



CITY OF SACRAMENTO

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DEPARTMENT OF EMPLOYEE RELATIONS
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CITY MANAGER'S OFFICE
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STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

February 19, 1981
APPROVED
BY THE CITY COUNCIL
FEB 24 1981
OFFICE OF THE
CITY CLERK

City Council
Sacramento, California

Honorable Members in Session

SUBJECT: Correction of Salary Errors for Fire Fighter Classifications

SUMMARY

Several errors were discovered in the salary rates for fire fighter classifications which became effective on June 28, 1980. The errors, ranging from \$1 to \$3 per month, were due to not rounding up in calculating the second year salary rates in the 1979-81 Fire Unit Agreement. It is recommended that the salary errors be corrected for the affected fire fighter classifications.

BACKGROUND

On July 2, 1980, the Sacramento Area Fire Fighters Local 522 filed a grievance contending the City had violated the 1979-81 Fire Department Unit Agreement by not compounding the fire incentive compensation for the new salary rates effective June 28, 1980. The grievance was taken to arbitration and a hearing was held on September 30, 1980. In a decision dated January 27, 1981, the arbitrator denied the grievance.

During preparation and at the actual hearing, the City discovered several errors in the salary calculations effective June 28, 1980 for certain fire fighter classifications. The calculations were for salary rates in the second year of the negotiated agreement with Local 522. Because the agreement expressly stated that the salary increase shall not be less than 9%, the salary errors occurred when selective fire fighter classifications did not receive a full 9% salary increase due to the calculations not being rounded up.

Out of a total of forty-three salary ranges in the Fire Department Unit Agreement, the following salary ranges were in error:

<u>Class</u>	<u>Approximate Monthly Salary (error)</u>	<u>Approximate Monthly Salary (corrected)</u>
Fire Fighter (with 10% fire incentive)	\$1970	\$1973
Fire Captain (with 9% salary increase)	2222	2223

<u>Class</u>	<u>Approximate Monthly Salary (error)</u>	<u>Approximate Monthly Salary (corrected)</u>
Fire Captain (with 5% fire incentive)	\$2334	\$2337
Apparatus Operator (with 15% fire incentive)	2198	2199

During the arbitration hearing, City representatives acknowledged these errors. After the arbitration hearing concluded, the City approached representatives of Local 522 and offered to correct the errors immediately. Representatives of Local 522 preferred that the City wait until after the arbitrator's decision was rendered because they felt that if the City lost the arbitration case it would be necessary to make further adjustments.

Because the errors occurred effective June 28, 1980, it is appropriate to correct the errors retroactive to the effective date.

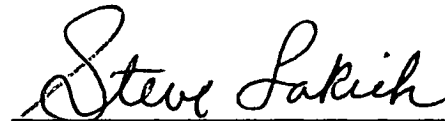
FINANCIAL IMPACT

The cost to correct the salary errors is approximately \$275 monthly or \$3,300 annually.

RECOMMENDATION

It is recommended that the City Council adopt the attached resolution amending Resolution Number 80-415 dated June 27, 1980 to correct specific salary errors for affected fire fighter classifications.

Respectfully submitted,



Steve Lakich
Director of Employee Relations

Recommendation Approved:



Walter J. Slupe
City Manager

February 24, 1981
All Districts

Attachment

RESOLUTION NO. 81-118

Adopted by The Sacramento City Council on date of

A RESOLUTION AMENDING RESOLUTION NO.
80-415, DATED JUNE 27, 1980, RELATING
TO CLASSIFICATIONS, COMPENSATION RATES
AND SALARY RANGES

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO:

SECTION 1.

Effective June 28, 1980, Section 1 of Resolution No. 80-415, adopted by the City Council on June 27, 1980, is hereby amended to read as follows:

FIREFIGHTERS

<u>Code No.</u>	<u>Department & Class Title</u>	<u>Salary Schedule No.</u>	<u>Range No.</u>	<u>Approx. Monthly Salary Range</u>
05015	Fire Department, Firefighter (FS/AA)	IV	8	\$1620 to \$1973
05016	Fire Department, Firefighter (FS/EMT)	IV	8	\$1620 to \$1973
05017	Fire Department, Firefighter (AA/EMT)	IV	8	\$1620 to \$1973

SECTION 2.

Effective June 28, 1980, Section 1 of Resolution No. 80-415 adopted by the City Council on June 27, 1980, is hereby amended to read as follows:

APPARATUS OPERATOR

<u>Code No.</u>	<u>Department & Class Title</u>	<u>Salary Schedule No.</u>	<u>Range No.</u>	<u>Approx. Monthly Salary Range</u>
05058	Fire Department, Fire Apparatus Operator (FS/AA/ EMT)		14	\$1805 to \$2199

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SECTION 3.

Effective June 28, 1980, Section 1 of Resolution No. 80-415 adopted by the City Council on June 27, 1980, is hereby amended to read as follows:

FIRE CAPTAIN

<u>Code No.</u>	<u>Department & Class Title</u>	<u>Salary Schedule No.</u>	<u>Range No.</u>	<u>Approx. Monthly Salary Range</u>
05020	Fire Department, Fire Captain	IV	16	\$1825 to \$2223

SECTION 4.

Effective June 28, 1980, Section 1 of Resolution No. 80-415 adopted by the City Council on June 27, 1980, is hereby amended to read as follows:

FIRE CAPTAIN

<u>Code No.</u>	<u>Department & Class Title</u>	<u>Salary Schedule No.</u>	<u>Range No.</u>	<u>Approx. Monthly Salary Range</u>
05022	Fire Department, Fire Captain (FS)	IV	18	\$1919 to \$2337
05023	Fire Department, Fire Captain (AA)	IV	18	\$1919 to \$2337
05024	Fire Department, Fire Captain (EMT)	IV	18	\$1919 to \$2337

MAYOR

ATTEST:

CITY CLERK