



AMERICAN CANYON FIRE PROTECTION DISTRICT
BOARD AGENDA
DECEMBER 18, 2025

STAFF REPORT
CONSENT
ITEM NUMBER: 5.

TITLE

Bargaining Unit Modification

RECOMMENDATION

Adopt a Resolution approving Bargaining Unit Modification for IAFF Local 1186 (Inclusion of Battalion Chief Classification).

CONTACT

Geoff Belyea, Fire Chief

BACKGROUND & ANALYSIS

The District has recognized IAFF, Local 1186 as the exclusive bargaining representative of a bargaining unit composed of probationary and non-probationary employees in the classifications of Firefighter and Captain (excluding Firefighter Trainees), referred to as the Local 1186 or “Firefighter Unit. On December 1, 2025, the Public Employment Relations Board (PERB) issued a Unit Modification Order in Case No. SF-UM-921-M. That Order added the classification of Battalion Chief to the Firefighter Unit represented by IAFF Local 1186.

The PERB Unit Modification Order is binding on the District with respect to the composition of the bargaining unit. The attached Resolution formally recognizes the updated bargaining unit structure and provides clear direction for implementation.

In accordance with the PERB Unit Modification Order, the Board recognizes the Firefighter Unit as composed of the following District employees:

All regular full-time probationary or non-probationary employees in the classifications of Firefighter, Captain, and Battalion Chief, excluding Firefighter Trainees, employed by the District.

The Fire Chief or designee is directed to take all necessary steps to meet and confer with the Firefighter Unit’s exclusive representative regarding the accretion of this classification into the bargaining unit.

Adopting the Resolution ensures that District practice and documentation are fully aligned with the

PERB Order.

FISCAL IMPACT

There is no immediate direct fiscal impact associated with adoption of the Resolution itself, as Battalion Chief positions are already authorized and funded in the current budget.

BOARD PRIORITY PROGRAMS AND PROJECTS

Public Safety: "Ensure American Canyon remains a safe community"

ENVIRONMENTAL REVIEW

None

ATTACHMENTS:

[RESOLUTION 2025-25](#)