

**RESOLUTION NO. 2025-12****A RESOLUTION OF THE BOARD OF DIRECTORS OF THE RODEO-HERCULES FIRE PROTECTION DISTRICT AUTHORIZING THE FIRE CHIEF TO EXECUTE VACATION AND COMPENSATORY TIME OFF (CTO) BUYOUTS IN ANTICIPATION OF ANNEXATION BY THE CONTRA COSTA COUNTY FIRE PROTECTION DISTRICT**

**WHEREAS**, the Local Agency Formation Commission (LAFCO) has approved the annexation of the Rodeo-Hercules Fire Protection District (RHFPD) by the Contra Costa County Fire Protection District (CCCFPD), with an effective date to be determined; and

**WHEREAS**, upon annexation, all RHFPD employees, excluding the Fire Chief, who desire to continue employment will transition to CCCFPD and be subject to the employment terms outlined in the current CCCFPD Memoranda of Understanding (MOUs) and governing policies; and

**WHEREAS**, Side Letter Agreements have been executed between CCCFPD and the relevant labor groups—the International Association of Firefighters (IAFF) Local 1230, the United Chief Officers Association (UCOA), and the International Federation of Professional and Technical Engineers (IFPTE)—to address transitional employment matters; and

**WHEREAS**, the Side Letter Agreements stipulate that vacation balances of transitioning RHFPD employees will be transferred to CCCFPD up to 75% of the maximum accrual limits as defined in CCCFPD policies, with any vacation hours in excess of this threshold to be cashed out prior to annexation; and

**WHEREAS**, CCCFPD does not permit the accrual or use of Compensatory Time Off (CTO), requiring the full buyout of all existing RHFPD CTO balances prior to annexation; and

**WHEREAS**, the estimated cost to implement vacation and CTO buyouts is approximately \$115,000, and such actions are necessary to ensure compliance with CCCFPD policies and a smooth transition for RHFPD employees.

**NOW, THEREFORE**, the Board of Directors of the Rodeo-Hercules Fire Protection District does **RESOLVE** as follows:

1. The buyout of accrued vacation leave for RHFPD personnel whose balances exceed 75% of the maximum allowable limits under CCCFPD policy, as outlined in the executed Side Letter Agreements are approved and execution by the Fire Chief is authorized; and
2. That the Fire Chief is authorized to take all actions and execute all documents necessary to effect the purpose and intent of this Resolution, including to fully compensate all accrued CTO balances for RHFPD personnel in order to eliminate such balances prior to the effective date of annexation, and the processing of related payroll transactions between June 1, 2025, and the effective date of annexation.

**IF ANY PART OF THE RESOLUTION OR ANY ATTACHMENTS TO IT** are for any reason determined to be invalid or unconstitutional, such determination shall not affect the validity of the remaining portions of this Resolution or its attachments, and the Board hereby declares that it would have adopted this Resolution, and each section, subsection, sentence, clause, and phrase hereof, irrespective of any one or more sections, subsections, sentences, clauses or phrases being declared invalid or unconstitutional. The foregoing Resolution was duly and regularly adopted at a regular meeting of the Rodeo-Hercules Fire Protection District Board of Directors meeting held on the 14th day of May 2025, by the following vote of the Board:

PASSED AND ADOPTED this 14<sup>th</sup> day of May, 2025, by the following vote:

- AYES:
- NOES:
- ABSENT:
- ABSTAIN:

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Delano Doss, Board Chair

ATTEST:

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Kimberly Corcoran, Clerk of the Board