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APPROVED
BY THE CITY COUNCIL

AUG 7 1997

OFFICE OF THE
CITY CLERK

OFFICE OF
LABOR RELATIONS

CITY OF SACRAMENTO
CALIFORNIA

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July 30, 1997

City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: Addendum #1 to the 1995-2000 Fire Department Unit Agreement

LOCATION AND COUNCIL DISTRICT:

City

STAFF RECOMMENDATION:

It is recommended that the City Council approve the attached Resolution adopting Addendum #1 to the 1995-2000 Fire Department Unit Agreement covering hazardous materials training, assignment and certificate pay and a safety equipment allowance in lieu of PERS Tier III safety retirement conversion.

CONTACT PERSON:

Dee Contreras, Director of Labor Relations
Office of Labor Relations
921 - 10th Street, Room 601
Sacramento, CA 95814
264-5424

FOR COUNCIL MEETING OF:

7
August 7, 1997 (afternoon)

SUMMARY:

The City of Sacramento and the Sacramento Area Fire Fighters, Local 522 have reached tentative agreement on Addendum #1 which amends the 1995-2000 Fire Department Unit Agreement by providing for hazardous materials training, assignment and certificate pay for certain employees, and establishing formal hazardous materials policies for the Fire Department.

COMMITTEE/COMMISSION ACTION:

Not applicable.

BACKGROUND INFORMATION:

The Sacramento Fire Department provides hazardous materials recovery service to the entire County of Sacramento as well as the City of West Sacramento. The issue of pay for employees assigned to the hazardous materials teams was reserved for further negotiations and a tentative agreement has been reached. Addendum #1 establishes hazardous materials training, assignment and certificate pay and additional terms and conditions of employment for employees who receive such pay or are assigned to the hazardous materials program. It also establishes a safety allowance in lieu of the PERS Tier III safety retirement conversion.

FINANCIAL CONSIDERATIONS:

The hazardous materials assignment pay has a cost of \$215,000 for the remainder of the current fiscal year, with a total cost of \$1,294,000 for Fiscal Years 1998 through 2000 for training, assignment and certificate pay. This cost is included in the Fire Department budget.

ENVIRONMENTAL CONSIDERATIONS:

The haz mat program provides essential services in the control, containment and recovery of haz mat releases; and is consistent with Federal and State regulations.

POLICY CONSIDERATIONS:

Approval of the Addendum #1 allows the Fire Department to maintain qualified employees who possess the requisite training and certification to staff the City's hazardous materials program, and meets the City's legal requirements to meet and confer pursuant to the Meyers-Milias-Brown Act.

MBE/WBE EFFORTS:

Not applicable.

Respectfully submitted,

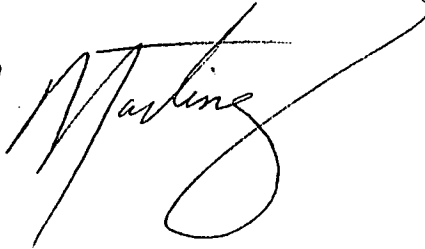


DEE CONTRERAS
Director of Labor Relations

Recommendation Approved:



WILLIAM H. EDGAR
City Manager



for:

Attachment

ADDENDUM #1
TO
AGREEMENT
BETWEEN THE
CITY OF SACRAMENTO
AND
SACRAMENTO AREA FIRE FIGHTERS, LOCAL 522
1995-2000

This Addendum is to the Agreement entered into between the City of Sacramento and the Sacramento Area Fire Fighters, Local 522 on October 27, 1995, covering employees in the Fire Department Unit.

The purpose of the Addendum is to establish additional terms and conditions of employment for designated employees who are assigned to, are trained for, or possess hazardous materials certification.

The parties therefore agree to amend the Agreement as follows:

Add a new Section 14.3 to read as follows:

14.3 HAZARDOUS MATERIALS (HAZ MAT) INCENTIVE

a. The Policies for Hazardous Materials Response Team, dated July 14, 1997, shall be effective immediately.

b. Effective August 2, 1997, a California State-certified hazardous materials specialist regularly assigned to a haz mat company shall receive an assignment pay of five percent (5%) which shall be added to the base rate of pay. This assignment pay shall include the certificate pay in subsection (d) below.

c. Effective August 2, 1997, a California State-certified hazardous materials specialist who works at a haz mat company on a temporary, intermittent, call-back, shift trade or detailed basis shall receive a five percent (5%) assignment pay for all hours actually worked on the haz mat company. This assignment pay shall include the certificate pay in subsection (d) below.

d. Effective June 20, 1998, in addition to those regularly assigned in subsection (b) above, up to a maximum of sixty (60) employees who are California State-

certified hazardous materials specialists, shall receive a certificate pay of two and one-half percent (2½%) which shall be added to the base rate of pay.

e. Effective June 19, 1999, a sworn employee who is trained as a hazardous materials first responder shall receive an incentive pay of one percent (1%) which shall be added to the base rate of pay.

f. The incentives herein shall be compounded with any other applicable incentives and shall be included for retirement purposes.

g. The Fire Department will continue to provide one haz mat training course each year, as practicable. The Department will send as many employees as feasible, consistent with the budget, and will maintain a goal of twenty (20) employees per class. Seniority shall be a primary consideration for enrollment and may only be passed over for cause.

Add a new Section 17.3 to read as follows:

17.3 SAFETY EQUIPMENT ALLOWANCE

Sworn employees assigned to fire suppression shall receive a safety equipment allowance as follows:

September 1997	\$200
July 1998	\$250
July 1999	\$250

Modify Section 24.15 to read as follows:

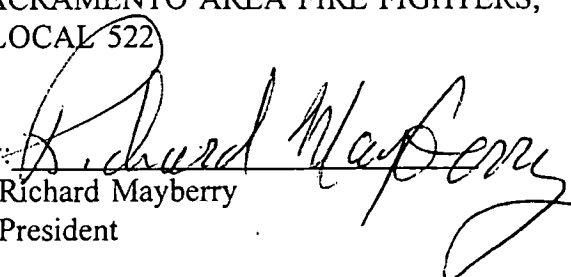
24.15 TIER III SAFETY RETIREMENT

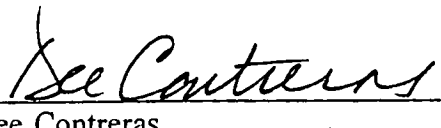
Effective July 1, 2000, the City agrees to amend the PERS contract to modify the Tier III fire safety plan for employees hired on or after January 1, 1990 to provide the same benefits as Tier I for employees hired on or after January 29, 1977.

DATED: July 30, 1997

SACRAMENTO AREA FIRE FIGHTERS,
LOCAL 522

CITY OF SACRAMENTO

By: 
Richard Mayberry
President

By: 
Dee Contreras
Director of Labor Relations

RESOLUTION NO. 97-448

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF _____

APPROVED
BY THE CITY COUNCIL
AUG 7 1997
OFFICE OF THE
CITY CLERK

**A RESOLUTION ADOPTING ADDENDUM #1 TO THE
1995-2000 AGREEMENT WITH THE SACRAMENTO AREA FIRE FIGHTERS, LOCAL 522
COVERING EMPLOYEES IN THE FIRE DEPARTMENT UNIT**

WHEREAS, this Council pursuant to California Government Code Section 3500, et. seq., enacted by resolution an employer-employee relations policy; and,

WHEREAS, under the terms of that policy, the representatives of the City Manager have met and conferred with representatives of the Sacramento Area Fire Fighters, Local 522, the recognized employee organization for employees in the Fire Department Unit as designated in said policy; and,

WHEREAS, the parties have entered into an Addendum #1 to the 1995-2000 Agreement covering employees in the Fire Department Unit relating to hazardous materials training, assignment and certificate pay and safety equipment allowance in lieu of conversion of PERS Tier III safety retirement as reflected by the written Addendum entered into by them on July 30, 1997; and,

WHEREAS, this Council finds that the provisions and agreements contained in this Addendum are fair and proper and in the best interests of the City of Sacramento;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO, that it adopt in full the terms and conditions contained in said Addendum.

MAYOR

ATTEST:

CITY CLERK

FOR CITY CLERK USE ONLY

RESOLUTION NO.: _____

DATE ADOPTED: _____