

## RESOLUTION NO. 2014-0295

Adopted by the Sacramento City Council

August 26, 2014

### APPROVING THE LETTER OF UNDERSTANDING BETWEEN SACRAMENTO AREA FIRE FIGHTERS, LOCAL 522, AND THE CITY OF SACRAMENTO

#### BACKGROUND

- A. The 2008-2013 labor agreement between the City of Sacramento and Sacramento Area Fire Fighters, Local 522, Section 14.5., Administrative Assignment Pay, stipulates that employees shall receive an incentive of nine and one-half percent (9½ %) in addition to their regular rate of pay for working for a period of more than thirty (30) days in an administrative assignment. The rate of pay for retirees in this assignment has been calculated and reported to CalPERS as earnable compensation using a fifty-six (56) hour workweek.
- B. The City entered into discussions regarding the reporting of work week hours and earnable compensation with Sacramento Area Fire Fighters, Local 522, with the advisement of the CalPERS Office of Compensation and Employer Review.
- C. The City has been informed by Michelle Balzouman, Manager II, Compensation and Employer Review with the CalPERS Customer Account Services Division that the Publicly Available Pay Schedule that the City posts on the website must meet all of the requirements as outlined in California's Code of Regulations (CCR) 570.5. (a) For purposes of determining the amount of 'compensation earnable' pursuant to Government Code Sections 20630, 20636, and 20636.1, payrate shall be limited to the amount listed on a pay schedule that meets, in relevant part, the following requirements:
- Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
  - Identifies the position and title for every employee position;
  - Shows the payrate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
  - Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, or annually
  - Does not reference another document in lieu of disclosing the payrate.

- D. The discussions resulted in a Letter of Understanding (LOU) and a revised 2013 Salary Schedule (Attachment 1 Redline).
- E. The adoption of the LOU and 2013 Salary Schedule will allow the City to appropriately report the applicable earnable compensation to CalPERS.

**BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:**

- Section 1. The LOU with the City of Sacramento Fire Fighters, Local 522, included in Exhibit A, is approved.
- Section 2. The 2013 Salary Schedule for the City of Sacramento, included in Exhibit B, is approved.

**Table of Contents**

- Exhibit A - Letter of Understanding
- Exhibit B - 2013 Salary Schedule

Adopted by the City of Sacramento City Council on August 26, 2014, by the following vote:

- Ayes: Members Ashby, Cohn, Hansen, McCarty, Schenirer and Warren
- Noes: None
- Abstain: None
- Absent: Member Fong and Mayor Johnson
- Vacant: District 8

Attest:

**Shirley A. Concolino**  
Shirley Concolino, City Clerk

Digitally signed by Shirley A. Concolino  
DN: cn=Shirley A. Concolino, o=City of Sacramento, ou=City Clerk, email=sconcolino@cityofsacramento.org, c=US  
Date: 2014.08.28 17:33:11 -07'00'

August 19, 2014

Chris Andrew  
 Sacramento Area Fire Fighters, Local 522  
 3720 Folsom Boulevard  
 Sacramento, CA 95816

RE: Admin Assignment Pay Salary Ranges, 2013 – Firefighter, Fire Engineer, Fire Captain and Fire Battalion Chief

Dear Mr. Andrew:

This letter confirms the agreement reached between the City of Sacramento and Sacramento Area Fire Fighters, Local 522 regarding the salary ranges to be established for employees who are assigned administrative duties (Admin Assignment) for the calendar year January 1, 2013, through December 31, 2013. Approval of this schedule is a result of a negotiated compromise and does not allow for the recalculation of overtime wages paid for work completed while serving in the administrative assignment position based on the salary schedules included in this agreement.

Employees performing administrative duties work a normal 40-hour work week. The salaries for employees in the classifications of Firefighter, Fire Engineer, Fire Captain and Fire Battalion Chief in the Admin Assignment are as follows:

<b>Firefighter (Admin)</b>					
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Yearly	60316.10	63331.90	66498.50	69823.42	73314.59
Bi-weekly	2319.85	2435.84	2557.63	2685.52	2819.79
Hourly	28.998123	30.448029	31.970431	33.568952	35.247400

<b>Firefighter (Paramedic - Admin)</b>					
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Yearly	66335.66	69652.44	73135.06	76791.82	80631.41
Bi-weekly	2551.37	2678.94	2812.89	2953.53	3101.21
Hourly	31.892144	33.486751	35.161088	36.919143	38.765100

<b>Fire Engineer (Admin)</b>					
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Yearly	71888.40	75482.82	79256.96	83219.81	87380.80
Bi-weekly	2764.94	2903.19	3048.34	3200.76	3360.80
Hourly	34.561731	36.289818	38.104308	40.009524	42.010000

Labor Relations Division  
 Main: (916) 808-5424, Fax: (916) 808-8110  
 915 I Street, Historic City Hall, Suite 106  
 Sacramento, CA 95814-2604

<b>Fire Engineer (Paramedic - Admin)</b>					
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Yearly	74349.48	78066.95	81970.30	86068.82	90372.26
Bi-weekly	2859.60	3002.58	3152.70	3310.34	3475.86
Hourly	35.744942	37.532189	39.408798	41.379238	43.448200

<b>Fire Captain (Admin)</b>					
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Yearly	81283.00	85347.15	89614.51	94095.24	98800.00
Bi-weekly	3126.27	3282.58	3446.71	3619.05	3800.00
Hourly	39.078368	41.032286	43.083900	45.238095	47.500000

<b>Fire Captain (Paramedic - Admin)</b>					
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Yearly	84198.07	88407.97	92828.37	97469.79	102343.28
Bi-weekly	3238.39	3400.31	3570.32	3748.84	3936.28
Hourly	40.479841	42.503833	44.629025	46.860476	49.203500

<b>Fire Battalion Chief (Admin)</b>					
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Yearly	105171.65	110430.23	115951.75	121749.33	127836.80
Bi-weekly	4045.06	4247.32	4459.68	4682.67	4916.80
Hourly	50.563294	53.091459	55.746032	58.533333	61.460000

If this is your understanding of the agreement reached, please sign as indicated below and return one original to Labor Relations. I have enclosed an additional original for your files.

Sincerely,



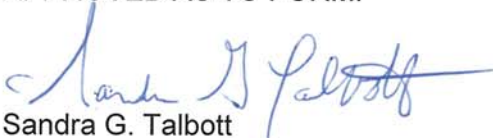
Gerri Hamby  
 Director of Human Resources

AGREED TO:



Chris Andrew  
 Sacramento Area Fire Fighters, Local 522

APPROVED AS TO FORM:



Sandra G. Talbott  
 Assistant City Attorney



**Salary Schedule  
As of 1/1/2013  
Salaries with Steps**

CUSALSCH

Job Code \ Description Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
005170 \ Fire Battalion Chief FR56 \ 007	Yearly Bi - weekly Hourly	97,382.73 3,745.49 33.441872	102,251.87 3,932.76 35.113966	107,364.46 4,129.40 36.869664	112,732.68 4,335.87 38.713147	118,369.32 4,552.67 40.648804		
FA7 \ Fire Battalion Chief (Admin) FR40 \ FA7	Yearly Bi - weekly Hourly	105,171.65 4,045.06 50.563294	110,430.24 4,247.32 53.091459	115,951.75 4,459.68 55.746032	121,749.33 4,682.67 58.533330	127,836.80 4,916.80 61.460000		
005020 \ Fire Captain FR56 \ 002	Yearly Bi - weekly Hourly	75,513.91 2,904.38 25.931973	79,289.60 3,049.60 27.228571	83,254.08 3,202.08 28.590000	87,416.78 3,362.18 30.019500	91,787.62 3,530.29 31.520475		
FA5 \ Fire Captain (Admin) FR40 \ FA5	Yearly Bi - weekly Hourly	81,283.01 3,126.27 39.078368	85,347.16 3,282.58 41.032286	89,614.51 3,446.71 43.083900	94,095.24 3,619.05 45.238095	98,800.00 3,800.00 47.500000		
005150 \ Fire Captain (Paramedic) FR56 \ 005	Yearly Bi - weekly Hourly	78,534.51 3,020.56 26.969269	82,461.24 3,171.59 28.317732	86,584.30 3,330.17 29.733619	90,913.51 3,496.67 31.220300	95,459.19 3,671.51 32.781315		
FA6 \ Fire Captain (Paramedic-Admin) FR40 \ FA6	Yearly Bi - weekly Hourly	84,198.07 3,238.39 40.479841	88,407.97 3,400.31 42.503833	92,828.37 3,570.32 44.629025	97,469.79 3,748.84 46.860476	102,343.28 3,936.28 49.203500		
005050 \ Fire Engineer FR56 \ 003	Yearly Bi - weekly Hourly	66,794.19 2,569.01 22.937566	70,133.90 2,697.46 24.084444	73,640.60 2,832.33 25.288667	77,322.63 2,973.95 26.553100	81,188.76 3,122.64 27.880755		
FA3 \ Fire Engineer (Admin) FR40 \ FA3	Yearly Bi - weekly Hourly	71,888.40 2,764.94 34.561731	75,482.82 2,903.19 36.289818	79,256.96 3,048.34 38.104308	83,219.81 3,200.76 40.009524	87,380.80 3,360.80 42.010000		
005141 \ Fire Engineer (PAR) FR56 \ 004	Yearly Bi - weekly Hourly	69,465.90 2,671.77 23.855048	72,939.19 2,805.35 25.047800	76,586.15 2,945.62 26.300190	80,415.46 3,092.90 27.615200	84,436.24 3,247.55 28.995960		
FA4 \ Fire Engineer(Paramedic-Admin) FR40 \ FA4	Yearly Bi - weekly Hourly	74,349.48 2,859.60 35.744942	78,066.95 3,002.58 37.532189	81,970.30 3,152.70 39.408798	86,068.82 3,310.34 41.379238	90,372.26 3,475.86 43.448200		
005067 \ Fire Investigator I FR40 \ 004	Yearly Bi - weekly Hourly	66,799.33 2,569.21 32.115063	70,139.30 2,697.67 33.720816	73,646.26 2,832.55 35.406857	77,328.58 2,974.18 37.177200	81,195.01 3,122.88 39.036060		

**Salary Schedule  
As of 1/1/2013  
Salaries with Steps**

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Run Date 7/16/2014  
Run Time 22:35:18

CUSALSCH

Job Code \ Description Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
005068 \ Fire Investigator II FR40 \ 005	Yearly Bi - weekly Hourly	75,478.87 2,903.03 36,287.917	79,252.81 3,048.19 38,102.313	83,215.45 3,200.59 40,007.429	87,376.22 3,360.62 42,007.800	91,745.04 3,528.66 44,108.190		
005065 \ Fire Prevention Officer I FR40 \ 002	Yearly Bi - weekly Hourly	57,874.00 2,225.92 27,824.036	60,767.70 2,337.22 29,215.238	63,806.08 2,454.08 30,676.000	66,996.38 2,576.78 32,209.800	70,346.20 2,705.62 33,820.290		
005066 \ Fire Prevention Officer II FR40 \ 003	Yearly Bi - weekly Hourly	62,463.16 2,402.43 30,030.364	65,586.32 2,522.55 31,531.882	68,865.63 2,648.68 33,108.476	72,308.91 2,781.11 34,763.900	75,924.36 2,920.17 36,502.095		
005064 \ Fire Prevention Officer Trnee FR40 \ 001	Yearly Bi - weekly Hourly	45,370.42 1,745.02 21,812.700	47,638.94 1,832.27 22,903.335					
005010 \ Firefighter FR56 \ 001	Yearly Bi - weekly Hourly	56,211.50 2,161.98 19,303.401	59,022.08 2,270.08 20,268.571	61,973.18 2,383.58 21,282.000	65,071.84 2,502.76 22,346.100	68,325.44 2,627.90 23,463.405		
FA1 \ Firefighter (Admin) FR40 \ FA1	Yearly Bi - weekly Hourly	60,316.10 2,319.85 28,998.123	63,331.90 2,435.84 30,448.029	66,498.50 2,557.63 31,970.431	69,823.42 2,685.52 33,568.952	73,314.59 2,819.79 35,247.400		
005160 \ Firefighter (Par) FR56 \ 006	Yearly Bi - weekly Hourly	61,832.63 2,378.18 21,233.733	64,924.26 2,497.09 22,295.420	68,170.47 2,621.94 23,410.190	71,579.00 2,753.04 24,580.700	75,157.95 2,890.69 25,809.735		
FA2 \ Firefighter (Paramedic-Admin) FR40 \ FA2	Yearly Bi - weekly Hourly	66,335.66 2,551.37 31,892.144	69,652.44 2,678.94 33,486.751	73,135.06 2,812.89 35,161.088	76,791.82 2,953.53 36,919.143	80,631.41 3,101.21 38,765.100		
005159 \ Senior Fire Prevention Officer FR40 \ 007	Yearly Bi - weekly Hourly	68,748.48 2,644.17 33,052.154	72,185.91 2,776.38 34,704.762	75,795.20 2,915.20 36,440.000	79,584.96 3,060.96 38,262.000	83,564.21 3,214.01 40,175.100		



**Salary Schedule  
As of 1/1/2013**

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Run Date 7/16/2014  
Run Time 22:35:18

**Salaries with Temp and Daily**

CUSALSCH

**Job Code \ Description  
Salary Plan \ Grade**

005083 \ Fire Recruit  
FR40 \ 006

Bi-weekly  
Hourly

1,544.27  
19,303.410

**Step 1      Step 2      Step 3      Step 4      Step 5      Step 6      Step 7      Step 8**