



# MONTEREY COUNTY REGIONAL FIRE PROTECTION DISTRICT BOARD OF DIRECTORS

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## AGENDA SPECIAL MEETING December 15, 2025 4:30 p.m. Closed Session 5:00 p.m. Open Session

### MEETING LOCATION:

District Administration Offices, 19900 Portola Drive, Salinas, California 93908

#### 1. CALL TO ORDER

- 1.1. Pledge of Allegiance
- 1.2. Roll call of Directors

#### 2. CLOSED SESSION

##### 2.1. Public Comment

*The Board will take public comment on any closed session items. Speakers will be limited to no more than three minutes unless otherwise specified by the President of the Board.*

##### 2.2. Conference with Labor Negotiator- Government Code Section 54957.6

Agency Designated Representative: David Sargenti

Employee Organization: Local 2606, International Association of Firefighter IAFF

#### 3. RECONVENE THE OPEN SESSION

- 3.1. Call the meeting to order.

#### 4. PUBLIC COMMENT

*The public may address the District Board concerning any item **not** on the Board's agenda but within the subject matter jurisdiction of the Board. Speakers will be limited to three minutes unless otherwise specified by the President of the Board. There can be no deliberation or action on items not on the agenda. The Board may refer a matter to staff or schedule discussion for a future meeting.*

#### 5. REGULAR AGENDA

##### 5.1. [Side Letter to the Local 2606 Memorandum of Understanding.](#)

Receive report, discuss, and approve a side letter to the Local 2606 MOU adding Section 5.3 providing double time pay for employees who work for the purpose of minimum or constant staffing outside of their regularly scheduled shifts during Designated Holiday High Demand Staffing dates. Administration Unit

#### 6. FUTURE AGENDA ITEMS

#### 7. ADJOURNMENT

### **ADA COMPLIANCE**

In compliance with the American Disabilities Act (ADA), disabled individuals requiring special accommodations to access, attend, or participate in District Board meetings, should contact the District Administrative Office, (831) 455-1828. To ensure that your request is granted please notify this office at least one business day prior to the scheduled public meeting.

**In Compliance with Government Code section 54957.5**, non-exempt writings that are distributed to a majority or all of the Board in advance of a meeting, may be viewed at 19900 Portola Drive, Salinas, California 93908 or at the scheduled meeting. In addition, if you would like a copy of any record related to an item on the agenda, please contact the District during normal business hours.

Certification

I, Karry Kuntz, hereby certify that this agenda in its entirety was posted at least (24) hours prior to the December 15, 2525 Special Meeting of the District Board of Directors at the District Administrative Offices, 19900 Portola Dr Salinas, CA 93908 and electronic posting on our website [www.MCRFD.org](http://www.MCRFD.org)

Karry Kuntz  
Karry Kuntz, Clerk of the Board

Date December 12, 2025



# MONTEREY COUNTY REGIONAL FIRE PROTECTION DISTRICT BOARD OF DIRECTORS

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## STAFF SUMMARY REPORT

AGENDA ITEM NUMBER: 5.1

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DATE: December 12, 2025

PREPARED BY: David Sargenti

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SUBJECT: Side Letter to the Local 2606 Memorandum of Understanding

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## ISSUE AND STAFF REPORT

This December four employees have welcomed or will be welcoming a new child into their families and are currently utilizing Family Medical Leave (FMLA). One additional employee who welcomed a child earlier in the year has elected to use FMLA. We have one employee who had a new child in October who has also elected to use FMLA time during the last two weeks in December. The District also has four employees currently on workers compensation (WC) leave. Of those employees out on FMLA or WC, six are assigned to C shift, which is scheduled to work Christmas Eve, Christmas Day and New Years Eve

The minimum daily staffing for the District's seven fire stations is 17 personnel, including 7 paramedics. In addition to the FMLA and WC leave, two employees per day may be off on PTO. We have filled two of the vacancies, on C shift with temporary Captains with personnel from the two other shifts. Currently projected vacancies for the holiday period are listed below and may change if employees use sick leave on these days.

- December 22 B shift- 1 medic
- December 23 B shift- 1 medic, 1 EMT
- December 24 C shift- 4 EMTs
- December 25 C shift- 4 EMTs
- December 26 A shift- fully staffed
- December 27 A shift- fully staffed
- December 30 C shift- 2 EMTs
- December 31 C shift- 1 medic, 3 EMTs
- January 1 A shift- fully staffed

The District follows established policies and procedures for filling staffing vacancies and may mandatorily recall personnel from the previous shift if necessary. For example, if a C shift vacancy remains unfilled, personnel from B shift may be mandated to work. District policy allows only on-duty personnel to be required to work subsequent shifts.

Various meetings and discussions have taken place between the Fire Chief and the union to develop solutions to address the anticipated staffing shortage. These included reinstating measures from Special Order 2022-02, double-time compensation for holiday overtime, and the possibility of introducing a new PTO-Admin category. After discussion the union decided to pursue a proposal requesting double-time pay for designated Holiday High Demand Staffing.



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A side letter was developed creating Section 5.3 Designated Holiday High Demand Staffing. For the period of December 22 - 27 and December 30 2025 - January 2 2026, employees working minimum or constant staffing outside of their regularly scheduled shifts will be compensated at their double time rate. The rate components are defined in the agreement. The language is very similar to the Special Events double-time side letter passed by the Board earlier this year. Additionally, Section 8.4 Compensatory Time Off (CTO) is amended to exclude double-time for Special Events and Designated Holiday High Demand Staffing as an employee choice in lieu of pay. This is to simplify the administrative process of these two staffing categories.

The fiscal impact of the double time rate could increase the holiday overtime shift by \$700.00 per shift depending on the rank and specialty pay. Overall fiscal impact based on the known number of vacancies could range from \$7,000 to \$10,000 above our anticipated overtime costs for this timeframe.

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### RECOMMENDATION

Receive the report, discuss and provide direction on the draft side letter.

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### ATTACHMENT

Draft Side Letter for Designated Holiday High Demand Staffing.

## Side Letter of Agreement

### Monterey County Regional Fire Protection District

and

### Monterey County Regional Fire Protection District Fire Fighters Association, International Association of Fire Fighters Local 2606

This Side Letter of Agreement is entered into between the Monterey County Regional Fire Protection District (District) and the Monterey County Regional Fire Protection District Fire Fighters Association, International Association of Firefighters Local 2606 (Local 2606), collectively referred to as "Parties." The Parties hereby agree as follows:

1. Section 5: Overtime shall contain two subparts: 5.1 Overtime, 5.2 Special Events Overtime, and 5.3 Designated Holiday High Demand Staffing.
2. Section 5.1 Overtime shall contain the existing language of Section 5.
3. Section 5.2 shall follow Section 5.1 and contain existing language stipulated by the fully executed Special Event Overtime Side Letter to Local 2606 2024-2027 MOU dated 3/12/2025.
4. Section 5.3 shall follow section 5.2 and shall read as follows:

#### 5.3 DESIGNATED HOLIDAY HIGH DEMAND STAFFING.

For the period of December 22nd, 2025 through December 27th, 2025 and again from December 30th, 2025 through January 2nd, 2026, employees who work for the purpose of minimum or constant staffing outside of their regularly-scheduled shifts shall be compensated at a wage rate of two (2) times the employee's regular rate of pay.

As used here, the term "regular rate of pay" means the employee's base salary rate + longevity (if any) + education (if any) + paramedic (if any) + bilingual (if any) + temporary upgrade pay (if any).

5. Section 8.4 of the MOU shall be amended as follows:

#### 8.4 COMPENSATORY TIME OFF (CTO)

Employees shall have the option to accumulate CTO in lieu of pay for overtime worked under section 5.1 and 6. CTO is accumulated at a rate of one-and-one-half (1.5) hours to every one (1.0) hour worked up to a total of two hundred forty (240) hours maximum. Subject to the vacation scheduling in Section 8.2, CTO may be taken at the convenience of the employee, subject to applicable law. Upon separation, an employee shall receive his/her current hourly regular rate of pay times one hundred percent (100%) of the employee's accrued CTO leave hours. Prior to the date of separation an employee should make a concerted effort to reduce the number of hours of CTO to one hundred forty-four (144) hours. As used here, the term

“regular rate of pay” has the same meaning as that referenced in Section 5: Overtime, which is the employee’s base salary rate + longevity (if any) + educational incentive (if any) + paramedic pay (if any) + bilingual pay (if any).

This side letter is subject to union ratification and subsequent approval by the Board of Directors.

FOR THE DISTRICT

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Aimee Dahle  
Board President

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Date

FOR LOCAL 2606

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Justin Conneau  
Union President

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Date