional 4.0% will be added to the in-lieu holiday compensation creating a total of 8.0%. This in-lieu holiday pay meets the definition of special compensation defined in Cal. Code of Regs., Title 2, Section 571, and shall be incorporated in to the unit member's compensation reported to CalPERS for retirement purposes. In the event CalPERS modifies its regulation, the parties agree to meet and negotiate through the collective bargaining process to amend this language.

### 7.3 Call Back

Employees who are recalled to duty shall be entitled to a minimum of two (2) hours overtime compensation. Employees held over from a duty shift shall not be entitled to the two (2) hour recall minimum, but shall be entitled to regular overtime compensation.

### 7.4 Educational Incentive Pay

7.4.1 Fire safety employees shall be eligible for the following educational bonuses up to a maximum of nine percent (9%) of base salary.

7.4.2 An employee who earns an associate degree in the fire protection field from an accredited college shall receive bonus pay equal to three percent (3%) of that employee's base salary.

7.4.3 An employee who earns a BA/BS degree from an accredited college shall receive bonus pay equal to one and a half percent (1.5%) of that employee's base salary.

7.4.4 An employee who successfully completes all of the educational requirements for the Fire Officer's series identified in the California Fire Service Training and Education System (CFSTES) through the Office of the California State Fire Marshal shall receive bonus pay equal to three percent (3%) of that employee's base salary.

7.4.5 An employee who successfully completes all of the educational requirements for the Chief Fire Officer's series identified in the California Fire Service Training and Education System (CFSTES) through the Office of the California State Fire Marshal shall receive bonus pay equal to one and a half percent (1.5%).

7.4.6 In no case shall any employee receive combined education incentive bonus pay which exceeds nine percent (9%) of that employee's base salary. The City shall assist the firefighters as much as practical in gaining admission to the courses and/or programs listed above. The

City shall not incur any liability for overtime for any firefighter attending these courses unless that firefighter is directed to attend by the Fire Chief. The firefighter shall provide for the necessary time to attend these courses through normal shift-trade and leave policies of the Department, if required. With the advance approval of the Chief, employees shall be allowed to utilize accrued time off, outside of original picks, to complete the education.

- 7.4.7 In order to maintain the incentive pay for an Associate or Bachelor's Degree and/or Fire Academy Training specified in the MOU, continuing education shall be required. The annual continuing educational requirements shall include the satisfactory completion of a minimum of forty (40) hours or two (2) college quarter units (or equivalent semester units) of course work approved by the Fire Chief or designated representative. With the advance approval of the Chief, employees shall be allowed to utilize accrued time off, outside of original picks, to complete the education. A Firefighter who fails to meet the continuing education requirements for any fiscal year shall lose the fiscal year's incentive pay. If the Firefighter should successfully complete the continuing education requirement in a future year, the appropriate incentive pay shall be reinstated.

## 7.5 Deferred Compensation

Employees shall be allowed to participate in a deferred compensation plan.

## 7.6 Overtime

- 7.6.1 Employees not assigned to platoon duty shall be allowed to accrue up to forty (40) hours of C.T.O. in lieu of overtime pay. C.T.O. shall accrue at the established overtime rate of one and one-half (1-1/2) hours of C.T.O. for each one (1) hour of overtime worked.

Employees assigned to platoon duty shall not accrue C.T.O.

- 7.6.2 Overtime is defined as those hours worked in excess of forty (40) hours in a given scheduled work week for employees not assigned to platoon duty or those hours worked in excess of or in addition to the scheduled fifty-six (56) hours of work for employees assigned to platoon duty.

- 7.6.3 In addition to amounts payable pursuant to 7.6.2 above, unit employees shall earn Fair Labor Standards Act overtime in accordance with federal law.

- 7.6.4 Overtime will be rank for rank, except:

The Chief may first assign an employee in a lower rank to fill in for the position and act out of class if there is an eligible employee available and approved by the Fire Chief if currently on shift and does not create overtime. An eligible employee is defined as one

who has completed minimum courses, and task book requirements, or has successfully passed promotional exams for the upgraded classification. Those acting out of class may need to attend required training in order to maintain their qualifications. The required training will be funded by the City. If there are no employees available after offering based on these options, the Chief may utilize the force hire list.

#### 7.7 Uniform Allowance

The City will purchase and maintain (except cleaning) all required uniform and equipment for employees. The attached "Appendix B" lists the items to be supplied and maintained by the City. The City will replace uniforms two times per fiscal year. Absent unusual circumstances as determined by the Fire Chief, employees must pay the cost of any additional replacement uniforms beyond two per fiscal year. The City will reimburse, upon receipt, employees up to \$250 every other year for the purchase of station boots that comply with department safety standards. Reimbursement for station boot purchase more frequent than every two years is at the discretion of the Chief. All rank specific uniform equipment (Rank Insignia, Rank Badge, Class A Hat, Years of Service Pins) will be provided upon promotion.

#### 7.8 Forty Hour Workweek

- 7.8.1 Employees assigned a forty (40) hour workweek shall receive a five percent (5%) pay differential. Employees assigned to a forty (40) hour workweek for the purpose of light duty shall not be eligible for this differential.
- 7.8.2 Fire Captains assigned a forty (40) hour workweek in the Training and Prevention Divisions shall receive a ten percent (10%) pay differential.

#### 7.9 Acting Out Of Class

Acting out of class pay shall be paid when an eligible employee acts in the higher position for two (2) or more hours during one shift or during consecutive shifts. Employees are responsible for recording acting out-of-class time on their timesheet.

#### 7.10 Hazardous Materials Technician Pay

Effective the first full pay period on or after July 1, 2007, the City will increase the compensation to five percent (5%) and reduce the number of employees assigned to Hazardous Materials Technicians to nine (9) to twelve (12) employees. The actual number of Technicians shall be determined by the Fire Chief. To be eligible for this stipend, each person must successfully bid by department seniority for the Hazardous Materials Technician positions



at the regular shift bid and shall be required to be certified by successfully completing the following:

- 160 hours of classroom training;
- Initial field drills
- Passing an annual physical exam; and
- Continuous classroom training and field drills.

Hazardous Materials Technician bids are completely separate from shift/station/apparatus bids.

The City shall pay for and supply the personnel with the required training and physical exams to maintain certification as a Hazardous Material Technician.

The City will make every effort to ensure continuing education and required certifications will be provided on duty for the Hazardous Material Technicians. In the event that required training is on an off duty day, the Technician shall be compensated by regular time and one half. Required certifications shall not be counted towards an employee's education incentive.

In either case, on duty or off duty, the City shall pay the cost of tuition, as well as any associated costs, i.e. required text books, mileage, meals and lodging when appropriate.

Technicians shall utilize local training opportunities when possible to keep additional costs associated with the class at a minimum.

#### 7.11 Bilingual Pay

Employees who can demonstrate proficiency in reading and speaking the Spanish language shall receive a bonus pay of five percent (5%) of base pay per month. This bonus shall apply to employees in regular active service to the City. The City shall establish a method of testing for competency in the Spanish language. An employee must pass the City's competency test on an annual basis to maintain the bonus pay. The City Manager may waive the annual testing requirement for individuals upon recommendation of the Fire Chief.

#### 7.12 Longevity Pay

Any employee with at least fifteen (15) years of service as a sworn member of the department with the City of Watsonville shall receive one and one-half percent (1.5%) longevity pay premium.

7.12.1 Effective the first full pay period after July 1 of 2023 a new longevity pay schedule shall be implemented as follows:

7.12.2 Any employee with at least 10 years of service with the City of Watsonville shall receive a two percent (2%) Longevity Pay Premium, and any employee with at least 20 years of service with the City of Watsonville shall receive an additional two and one-half percent (2.5%) longevity premium pay (for a total four and one-half percent (4.5%) longevity pay premium).

### 7.13 EMT Pay

An employee who maintains current certification as an EMT-B (EMT) or EMT-P (Paramedic) shall receive pay equal to three percent (3%) of that employee's base salary.

### 7.14 Paramedic Program

1. Each employee who is licensed by the State of California and accredited by the County of Santa Cruz as a Primary/Firefighter Paramedic shall be eligible to receive a paramedic differential of 10% of their hourly rate for their assigned step.
2. Each employee who is licensed by the State of California and accredited by the County of Santa Cruz and designated as a Support Paramedic shall be eligible to receive a two hundred and fifty dollar (\$250) monthly stipend.
3. The City agrees to maintain a minimum of twelve (12) Primary Paramedics.
4. Support Paramedics can hold the position of Fire Engineer or Fire Captain. To be eligible for this stipend, each person must successfully bid by department seniority for the Support Paramedic positions. The City agrees to maintain a minimum of six (6) support paramedics. If less than six (6) eligible personnel express interest in the support paramedic program, the minimum number may be reduced to the number of interested personnel until further interest is received.
5. The Fire Chief may assign Support Paramedics to temporarily fill Firefighter Paramedic vacancies when the department does not have other available Primary Firefighter Paramedic personnel on duty. In cases where Fire Captain, or Fire Engineer support medics are required to work as Firefighter Paramedics for more than two hours in a shift, they will act as Firefighter Paramedics and not in their regular classification.
  - a. The City agrees to support, prioritize and expedite the process described in 7.6.4 for non-paramedic Firefighters to qualify to temporarily move up to serve as Engineers. Qualified non-paramedic Firefighter may temporarily upgrade to Engineer in cases where a Fire Engineer/Support Paramedic is assigned to work as the primary Firefighter Paramedic.

6. If the performance or behavior of a paramedic is under investigation by the Fire Department or County Medical Director, the employee shall be removed from paramedic duties during the investigation, however, the paramedic differential pay will not be suspended until the investigation is complete. If the investigation results in a finding of misconduct, the employee will be removed from the paramedic program and paramedic incentive pay will immediately cease.
7. Paramedics may not decertify from paramedic status for at least five years from the date of hire, except in the case of promotion. Thereafter, paramedics may request decertification provided that the action will not reduce the number of paramedics then in active work status to less than nine. If a paramedic wishes to decertify, an open filing period will be posted announcing the decertification in which other paramedics may also request decertification. In the event there is more than one paramedic requesting decertification, the decision to decertify will be made on seniority in the rank of Paramedic/Fire Fighter.
8. Paramedics may apply for promotional opportunities within the Department for which they meet the minimum qualifications.
9. The City will make every effort to ensure continuing education and required certifications will be provided on duty. In the event that required training is on an off duty day, the paramedic shall be compensated by regular time and one half. Required certifications shall not be counted towards an employee's education incentive.
  - a. In either case, on duty or off duty, the employer shall pay the cost of tuition, as well as any associated costs, i.e. required text books, mileage, meals and lodging when appropriate.
  - b. Paramedics shall utilize local training opportunities when possible to keep additional costs associated with the class at a minimum.
10. Paramedic Preceptor Program

The City will pay paramedic preceptors a flat fee based on EMS School reimbursement to the City (usually about \$900 - \$1000 per student). Paramedics serving as preceptors shall be selected by the Fire Chief
11. For each employee who is licensed by the State of California and accredited by the County of Santa Cruz as a Primary Paramedic or a Support Paramedic, the City will pay for the costs associated with maintaining the paramedic certification, including class fees and payment of overtime to take classes if necessary.

### 7.15 Duty Captain

An on-duty Captain will receive two and one-half percent (2.5%) of their base salary when assigned special administrative duties as assigned by a Chief Officer in the absence of a Battalion Chief for a period of two (2) hours or more.

## 8.0 **INSURANCE**

### 8.1 Health Insurance

8.1.1 The City shall retain in effect current health insurance coverage for all Unit employees. The City shall contribute the following amounts towards health insurance coverage for full time employees:

Per employee:	
January 1, 2026	\$1,629.12

8.1.3 If contribution increases are necessary for the 2027 plan year, the City and Employees shall share increases equally, provided that increased City and Employee contributions do not exceed \$45/month per employee. Increases above the \$45/month cap are subject to meet and confer process.

### 8.2 Review of Insurance Coverage

The Unit agrees to participate jointly with the City and other employee groups in review of insurance coverage during the term of this agreement. Upon health insurance committee recommendations to change or modify insurance coverage, the parties agree to reopen negotiations on this issue only. Should changes occur due to insurance changes resulting in City costs below those set forth above, the intent of the parties is that the savings shall accrue to the employees.

### 8.3 Life Insurance

The City shall provide a \$50,000 life insurance policy for unit employees and Two Thousand (\$2,000) for dependents.

## 9.0 **LEAVES**

### 9.1 Vacation

9.1.1 Each member shall accrue vacation as specified below:

0-4 years of service	- 4 shifts per year
5-9 years of service	- 6 shifts per year
10-14 years of service	- 8 shifts per year
15-19 years of service	- 10 shifts per year
20 or more years of service	- 12 shifts per year

9.1.2 Employees may cash out accrued but unused vacation, provided they retain on the books at least half their annual vacation accrual. Vacation cash out request will be made by the Friday of the last full pay period in March.

9.1.3 All employees may select as many shifts as granted in the employee annual accrual or up to eight (8), whichever is greater. Up to ten (10) of these shifts will be guaranteed, if selected as an original pick. Any vacations selected above the ten (10) shifts are tentative and could be cancelled if operationally unfeasible, as determined by the Chief. This leave limitation herein shall be for the term of the contract and until a successor MOU is executed.

## 9.2 Holidays

9.2.1 Employees assigned to a 40-hour work week due to a special assignment, modified duty, or other reasons as determined by the Fire Chief, will have the choice to work on the holiday and receive regular straight-time pay or utilize accrued leave in order to have the day off. On a case-by-case basis, the Fire Chief may consider a flexible schedule as an alternative.

9.2.2 All employees shall be subject to emergency recall and overtime assignments regardless of whether the need for the recall or overtime falls on a holiday.

9.2.3 The following holidays are observed by the City for the term of this agreement:

January 1 (New Year's Day)  
 Third Monday in January (Martin Luther King's Birthday)  
 February 12 (Lincoln's Birthday)  
 Third Monday in February (Washington's Birthday)  
 Cesar Chavez Day (March 31)  
 Last Monday in May (Memorial Day)  
 July 4  
 First Monday in September (Labor Day)  
 November 11 (Veteran's Day)  
 Thanksgiving Day  
 Friday following Thanksgiving (in lieu of Election Day)  
 December 24 (in lieu of Admission Day)  
 December 25 (Christmas)  
 December 31 (in lieu of Columbus Day)

Recognized holidays which fall on Saturday shall be observed on the preceding scheduled work day. Recognized holidays which fall on a Sunday shall be observed on the following scheduled work day.

### 9.3 Sick Leave

- 9.3.1 Each employee shall accrue sick leave in the amount of fifteen (15) **hours** per month of service. Sick leave is payable only in the case of illness or injury in accordance with California Kin Care law as listed in 9.3.5. Employees shall have sick leave charged against their sick leave accumulation on an hour for hour basis.
- 9.3.2 The maximum accumulation of unused sick leave is 1,500 hours (125 days or 62.5 twenty-four hour shifts). Sick leave accumulated in any calendar year in excess of 1,500 hours shall be paid at the rate of 50% of such excess. The balance of such unused sick leave is lost and the sick leave accrual is reduced to 125 days (or 62.5 twenty-four hour shifts) (1,500 hours) at January 1 of each year.
- 9.3.3 Fire Department personnel assigned to 24-hour duty that leave work due to non-work related illness or injury must remain off work for the remainder of their shift with the exception of a documented medical appointment for the employee upon approval of the Chief.
- 9.3.4 Fire Department personnel on 24-hour duty may not schedule non-work related medical or dental appointments on work time unless it is demonstrated to the satisfaction of the Chief that the appointment is to treat an emergency or that it could not be scheduled off duty.
- 9.3.5 In accordance with California “Kin Care” law, in the event of an illness in the immediate family, an employee shall be granted accrued sick leave not to exceed one-half of the annual sick leave accrual by the employee. For the purpose of this section, immediate family shall include parents, spouses, domestic partners, and include biological, foster, adopted, step or legal guardian relationships and a “child” also includes the child of a domestic partner. Where unusually close ties exist, the department may determine other relationships to be included in the definition on a case by case basis.

## 10.0 RETIREMENT

### 10.1 Tier 1: Retirement Plan for Employees hired on or before June 30, 2011

The City shall provide the following California Public Employees’ Retirement System (“CalPERS”) retirement plan for employees hired on or before June 30, 2011:

- (a) 3% at 50 formula
- (b) Final compensation based on the single highest year
- (c) 1959 Survivor Benefits with 25% increase
- (d) Government Code 21222.1 funded to May 31, 1983
- (e) Government Code 21222.2

- (f) Military service credit
- (g) Credit for Unused Sick Leave Option

#### 10.2 Tier 2: Retirement Plan Employees hired on or after July 1, 2011

The City shall provide the following CalPERS retirement plan for employees hired between July 1, 2011 and December 31, 2012 and for Classic members as defined in the California Public Employees' Pension Reform Act of 2013 (PEPRA) and CalPERS guidance, hired after July 1, 2011 the retirement formula shall be:

- (a) 3% at 55 formula
- (b) Final compensation based the average of the highest wages earned in any consecutive 3-year period
- (c) 1959 Survivor Benefits with 25% increase
- (d) Employee paid additional Military service credit
- (e) Credit for Unused Sick Leave Option

TIER 3: For new employees hired on or after January 1, 2013, the defined benefit retirement formula for all “new employees” in the Public Safety member classification, as defined in the California Public Employees’ Pension Reform Act of 2013 (PEPRA) and CalPERS guidance, is:

- (a) 2.7% at 57 formula
- (b) final compensation based on the average of the highest wages earned in any consecutive 3-year period.
- (c) 1959 Survivor Benefits with 25% increase
- (d) Employee paid additional Military service credit
- (e) Credit for Unused Sick Leave Option

#### 10.3 Retirement Tax Deferral

The City shall maintain the IRS Section 414h(2) provision allowing employees to make the employee retirement contributions with pretax (tax deferred) dollars.

#### 10.4 CalPERS Employee Contributions

Tier 1 and 2: Employees in the Tier 1 and Tier 2 CalPERS retirement plans shall

Contribute 9% toward the cost of their retirement plan. Effective as soon as administratively possible after ratification by the Union and approval by the City Council, employees will contribute an additional 3% toward the employer cost of their retirement plan, for a total contribution of 12%.

Tier 3: In accordance with PEPRA, the City may not “pick up” any portion of the required member contributions of employees who meet PEPRA’s “new” member definition (Tier 3 employees). All

employees in the Tier 3 retirement plan shall pay 12% or one half of the normal cost of the benefit, whichever is greater. If one half of the normal cost of the Tier 3 benefit increases, the Tier 3 employees' retirement contribution shall also immediately increase by the same amount so that at all times these employees are paying at least half the normal cost of their retirement benefit as required by PEPRA. If one half of the normal cost of the Tier 3 decreases, the Tier 3 employees' retirement contribution shall remain at 12% and any difference between 12% and half the normal cost shall be considered an employee "pick up" of the employer contribution.

## **11.0 MANAGEMENT RIGHTS**

All City rights, under state law and charter, shall remain vested with the City, unless expressly abridged by this M.O.U. These rights include but are not limited to:

- the exclusive right to determine the mission of its constituent departments, commissions, boards;
- set standards and levels of service;
- determine the procedures and standards of selection for employment and promotions; subject to meet and confer requirements on changing promotional standards;
- direct its employees;
- establish and enforce dress and grooming standards;
- determine the methods and means to relieve its employees from duty because of lack of work or other lawful reasons;
- maintain the efficiency of governmental operations;
- determine the methods, means and numbers and kinds of personnel by which government operations are to be conducted;
- determine the content and intent of job classifications;
- determine methods of financing;
- determine style and/or types of City-issued wearing apparel, equipment or technology to be used;
- determine and/or change the facilities, methods, technology, means, organizational structure and size and composition of the work force and allocate and assign work by which the City operations are to be conducted;



- determine and change the number of locations, relocations and types of operations, processes and materials to be used in carrying out all City functions including, but not limited to, the right to contract for or subcontract any work or operations of the City;
- to assign work to and schedule employees in accordance with requirements as determined by the City and to establish and change work schedules and assignments upon reasonable notice;
- establish and modify productivity and performance programs and standards;
- discharge, suspend, demote, reprimand, withhold salary increases and benefits, or otherwise discipline employees in accordance with applicable law;
- establish employee performance standards including, but not limited to, quality and quantity standards, and to require compliance therewith;
- take all necessary actions to carry out its mission in emergencies; and
- exercise complete control and discretion over its organization and the technology of performing its work.

## **12.0 UNION MEMBERSHIP**

### The City and Union agree:

1. The City will provide the Union the name, job title, department, work location, work and personal telephone number, home address, and personal email address of all new hires covered by this Agreement within 30 days of hire or by the first pay period of the month following the hire.
2. The City will provide the Union with an updated list of all Employees covered by this Agreement which will include the information listed in paragraph 1 above on a quarterly basis.
3. The City and the Union shall offer each new employee an opportunity, within thirty (30) days of employment, to attend a paid one half (1/2) hour orientation meeting joined to the lunch hour with two (2) Union designated officers who will provide a copy of the current Memorandum of Understanding and other relevant material and information. The Union and Fire Department management shall schedule the meeting at a mutually agreeable time.
4. Employees seeking to begin or cancel Union Dues deductions must do so through the Union. The Union shall notify the City of the amount of membership dues to be deducted from each employee's payroll and forwarded to the Union. If there is an employee dispute regarding the authorization of such dues, the Union shall provide the City with a copy of the individual authorization from upon the City's request.
5. The Union will indemnify and hold the City harmless from any and all liability arising out of the implementation and administration of these provisions.

The Union agrees to adhere to all statutory and judicial requirements, and to maintain an appropriate complaint procedure.

### **13.0 EMPLOYEE RIGHTS**

Employees shall retain their rights as specified by State and Federal law, including but not limited to Section 3500 et. seq. of the State of California Government Code. Should the City wish to make any changes on matters within the scope of representation, including job descriptions, personnel rules, grievance procedures, basic shift scheduling patterns, etc. during the term of this Agreement, it shall first provide reasonable notice and the opportunity to meet and confer to Local 1272.

### **14.0 PEACEFUL PERFORMANCE**

During the life of this Agreement, Unit employees shall not engage in any work stoppages, strikes, slow-downs, or boycott picketing. No lock-outs shall be made by the City.

In the event that any employee covered by this Agreement, individually or collectively, violates the provisions of this section, Local 1272 shall make a good faith effort to stop such violations of this section.

### **15.0 MISCELLANEOUS**

#### **15.1 Professionalism Statement**

All Firefighters shall be expected to perform work as assigned by the Fire Chief or his/her designated representative in connection with or related to firefighting, its equipment, apparatus and attendant facilities; fire prevention duties; station housekeeping, maintenance and repair; and, such other duties which are reasonably related to the above.

#### **15.2 No Smoking for New Employees**

All employees hired prior to June 30, 2003 shall be required not to smoke or use any tobacco products while on duty and all employees hired after June 30, 2003 shall be required not to smoke or use any tobacco products while on or off duty by reason of the Surgeon General's warning that smoking is hazardous to a person's health, and that heart and lung disease is considered "presumptive" job related injuries for fire service personnel. All new employees hired after June 30, 2003 shall be so informed and sign an agreement as follows:

"While on-duty or off-duty I will not smoke any tobacco substance. I understand that failure to comply with this requirement will lead to progressive disciplinary action and possible termination.

I fully understand the agreement and will abide by the requirements established herein.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Dated

### 15.3 Residency Requirement

As a condition of employment, all Safety Employees hired by the Watsonville Fire Department after July 1, 1987, shall, within six (6) months of date of hire, establish a bona-fide residence and reside within a reasonable distance from the Watsonville Fire Department. Reasonable distance shall mean four (4) hours driving time from the nearest Fire Station, with the employee driving at posted speed limits.

The re-call policy shall also require four (4) hour response time.

### 15.4 Layoff

Prior to any subcontracting of Unit work which would result in the layoff of Unit personnel, the City shall provide reasonable notice to Local 1272 and, upon request, meet and confer prior to the effective date of any layoff.

City Rule 14, Layoff Policy and Procedure, Section 6, shall be modified for the employees in this bargaining unit to read as follows:

The order of layoff shall be as follows:

1. Temporary Employees assigned to platoon duties
2. Newly hired Probationary Employees
3. Permanent employees in inverse order of seniority based on hire date within the Fire Department, regardless of rank.

Notice to Local 1272 and employees regarding layoff:

When the City determines that it must implement a reduction in the work force, the City shall provide thirty-five (35) days advance written notice to Local 1272 and thirty (30) days advance written notice to the employee prior to the effective date of the layoff. The notice of lay-off shall contain the following:

1. Reason for the lay-off
2. Effective date of the lay-off
3. Conditions governing re-employment
4. Information regarding applying for unemployment insurance.

## 15.5 Light Duty-Illness/Injury Report

- A. Reporting of initial injury or illness: The following is the Worker's Compensation policy applicable for job related illnesses or injury:
1. An employee receiving a job related injury or illness must immediately report the incident/injury to his/her Supervisor.
  2. The Supervisor must complete the City of Watsonville Incident Report and initiate Examination and/or Treatment Authorization form.
  3. If medical treatment is necessary, the employee must submit the Examination and/or Treatment Authorization form to the attending physician for completion. Each return visit requires that the form be filled out.
  4. The City Physician, shall be used for all non-emergency related injuries, unless the employee has designated (and filed with the Human Resources Department in writing) his/her personal physician prior to an accident.
  5. Life threatening or serious injuries shall be treated by the most appropriate emergency medical facility without delay. Call 911 for fire and ambulance response. As soon as practical, the Supervisor will make sure the proper forms are completed as described above.
  6. The physician will determine after examining the employee and applicable job description if the employee is:
    - (1) Able to return to full duty.
    - (2) Able to return to modified or light duty.
    - (3) Unable to return to regular or modified work and a possible date of return.
  7. The employee must return the Examination form (identified in Section A.2 above) to his/her Supervisor. If the employee is disabled, the Supervisor will attain the treatment form and personally notify the Department Head and the Human Resources Department of the employee's status as soon as possible after examination by the physician.
  8. The Supervisor will be responsible for keeping close attention to the employee's injury status and ability to return to work. Communication between the Department Head and the Human Resources Department will serve to insure the employee receives all appropriate medical treatment, receives all benefits under Workers' Compensation Law and the City's

rules and is able to return to full duty as soon as is medically possible and appropriate.

B. Light Duty: If the physician's report indicates that the employee can return to work in a modified or light duty fashion, the following guidelines will apply.

1. The assigned work will emphasize duties that allow for quick and effective recuperation, prevent deterioration of work skills, result in productive and necessary job related light duty tasks to be performed, and the least amount of time lost to industrial accidents.
2. The Department Head will make a good faith effort to find an appropriate light duty work plan that meets the objective identified in the above-section. If no light duty work is available, the Human Resources Department will be contacted. The Department Head and the Human Resources Department will coordinate light duty assignments that other departments may have that will meet the objectives identified in Section B.1 above. In the event that the City determines that no light duty assignment is available, the employee will be placed on temporary disability or 4850 pay, if available.
3. If the employee is injured off duty and wants to return to light duty, the Department Head will determine if appropriate work is available. All other aspects of this procedure (i.e. doctor release) will be applicable when handling a non-work related injury. Priority shall be given to job-related injuries in assigning light duty, however. In the event that the City determines that no light duty assignment is available once the employee has exhausted all paid leave the employee shall apply for a medical leave of absence.
4. The City will determine the work schedule of light duty personnel. Light duty status will commence as soon as practical after the City has evaluated and accepted the physician's release and has identified an available light duty assignment. Employees on light duty shall not be eligible for premium pay under section 7.8 if working a forty-hour work week.

C. Fire Department Shift Personnel temporarily working forty (40) hour light duty schedules shall have time off charged/earned as follows:

1. Fire Department shift personnel on light duty and the Department will review any scheduled vacation that may occur during a proposed light duty assignment at the time that the assignment is considered. Vacation hours accumulated on shift duty may be taken hour per hour when on light duty status. No Firefighter will be forced to take a light duty

assignment that will result in the loss of a pre-scheduled vacation.

2. Fire Department shift personnel on light duty will continue to earn vacation hours as if they were still on platoon duty until such time as it is determined that the employee will no longer be able to return to shift work.
  3. Sick leave shall be charged at the rate of hour for hour.
  4. Employees assigned to a 40-hour work for modified duty will have the choice to work on the holiday and receive regular straight-time pay or utilize accrued leave in order to have the day off. On a case-by-case basis, the Fire Chief may consider a flexible schedule as an alternative.
  5. Paid time off shall be earned at fifty-six (56) hour rates.
- D. Return to regular work: The employee must furnish the Supervisor with a release form from the attending physician stating that the employee can return to regular work duty. The Supervisor must submit copies to Payroll and the Human Resources Department. The “injury status report” portion of the Examination and/or Treatment Authorization form will suffice as a release form when properly completed by the attending physician.

#### 15.6 Promotional Process

For Promotions to positions within the representation unit, the Department will make reasonable efforts to make promotion process information available to unit members at the time of posting but no later than within forty-five (45) days prior to the test date. Any promoted employee who fails probation shall be demoted to his/her former position unless he or she has been terminated for cause from the promotional position.

#### 15.7 Mandatory Training

All mandatory off-duty training and mandatory meetings shall be paid at overtime.

### **16.0 COMPULSORY ARBITRATION FOR CITY OF WATSONVILLE FIRE DEPARTMENT EMPLOYEE DISPUTES**

The City Charter section 1007 details a process for resolving disputes or controversies pertaining to wages, hours or terms and conditions of employment which remain unresolved after good faith negotiations between the City and the Watsonville Fire Department employee organization. A copy of City Charter section 1007 is attached to this MOU for reference.

## **17.0 SHIFT AND VACATION BIDS**

Members shall bid shift and station/apparatus assignments every two years by seniority in rank. Picks shall be conducted in the month of November and changes shall be completed by January 30 of the following year. Once the shift bid is complete it shall be submitted to the Fire Chief for approval. The Fire Chief can change shift/station assignments for operational effectiveness of the Department.

Vacation picks for each shift shall be by department seniority and shall be completed by February 15th.

Ties in rank seniority shall be resolved by seniority within the Watsonville Fire Department.

The Fire Chief may establish the minimum number of Hazmat Technicians required to bid on each shift during the shift bid process. The Fire Chief may require up to two Haz-Mat Technicians bid on each shift by seniority in rank. At no time shall the Fire Chief require more than two Hazmat Technicians be permanently assigned per shift. In the event there are changes to SCHMIT operations within the county and the need for an increase in Haz-Mat Technicians arises, the parties agree to meet and confer on this item.

## **18.0 SHIFT TRADES**

The shift trade shall occur in accordance with the Department policy 2103.

## **19.0 SCHEDULE**

1. Except in declared emergencies, the Fire Department platoon duty shall remain on a 48/96 shift schedule. This is a three-platoon system in which employees work two consecutive twenty-four (24) hour shifts for a total of forty-eight (48) hours, and have ninety-six (96) consecutive hours off. A typical work period is as follows:

X= Work Day and O = Day Off: XXOOOOXXOOOOXXOOOO and so on.

2. A shift is defined as consisting of 24 hours.
3. In the event a shift is scheduled to work both December 24<sup>th</sup> and December 25<sup>th</sup> of the same year, the shift assigned to work on December 23<sup>rd</sup> will be reassigned to work on December 24<sup>th</sup>. The shift originally scheduled to work December 24<sup>th</sup> will be reassigned to work on December 23<sup>rd</sup>. This change of assignment will be made administratively in January upon recognizing the scheduled holiday for the end of the year. This reassignment is not negotiable, but will remain subject to shift trades in order to allow employees to trade work schedules if desired in accordance with current policies.
4. The FLSA work schedule is 182 hours based on a 24-day cycle. Both parties accept the City's declaration of a 7-k exemption and agree to incorporate FLSA mandated overtime compensation for employees covered by the MOU.

## 20.0 REOPENERS

In the event that the City determines that layoffs or non disciplinary involuntary reduction in rank will be implemented during the term of this Agreement, both parties agree to re-open the MOU immediately upon notice by other party on the subject of economic concessions. Nothing in this section shall change or alter any provision of the City's Management Right as stated in section 11.0 of this Memorandum of Understanding.

## 21.0 401 (A)(H) DEFERRED COMPENSATION PLAN

1. The City offers a 401 (a)(h) deferred compensation plan to all bargaining unit employees. Employees on the payroll as of May 1, 1997, had a one-time opportunity to elect participation. Participation in the plan is mandatory for all bargaining unit employees hired after May 1, 1997.
2. The City and Union have selected the third party administrator and will retain the right to meet and confer on any changes in the third party administrator during the life of the 401(a)(h) plan.
3. Contributions shall be made to the plan for all employees electing participation per section 2 above. Contributions shall also be made to the plan for all employees hired after May 1, 1997; commencing with their third year of employment.

Annual contributions shall be equal to 72 hours of sick leave for employees with a balance in their sick leave account of at least 360 hours at the end of the first full pay period in December, which the City shall transmit to the third-party administrator *prior* to January 1 for the preceding year.

If the employee's sick leave balance falls below 360 hours by the first full pay period after December 1<sup>st</sup>, then the 72-hour credit shall not be applied for that year.

4. All disputes arising from the application of the 401(a)(h) plan shall be subject to final and binding arbitration.

## 22.0 GRIEVANCE PROCEDURE

The City and Local 1272 agree to establish a grievance procedure as follows:

1. Definition: A grievance is any complaint or dispute regarding the application or interpretation of this Memorandum of Understanding, rules, regulations, policies, or procedures relating to wages, hours, or other conditions of employment.
2. Any non-probationary employee represented by the Union may file and process a grievance. Such aggrieved employees may be represented by the union or may represent themselves in preparing and presenting their grievance at any level of review. The Union may file a grievance on behalf



of an employee or when a union right not directly related to an individual employee becomes a dispute.

3. Written Grievances shall be submitted on forms which are mutually agreeable to the City and the Union. The employee or the Union shall deliver a copy of a written grievance to the Human Resources Department.
4. The time limits specified in this section may be extended by mutual agreement in writing by the aggrieved employee or the Union and by the reviewer concerned. Should a decision not be rendered within a stipulated time limit, the aggrieved employee may immediately appeal to the next step.
5. The grievance procedures steps are set forth in the paragraphs that follows. If a grievance is related to a promotional process to positions within the representation unit, Step I shall begin at Step III to the Fire Chief, and, if not resolved at Step III, the grievance may be appealed to Step IV.
  - a. Step I. The aggrieved employee or the Union will first attempt to resolve the grievance through informal discussions with the immediate supervisor by the end of the seventh calendar day following the discovery of the incident upon which the grievance is based. Every attempt will be made to settle the issue at this level.
  - b. Step II. If the grievance is not resolved through informal discussion, it may be submitted in writing to the Division Chief (Fire Chief for Captain grievances) within seven calendar days of the informal discussion. This time period may be extended if both parties mutually agree. The Division Chief will have seven calendar days from the receipt of the grievance to review and prepare a written response. If the grievance is denied, the response shall contain reasons therefore.
  - c. Step III. If the grievance is not resolved in Step II, it may be submitted in writing to the Fire Chief within seven calendar days of receipt of the Division Chief's (or the Chief's) written response. The Fire Chief will have seven calendar days from receipt of the grievance to review the matter and prepare a written response. If the grievance is denied, the response shall contain the reasons therefore.
  - d. Step IV. If the grievance is not resolved in Step III, the aggrieved employee or the Union may submit the grievance to the City Manager or to binding grievance arbitration for final determination. All Step IV appeals must be filed in writing at the Human Resources Department Office within seven working days of receipt of the Fire Chief's response under Step III. All hearings before the City Manager shall be pursuant to the City of Watsonville's Personnel Rules and Regulations.
  - e. In the event the aggrieved employee or the Union decides to proceed to arbitration, he/she, if acting without Union representation, or the Union, if acting on behalf of an employee or its members, shall select jointly with the Director of Human Resources, an arbitrator. If the parties are unable to agree on an arbitrator, they shall jointly request a panel of five qualified

and experienced arbitrators from the State Mediation and Conciliation Service. Upon receipt of the list of arbitrators, the names shall be alternately struck until one name remains who shall serve as arbitrator. The arbitrator shall be jointly contacted by the parties.

The arbitrator shall have jurisdiction and authority to interpret, apply, or determine compliance with the provisions of the Memorandum of Understanding and such Personnel System rules, regulations, policies, procedures, City ordinances, or resolutions or City Charter provisions relating to terms or conditions of employment, wages, or fringe benefits, as may hereafter be in effect in the City insofar as may be necessary to the determination of grievances appealed to the arbitrator. The arbitrator shall be without power to make any decision contrary to, or inconsistent with or modifying in any way, the terms of this Memorandum of Understanding. The arbitrator shall be without authority to require the City to delegate or relinquish any powers which by State law or City Charter the City cannot delegate or relinquish. Copies of the arbitrator's decision shall be submitted to the City, the Union, and/or the aggrieved employee. The arbitrator, court reporter and other arbitration costs relating to the arbitration procedures shall be shared equally by the City, the Union, or the aggrieved employee in the event such employee is not represented by the Union. Each party shall bear its own costs as determined by the arbitrator.

23.0 ENACTMENT

This agreement shall become effective upon ratification by the City Council of the City of Watsonville, and shall remain in full force and effect until June 30, 2028, or until a new agreement has been executed. The City and Association will begin bargaining for a successor MOU no later than March, 2028.

The MOU and all of its provisions shall govern all terms and conditions of employment until a successor MOU is executed.

INTERNATIONAL ASSOCIATION OF  
FIREFIGHTERS, LOCAL 1272

Date: 12/8/2025 | 3:10 PM PST

Signed by:

Ben Davis

05C1FE41C6114FA...

President

CITY OF WATSONVILLE

Date: 12/16/2025 | 10:45 AM PST

DocuSigned by:

Tamara Vides

62E5F439759F2477...

Tamara Vides, City Manager

Date: 12/15/2025 | 7:04 AM PST

DocuSigned by:

Samantha W. Butler

31C4C207AE88480...

City Attorney

Date: 12/16/2025 | 11:30 AM PST

DocuSigned by:

Irwin I. Ortiz

95926F9A882E4FA...

City Clerk

# INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 1272

## MOU

### APPENDIX A – SALARIES

*Due to time constraints, this current appendix will be replaced by December 31, 2025. The replacement appendix will reflect the step adjustments as agreed upon.*

FISCAL YEAR 2019-2020			
GRADE	POSITION	STEP	MONTHLY RATE
6001	FIRE CAPTAIN	0	7,159.27
6001	FIRE CAPTAIN	1	7,517.23
6001	FIRE CAPTAIN	2	7,893.10
6001	FIRE CAPTAIN	3	8,287.76
6001	FIRE CAPTAIN	4	8,702.16
6001	FIRE CAPTAIN	5	9,137.25
6001	FIRE CAPTAIN	6	9,594.11
MONTHLY RATE			
GRADE	POSITION	STEP	MONTHLY RATE
6006	FIRE CAPTAIN-40	0	7,161.88
6006	FIRE CAPTAIN-40	1	7,519.98
6006	FIRE CAPTAIN-40	2	7,895.98
6006	FIRE CAPTAIN-40	3	8,290.77
6006	FIRE CAPTAIN-40	4	8,705.31
6006	FIRE CAPTAIN-40	5	9,140.58
6006	FIRE CAPTAIN-40	6	9,597.50
MONTHLY RATE			
GRADE	POSITION	STEP	MONTHLY RATE
6002	FIRE ENGINEER	0	6,399.64
6002	FIRE ENGINEER	1	6,719.61
6002	FIRE ENGINEER	2	7,055.58
6002	FIRE ENGINEER	3	7,408.38
6002	FIRE ENGINEER	4	7,778.81
6002	FIRE ENGINEER	5	8,167.73
6002	FIRE ENGINEER	6	8,576.12
MONTHLY RATE			
GRADE	POSITION	STEP	MONTHLY RATE
6003	FIREFIGHTER	0	5,814.12
6003	FIREFIGHTER	1	6,104.82
6003	FIREFIGHTER	2	6,410.06
6003	FIREFIGHTER	3	6,730.56
6003	FIREFIGHTER	4	7,067.08
6003	FIREFIGHTER	5	7,420.47
6003	FIREFIGHTER	6	7,791.49

FISCAL YEAR 2020-2021*			
GRADE	POSITION	STEP	MONTHLY RATE
6001	FIRE CAPTAIN	0	7,374.05
6001	FIRE CAPTAIN	1	7,742.75
6001	FIRE CAPTAIN	2	8,129.89
6001	FIRE CAPTAIN	3	8,536.39
6001	FIRE CAPTAIN	4	8,963.22
6001	FIRE CAPTAIN	5	9,411.36
6001	FIRE CAPTAIN	6	9,881.93
MONTHLY RATE			
GRADE	POSITION	STEP	MONTHLY RATE
6006	FIRE CAPTAIN-40	0	7,376.73
6006	FIRE CAPTAIN-40	1	7,745.58
6006	FIRE CAPTAIN-40	2	8,132.86
6006	FIRE CAPTAIN-40	3	8,539.50
6006	FIRE CAPTAIN-40	4	8,966.47
6006	FIRE CAPTAIN-40	5	9,414.79
6006	FIRE CAPTAIN-40	6	9,885.53
MONTHLY RATE			
GRADE	POSITION	STEP	MONTHLY RATE
6002	FIRE ENGINEER	0	6,591.63
6002	FIRE ENGINEER	1	6,921.20
6002	FIRE ENGINEER	2	7,267.24
6002	FIRE ENGINEER	3	7,630.63
6002	FIRE ENGINEER	4	8,012.17
6002	FIRE ENGINEER	5	8,412.76
6002	FIRE ENGINEER	6	8,833.41
MONTHLY RATE			
GRADE	POSITION	STEP	MONTHLY RATE
6003	FIREFIGHTER	0	5,988.54
6003	FIREFIGHTER	1	6,287.97
6003	FIREFIGHTER	2	6,602.36
6003	FIREFIGHTER	3	6,932.47
6003	FIREFIGHTER	4	7,279.09
6003	FIREFIGHTER	5	7,643.08
6003	FIREFIGHTER	6	8,025.23

GRADE	POSITION	STEP	MONTLHY RATE		GRADE	POSITION	STEP	MONTLHY RATE
6004	FF -40	0	5,816.24		6004	FF -40	0	5,990.73
6004	FF -40	1	6,107.03		6004	FF -40	1	6,290.24
6004	FF -40	2	6,412.38		6004	FF -40	2	6,604.75
6004	FF -40	3	6,733.00		6004	FF -40	3	6,934.99
6004	FF -40	4	7,069.66		6004	FF -40	4	7,281.75
6004	FF -40	5	7,423.13		6004	FF -40	5	7,645.82
6004	FF -40	6	7,794.30		6004	FF -40	6	8,028.13
GRADE	POSITION	STEP	MONTLHY RATE		GRADE	POSITION	STEP	MONTLHY RATE
6005	FIRE INSPECTOR	0	5,455.84		6005	FIRE INSPECTOR	0	5,619.52
6005	FIRE INSPECTOR	1	5,782.62		6005	FIRE INSPECTOR	1	5,900.48
6005	FIRE INSPECTOR	2	6,015.06		6005	FIRE INSPECTOR	2	6,195.51
6005	FIRE INSPECTOR	3	6,315.81		6005	FIRE INSPECTOR	3	6,505.29
6005	FIRE INSPECTOR	4	6,631.60		6005	FIRE INSPECTOR	4	6,830.55
6005	FIRE INSPECTOR	5	6,963.19		6005	FIRE INSPECTOR	5	7,172.09
6005	FIRE INSPECTOR	6	7,311.33		6005	FIRE INSPECTOR	6	7,530.67

\* Estimated, may change slightly due to rounding.

**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 1272 MOU**  
**APPENDIX A- SALARIES** (Updated 12/22/25)

FISCAL YEAR 2024-2025				
GRADE	POSITION	STEP	HOURLY RATE	ANNUAL SALARY
6001	FIRE CAPTAIN-56	0	33.8374	98534.54
6001	FIRE CAPTAIN-56	1	35.5292	103461.02
6001	FIRE CAPTAIN-56	2	37.3057	108634.24
6001	FIRE CAPTAIN-56	3	39.1711	114066.16
6001	FIRE CAPTAIN-56	4	41.1296	119769.52
6001	FIRE CAPTAIN-56	5	43.1859	125757.32
6001	FIRE CAPTAIN-56	6	45.3453	132045.42
GRADE	POSITION	STEP	HOURLY RATE	ANNUAL SALARY
6006	FIRE CAPTAIN-40	0	47.3895	98570.16
6006	FIRE CAPTAIN-40	1	49.759	103498.72
6006	FIRE CAPTAIN-40	2	52.247	108673.76
6006	FIRE CAPTAIN-40	3	54.8594	114107.5
6006	FIRE CAPTAIN-40	4	57.6022	119812.68
6006	FIRE CAPTAIN-40	5	60.4824	125803.34
6006	FIRE CAPTAIN-40	6	63.5064	132093.26
GRADE	POSITION	STEP	HOURLY RATE	ANNUAL SALARY
6002	FIRE ENGINEER	0	30.2469	88078.9
6002	FIRE ENGINEER	1	31.7592	92482.78
6002	FIRE ENGINEER	2	33.3474	97107.66
6002	FIRE ENGINEER	3	35.0147	101962.9
6002	FIRE ENGINEER	4	36.7655	107061.24
6002	FIRE ENGINEER	5	38.6036	112413.6
6002	FIRE ENGINEER	6	40.5339	118034.8
GRADE	POSITION	STEP	HOURLY RATE	ANNUAL SALARY
6003	FIREFIGHTER	0	26.1711	76210.16
6003	FIREFIGHTER	1	27.4796	80020.72
6003	FIREFIGHTER	2	28.8537	84021.86
6003	FIREFIGHTER	3	30.2963	88222.94
6003	FIREFIGHTER	4	31.8111	92633.84
6003	FIREFIGHTER	5	33.4018	97266
6003	FIREFIGHTER	6	35.0718	102129.04
GRADE	POSITION	STEP	HOURLY RATE	ANNUAL SALARY
6004	FF -40	0	36.6529	76237.98
6004	FF -40	1	38.4854	80049.58
6004	FF -40	2	40.4096	84052.02
6004	FF -40	3	42.4302	88254.92
6004	FF -40	4	44.5517	92667.64
6004	FF -40	5	46.7793	97300.84
6004	FF -40	6	49.1183	102165.96
GRADE	POSITION	STEP	HOURLY RATE	ANNUAL SALARY
6005	FIRE INSPECTOR	0	34.3817	71514.04
6005	FIRE INSPECTOR	1	36.1008	75089.56
6005	FIRE INSPECTOR	2	37.9057	78843.96
6005	FIRE INSPECTOR	3	39.8011	82786.34
6005	FIRE INSPECTOR	4	41.7913	86925.8
6005	FIRE INSPECTOR	5	43.8808	91271.96
6005	FIRE INSPECTOR	6	46.0747	95835.48

FISCAL YEAR 2025-2026				
GRADE	POSITION	STEP	HOURLY RATE	ANNUAL SALARY
6001	FIRE CAPTAIN-56	0	34.8525	101490.48
6001	FIRE CAPTAIN-56	1	36.5951	106564.9
6001	FIRE CAPTAIN-56	2	38.4249	111893.34
6001	FIRE CAPTAIN-56	3	40.3462	117488.02
6001	FIRE CAPTAIN-56	4	42.3635	123362.46
6001	FIRE CAPTAIN-56	5	44.4815	129530.18
6001	FIRE CAPTAIN-56	6	46.7057	136007.04
GRADE	POSITION	STEP	HOURLY RATE	ANNUAL SALARY
6006	FIRE CAPTAIN-40	0	48.8112	101527.4
6006	FIRE CAPTAIN-40	1	51.2518	106603.64
6006	FIRE CAPTAIN-40	2	53.8144	111933.9
6006	FIRE CAPTAIN-40	3	56.5052	117530.92
6006	FIRE CAPTAIN-40	4	59.3303	123406.92
6006	FIRE CAPTAIN-40	5	62.2969	129577.5
6006	FIRE CAPTAIN-40	6	65.4116	136056.18
GRADE	POSITION	STEP	HOURLY RATE	ANNUAL SALARY
6002	FIRE ENGINEER	0	31.1543	90721.28
6002	FIRE ENGINEER	1	32.712	95257.24
6002	FIRE ENGINEER	2	34.3478	100020.7
6002	FIRE ENGINEER	3	36.0651	105021.54
6002	FIRE ENGINEER	4	37.8685	110273.02
6002	FIRE ENGINEER	5	39.7617	115786.06
6002	FIRE ENGINEER	6	41.7499	121575.74
GRADE	POSITION	STEP	HOURLY RATE	ANNUAL SALARY
6003	FIREFIGHTER	0	26.9562	78496.34
6003	FIREFIGHTER	1	28.304	82421.3
6003	FIREFIGHTER	2	29.7193	86542.56
6003	FIREFIGHTER	3	31.2052	90869.48
6003	FIREFIGHTER	4	32.7654	95412.72
6003	FIREFIGHTER	5	34.4039	100184.24
6003	FIREFIGHTER	6	36.124	105193.14
GRADE	POSITION	STEP	HOURLY RATE	ANNUAL SALARY
6004	FF -40	0	37.7525	78525.2
6004	FF -40	1	39.64	82451.2
6004	FF -40	2	41.6219	86573.5
6004	FF -40	3	43.7031	90902.5
6004	FF -40	4	45.8883	95447.56
6004	FF -40	5	48.1827	100220.12
6004	FF -40	6	50.5918	105230.84
GRADE	POSITION	STEP	HOURLY RATE	ANNUAL SALARY
6005	FIRE INSPECTOR	0	35.4132	73659.56
6005	FIRE INSPECTOR	1	37.1838	77342.2
6005	FIRE INSPECTOR	2	39.0429	81209.18
6005	FIRE INSPECTOR	3	40.9951	85269.86
6005	FIRE INSPECTOR	4	43.045	89533.6
6005	FIRE INSPECTOR	5	45.1972	94010.28
6005	FIRE INSPECTOR	6	47.4569	98710.3

## INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 1272 MOU

### APPENDIX B – UNIFORM AND PROTECTIVE CLOTHING

1. The City shall provide and maintain all personal protective clothing for Structural Fire Fighting, Wildland Fire Fighting, and Medical Emergency. The equipment provided by the City is listed below:

#### **Structural Fire Fighting**

Fire Helmet  
Turnout Pants  
Turncoat  
Bunker Boots (Leather)  
Gloves  
Nomex Hood  
Suspenders  
Hose/Ladder strap  
Pass Device  
Flashlight  
Goggles

#### **Medical Emergency**

EMS Jackets  
Safety Glasses

#### **Wildland Fire Fighting**

Wildland Helmet  
Wildland Coat  
Wildland Pants  
Wildland Boots  
Wildland Gloves  
Goggles  
Fire Respiratory Masks and Hood  
Equipment Bag  
Flashlight

2. The City will provide and maintain (except cleaning) the following Station Work Uniforms and Equipment items for new employees for the first year as listed below:

#### **Station Work Uniform**

Nomex Shirts (2)  
Nomex Pants (2 pairs)  
T-Shirts (2)  
Black Belt  
Name Tag (2)  
Department Badge (2)  
Fire Department Cap (1)  
Work Coveralls  
Rank Insignia  
Black Steel Toed Station Boots (1)

Upon completion of probation, the City will fully reimburse, upon receipt, employees for the one time purchase of a class A uniform. This will include jacket, pants, shirt, tie, tie clip, belt, hat, and shoes. If the Department chooses to change the style of uniform, the City will be responsible for the purchase amount.

Beginning on January 1, 2022 and every year thereafter, the City will provide 1 Nomex Pant, 1 Nomex Shirt, 2 t-shirts, 1 baseball Hat and \$256.00 to each 1272 member for the upkeep of uniforms. Each member will be responsible to properly maintain their uniforms in accordance to Department standards as determined by the Fire Chief.

## **INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 1272 MOU**

### **APPENDIX C – CITY CHARTER FIRE ARBITRATION SECTION**

#### **SECTION 1007. COMPULSORY ARBITRATION FOR FIRE DEPARTMENT EMPLOYEE DISPUTES.**

It is hereby declared to be the policy of the City of Watsonville that strikes by firefighters are not in the public interest and should be prohibited, and that a method should be adopted for peacefully and equitably resolving disputes that might otherwise lead to such strikes.

If any firefighter employed by the City of Watsonville willfully engages in a strike against the City, said employee shall be dismissed from his or her employment and may not be reinstated or returned to City employment except as a new employee. No officer, board, council or commission shall have the power to grant amnesty to any employee charged with engaging in a strike against the City.

The City, through its duly authorized representatives, shall negotiate in good faith with the recognized fire department employee organization on all matters relating to the wages, hours, and other terms and conditions of City employment, including the establishment of procedures for the resolution of grievances submitted by either employee organization over the interpretation or application of any negotiated agreement including a provision for binding arbitration of those grievances. Unless and until agreement is reached through negotiations between the City and the recognized employee organization for the fire department or a determination is made through the arbitration procedure hereinafter provided no existing benefit or condition of employment for the members of the fire department bargaining unit shall be eliminated or changed, except as to individual employee discipline.

All disputes or controversies pertaining to wages, hours, or terms and conditions of employment, which remain unresolved after good faith negotiations between the City and the fire department employee organization shall be submitted to a three-member Board of Arbitrators upon the declaration of an impasse by the City or by the recognized employee organization involved in the dispute.

Representatives designated by the City and representatives of the recognized employee organization involved in the dispute, controversy or grievance, shall each select one arbitrator to the Board of Arbitrators within three (3) days after either party has notified the other, in writing, that it desires to proceed to arbitration. The third member of the Arbitration Board shall be selected by agreement between the two arbitrators selected by the City and the employee organization, and shall serve as the neutral arbitrator and Chairman of the Board. In the event that the arbitrators selected by the City and the employee organization cannot agree upon the selection of the third arbitrator within ten (10) days from the date that either party has notified the other that it has declared an impasse, then either party may request the State of California Conciliation Service to provide a list of seven (7) persons who are qualified and experienced as labor arbitrators. If the arbitrators selected by the City and the employee organization cannot agree within three (3) days after receipt of



such list on one (1) of seven (7) to act as the third arbitrator, they shall alternatively strike names from the list of nominees until only one name remains and that person shall then

become the third arbitrator and chairman of the Arbitration Board.

Any arbitration convened pursuant to this section shall be conducted in conformance with, subject, and governed by Title 9 of Part 3 of the California Code of Civil Procedure.

At the conclusion of the arbitration hearings, the Arbitration Board shall direct each of the parties to submit, within such time limit as the Board may establish, a last offer of settlement on each of the issues in dispute. The Arbitration Board shall decide each issue by majority vote by selecting whichever last offer of settlement on that issue it finds most nearly conforms with those factors traditionally taken into consideration in the determination of wages, hours, and other terms and conditions of public and private employment, including, but not limited to, changes in the average consumer price index for goods and services, the wages, hours, and other terms and conditions of employment of other employees performing similar services, and the financial condition of the City and its ability to meet the cost of the award.

After reaching a decision, the Arbitration Board shall mail or otherwise deliver a true copy of its decision to the parties. The decision of the Arbitration Board shall not be publicly disclosed and shall not be binding until ten (10) days after it is delivered to the parties. During that ten-day period the parties may meet privately, attempt to resolve their differences, and by mutual agreement amend or modify any of the decisions of the Arbitration Board. At the conclusion of the ten-day period, which may be extended by mutual agreement between the parties, the decision of the Arbitration Board together with any amendments or modifications agreed to by the parties shall be publicly disclosed and shall be binding upon the parties. The City and the recognized employee organization shall take whatever action is necessary to carry out and effectuate the award.

The expenses of any arbitration convened pursuant to this section, including the fee for the services of the Chairman of the Arbitration Board, shall be borne equally by the parties. All other expenses which the parties may incur individually are to be borne by the party incurring such expense.

**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 1272 MOU  
APPENDIX D – PAYROLL AUTHORIZATION FORM**

**PLEASE READ NOTICE CAREFULLY**

You have been appointed to a class for which International Association of Firefighters Local 1272 (“IAFF Local 1272”), P.O. Box 1413 Watsonville, CA 95077 is the exclusive bargaining representative. IAFF Local 1272 and the City of Watsonville have entered into a Memorandum of Understanding that contains Agency Shop provisions. Under these Agency Shop provisions, you have the following rights:

1. To join the Union which represents your classification and to participate as a member; or
2. To have an automatic payroll deduction of Service fees (no voting privileges or other member benefits) for representation provided by the Union; or
3. To claim a religious exemption.\*

*\* To file a claim for a religious exemption, you must obtain and complete a Religious Exemption Claim Form from the Human Resources Department and file it with this form before beginning work. To claim a religious exemption, you must be able to prove membership in a bona fide religion, body or sect which has historically held conscientious objection to joining or financially supporting an employee organization.*

Your claim form will be forwarded to the Union for review pursuant to Section 12.0 of the Memorandum of Understanding. Until such time as your claim is approved, you must select Union Dues or Agency Fees. If you claim a religious exemption and the exemption is approved, you must authorize a payroll deduction in an amount equal to Agency Fees to a religious, non-labor, charitable organization. If your claim is approved, any Agency Fees or Union Dues you have paid prior to the approval of the claim will be paid over to the charitable organization.

**YOU MUST CHECK ONE OF THE BOXES BELOW:**

- ☐ I SELECT UNION DUES
- ☐ I SELECT AGENCY FEES

**AMOUNT OF AUTHORIZATION**

I hereby authorize the City of Watsonville Payroll Division to withhold from my salary the amount of **\$150.00** monthly for IAFF Local 1272 Union Dues or Agency Fees. I consent to the adjustment of such deduction to conform to any future pay period change or to reflect any change in fees of which the Payroll Division may be advised by IAFF Local 1272. This authorization shall be in full force and effect until revoked by the undersigned or IAFF Local 1272. Agency Fees are equal to Union Dues.

Employee Name:			
Department/Job Title:			
Employee I.D. Number:		Date of Employment:	
Employee Signature:		Date Signed	