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**File ID:** 2023-01582

11/20/2023

**Discussion Item 1.**

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**Labor Agreement: Sacramento Area Firefighters, Local 522 Successor Labor Agreement/Memorandum of Understanding; Letter of Understanding with Sacramento Area Firefighters, Local 522; and the Citywide Salary Schedule**

File ID: 2023-01582

**Location:** Citywide

**Recommendation:** Adopt a **Resolution** by two-thirds vote: 1) waiving the requirement for 10-day posting of labor agreements; 2) approving the Memorandum of Understanding (MOU) between the City of Sacramento (City) and Sacramento Area Fire Fighters, Local 522 (L522); 3) approving the Letter of Understanding (LOU) between the City and Local 522; 4) approving the revised citywide salary schedule; 5) authorizing the City Manager to conduct the necessary budget adjustments and transfers from fund balances to adequately fund the MOU and LOU; and 6) authorizing the City Manager or City Manager's designee to make minor changes or adjustments to the exhibits in order to correct omissions and errors in the MOU and salary schedule.

**Contact:** Aaron Donato, Labor Relations Manager, (916) 808-5816, Department of Human Resources; Leslie Wisniewski, Labor Relations Officer, (916) 808-5422, Department of Human Resources

**Presenter:** None

**Attachments:**

01-Description/Analysis  
02-L522 MOU (Redline)  
03-Salary Schedule (Redline)  
04-L522 Labor Agreement Costing  
05-Resolution  
06-Exhibit A - L522 MOU  
07-Exhibit B - L522 LOU  
08-Exhibit C - Salary Schedule Final

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## Additional Description/Analysis

### Issue Detail:

#### **Sacramento Area Fire Fighters, Local 522 (Local 522) Successor Labor Agreement/Memorandum of Understanding (MOU)**

The 2021-2023 MOU between the City and L522 expired on March 24, 2023. The City and L522 have negotiated a successor MOU. Attachment 2 is a redline version of the successor MOU which includes the following major new contract terms:

- New term: March 25, 2023, through September 30, 2024.
- Effective March 25, 2023, salary ranges will be increased by three and one-half percent (3.5%).
- Within ninety (90) calendar days, all employees who were on payroll during the retroactive period will receive retroactive pay for all paid hours, excluding any employees who involuntarily separated because of disciplinary action.
- Effective December 2, 2023, salary ranges for the classification of Firefighter will be increased by seven and one-half percent (7.5%). Concurrently, the medic assignment incentive of seven and one-half percent (7.5%) in article 15.2(c) is being eliminated.
- Health and Welfare Contributions
  - 2024 Calendar Year Health Changes, effective December 30, 2023:
    - Employee Only - City contribution of \$955.00 per month,
    - Employee Plus One Dependent - City contribution of \$1,520.00 per month, and
    - Employee Plus Two or More Dependents - City contribution of \$2,026.00 per month.
  - 2025 Calendar Year Health Changes, effective the first paycheck of 2025:
    - The City will contribute fifty percent (50%) of the first fifty dollars (\$50.00) of premium increases up to a maximum contribution of twenty-five dollars (\$25.00) per month toward a cumulative total increase in premiums from plan year 2024 to plan year 2025.

The final version of the L522 MOU is attached to the Resolution as Exhibit A (Attachment 6).

#### **Sacramento Area Fire Fighters, Local 522 (Local 522) Letter of Understanding**

The City and L522 have agreed to execute a Letter of Understanding (LOU) rescinding the settlement agreement between the City and L522 titled "Settlement of Paramedic Assignment Grievance (FD-2-01-3)." The LOU rescinds the settlement agreement in its entirety in exchange for the revised EMT-Paramedic incentives in the L522 2023 successor MOU.

The final version of the L522 LOU is attached to the Resolution as Exhibit B (Attachment 7).

### **Salary Schedule**

The California Code of Regulations requires that the City Council adopt the City's Salary Schedule at a public meeting (2 CCR § 570.5). This obligation arises whenever salary ranges are changed to ensure that salary rates are transparent and publicly available. These publicly adopted rates are used by California Public Employees' Retirement System (CalPERS) to determine the appropriate compensation earnable for each City employee when calculating their pension benefit.

A redline version of the salary schedule is shown in Attachment 3. The final, comprehensive Citywide salary schedule is attached to the Resolution as Exhibit C (Attachment 8).

**Policy Considerations:**

Approval of this action by the City Council is consistent with the City's legal obligation under the Meyers-Milias-Brown Act, adheres to the City's positive labor management relations concept, and provides labor stability.

The Sacramento City Code Section 4.04.020 and Council Rules and Procedure (Chapter 7, Section E.2.d) mandate that unless waived by a two-thirds vote of the City Council, all labor agreements, and all agreements greater than \$1,000,000 shall be made available to the public at least ten (10) days prior to Council action. This provision will be waived by City Council.

**Economic Impacts:** None.

**Environmental Considerations:** The report contains administrative activities that will not have a significant effect on the environment and that do not constitute a "project" as defined by the California Environmental Quality Act (CEQA) Guidelines Sections 15061(b)(3) and 15378(b)(2).

**Sustainability:** Not applicable.

**Commission/Committee Action:** Not applicable.

**Rationale for Recommendation:** Approval of this action will establish a new MOU between the City and L522 through September 30, 2024. Additionally, approval of this action will establish compliance with the California Code of Regulations § 570.5.

**Financial Considerations:**

Approval of this agreement will result in an ongoing increase in general fund expenses with the chart below outlining the estimated financial impact over a five-year period:

<i><b>\$s in millions</b></i>	<b>FY2023/24</b>	<b>FY2024/25</b>	<b>FY2025/26</b>	<b>FY2026/27</b>	<b>FY2027/28</b>
<b>Cost Increase</b>	\$8.8	\$8.4	\$8.5	\$8.6	\$8.8

The City's current five-year forecast is in deficit. To balance the City Budget, as required by the City Charter, the City will need to make spending reductions and/or increase revenues. The City's current

General/Measure U Fund five-year forecast, excluding homelessness services<sup>1</sup>, is below<sup>2</sup>:

<b><i>\$s in millions</i></b>	<b>FY2023/24</b>	<b>FY2024/25</b>	<b>FY2025/26</b>	<b>FY2026/27</b>	<b>FY2027/28</b>
<b>Approved Budget Surplus / (Deficit)</b>	<b>\$0.4</b>	<b>\$12.1</b>	<b>(\$23.6)</b>	<b>(\$25.3)</b>	<b>(\$30.1)</b>
Labor Contract Negotiating Authority	(\$28.8)	(\$32.6)	(\$33.6)	(\$34.1)	(\$34.7)
Other Spending Increases	(\$10.4)	(\$8.9)	(\$9.1)	(\$9.3)	(\$9.5)
Anticipated Salary Savings	\$16.6	\$16.9	\$17.3	\$17.6	\$18.0
Budgetary Reserve Adjustments	\$22.2	(\$22.2)	\$-	\$-	\$-
<b>Total Surplus/(Deficit)</b>	<b>\$-</b>	<b>(\$34.6)</b>	<b>(\$49.0)</b>	<b>(\$51.1)</b>	<b>(\$56.3)</b>

1. Including homelessness services would increase projected deficits. However, the State may provide funding to partially offset homelessness services costs as the State has done in prior years with programs such as Homeless Housing, Assistance and Prevention (HHAP).
2. Increased costs and decreased revenues are represented as negatives as they increase deficits. The budgetary reserve is separate from the Economic Uncertainty Reserve and represents savings in prior years allocated to the FY2024/25 budget year. The updated forecast moves \$22.2 million from FY2024/25 to FY2023/24 to cover projected deficits in the current fiscal year.

**Local Business Enterprise (LBE):** Not applicable.

# *City of* SACRAMENTO

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and



**Labor Agreement  
Covering Employees  
in the Fire Department Unit**

2023-20234

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## **PREAMBLE**

This AGREEMENT, hereinafter referred to as the Agreement, entered into by the CITY OF SACRAMENTO, hereinafter referred to as the City, and SACRAMENTO AREA FIRE FIGHTERS, LOCAL 522, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, AFL-CIO, hereinafter referred to as the Union, has as its purpose the promotion of harmonious labor relations between the City and the Union, establishment of an equitable and peaceful procedure for the resolution of differences and the establishment of wages, hours, and other terms and conditions of employment.

## **ARTICLE 1 – RECOGNITION**

### **1.1 RECOGNITION**

- a. The City hereby recognizes the Union as the exclusive bargaining agent for all employees in the Fire Department Unit, as defined in the City's Employer-Employee Relations Policy, and agrees to meet and confer and otherwise deal exclusively with the Union on all matters relating to the scope of representation pertaining to the said employees as authorized by law.
- b. The Union will not object to the State Mediation and Conciliation Service or the American Arbitration Association conducting any election pursuant to the City's Employer-Employee Relations Policy.

## **ARTICLE 2 – PREVAILING RIGHTS**

### **2.1 PREVAILING RIGHTS**

- a. The parties agree that this Agreement constitutes the entire agreement between the parties and concludes meeting and conferring on any subject, except as mutually agreed upon herein, or as otherwise mutually agreed upon, whether included in this Agreement or not.
- b. The City reserves the right to make organizational changes with notification to the Union. If the result of such changes affects wages, hours and/or conditions of employment, the City agrees to meet and confer regarding the impact of such changes.
- c. No alteration or variation of the terms of this Agreement shall be valid unless made in writing and signed by the parties hereto, and no oral understanding or agreement not incorporated here shall be binding on any of the parties hereto.
- d. If any provision of this Agreement shall be held invalid by operation of law, or by any tribunal of competent jurisdiction or, if compliance with or enforcement

of any such provision should be restrained by any said tribunal, the remainder of this Agreement shall not be affected thereby.

### **ARTICLE 3 – CITY RIGHTS**

#### **3.1 CITY RIGHTS**

The City retains the exclusive rights, among others, provided by and in accordance with and subject to applicable laws, civil service, City Charter and other regulations, and the provisions of this Agreement, including the grievance procedure herein: (a) to direct employees of the Fire Department; (b) to hire, promote, transfer and assign employees in positions within the Department consistent with applicable classification specifications; (c) to dismiss employees because of lack of work or for other reasonable and just cause; (d) to reprimand, demote, suspend or discharge employees for proper cause; (e) to determine the mission of the Department, its budget, its organization, the number of employees, and the methods and technology of performing its work; and (f) to take whatever action may be appropriate to carry out its mission in situations of emergency.

### **ARTICLE 4 – UNION AND EMPLOYEE RIGHTS**

#### **4.1 USE OF OFFICIAL CITY PAID TIME FOR CONDUCTING ACTIVITIES OF INTEREST TO UNION**

a. Time Off to Participate in Scheduled Meeting and Conferring Sessions With City Management Representatives

In accordance with California Government Code 3505.3, and Article 4 of the City's Employer-Employee Relations Policy, the Union's duly designated "meet and confer" representatives shall be released from their duty assignments without loss of pay or other employment benefits, and without the obligation to furnish replacement personnel, in order to attend such scheduled "meet and confer" sessions with the City's management representatives.

b. Union Release Time Off

The Union shall be provided a "pool" of release time up to four thousand (4,000) hours per fiscal year for participating in activities not prohibited by law subject to the following conditions and limitations:

- (1) Such time off may be utilized by employees who are members of the Union.
- (2) There shall be no limitation on the number of hours that may be used by one person nor on the times during which these hours may be used.

- (3) Employees shall, no later than twenty-four (24) hours before the use of pool hours, notify the Fire Chief or their designated representative in writing thereof.
- (4) The members of the Union using such time shall charge their use of release time to Telestaff, using the appropriate code.
- (5) Should the Union exceed the four thousand (4,000) hours, the Union shall reimburse the City for all excess hours no later than forty-five (45) days following written notice from the City to be paid at the rate of 1.43 times the employee's regular hourly rate of pay.

c. Time Off for Principal Executive Officer of IAFF #522

In addition to the release time described in Section 4.1(b), above, the City agrees to allow the Principal Executive Officer of IAFF #522 unlimited shift trades with unlimited waivers by members so trading. In connection with shift repayments and waivers for the Principal Executive Officer time, the Union hereby agrees to indemnify, defend and hold the City and its agents harmless for liability, suits, and costs incident to such replacement and waiver to the extent authorized by law.

- (1) The employee shall, no later than twenty-four (24) hours before the use of such time, notify the Fire Chief or their designated representative thereof.
- (2) Time traded shall be in increments of a minimum of twenty-four (24) hours.
- (3) This Article shall not apply to any employee serving a probationary period. Said employee shall have permanent status in any of the following ranks: Firefighter, Fire Prevention Officer I and II, Senior Fire Prevention Officer, Fire Investigator I and II, Fire Engineer, Fire Captain, or Fire Battalion Chief.

## 4.2 PAYROLL DEDUCTIONS

- a. In addition to continuing existing payroll deductions under plans to which the City now is or shall hereafter be a contracting party, the City agrees to establish payroll deductions for members of the Union for: (1) the normal and regular monthly Union membership dues; (2) monthly insurance premiums for plans sponsored by the City or the Union, not to exceed three (3) insurance deductions per member; and (3) charitable contributions for the Firefighters Burn Institute.
- b. All the above payroll deductions shall be subject to the following conditions:

- (1) Such deductions shall be made only upon submission by the Union to the Payroll Division, Department of Finance, of the authorization form (Refer to Exhibit A-1).
- (2) The Union is responsible for submitting the agreed upon dues authorization form to the Payroll Division, Department of Finance, any changes in the amounts to be payroll deducted from the paychecks of employees who have so authorized.
- (3) Dues deductions shall occur over twenty-four (24) pay periods per year, which shall be the first two (2) pay periods each month.
- (4) Unless notified in writing by the Union of an employee's request to cancel their Union dues deduction(s), the City will continue to deduct dues, and/or any additional deduction(s) noted. Notification will be made to the Payroll Division, Department of Finance, using the authorization form and notating that it is for dues cancellation.
- (5) The Union agrees to indemnify, defend and hold the City harmless against any claims made of any nature whatsoever, and against any suit instituted against the City arising from its deductions for dues or insurance or other programs sponsored by the Union. This hold harmless and indemnity agreement shall include, but not be limited to, employee legal action of any sort or nature against the City based upon or related to this Section.
- (6) All career employees who are paid one (1) or more hours of salary, including injury-on-duty under the City Charter, during a bi-weekly pay period, shall have the option to become members of the Union.
- (7) The City will remit to the Union a check for all of the deductions.

#### 4.3 BI-WEEKLY WARRANTS AND DEDUCTIONS

- a. Except for payroll deductions requested by the employee in writing and duly authorized by the City as hereinafter provided or required to be deducted by law or court order, the employee's entire pay warrant shall be made payable to the employee.
- b. Salaries shall be paid on a bi-weekly basis.
- c. Changes in salary shall be reflected in the second regularly-issued pay warrant following the effective date of the change.
- d. The City shall mail the pay warrant to an employee if the employee (1) submits to the designated Fire Department payroll clerk in writing a signed request to the effect which shall include the following statement: "I hereby indemnify and hold the City, its officers, agents and employees harmless against any claim

made or any loss or liability I or others incur on account of this request"; and  
(2) the employee provides the payroll clerk with a stamped, self-addressed 9-1/2 x 4 inch envelope in which to mail the pay warrant.

#### 4.4 BULLETIN BOARDS

The Union may, at its own expense, place one bulletin board not to exceed approximately 2' x 3' in size, in each fire station for the purpose of communicating normal and usual Union business to the membership. Specific placement of such boards within a station shall be subject to the approval of the Fire Chief. The officially designated Union representative in each station shall be responsible for maintaining such board. The Fire Chief reserves the right to prohibit the posting, and order the removal of, material that they reasonably conclude will be disruptive of the operations of the Fire Department. Claims of arbitrariness by the Fire Chief in this regard shall fall under the grievance procedure hereinafter provided. The Union will keep the Fire Chief notified in writing of the names of its designated representatives in each station.

#### 4.5 COMMUNICATION SYSTEM ANNOUNCEMENTS

Announcements of Union meetings and official business will be allowed over the communication system of the Fire Department. Such announcements will be held to a minimum and preferably made at noontime. Requests for such announcements will be made with ample time in writing to the Department. If time is a factor, requests may be made orally.

### ARTICLE 5 – GRIEVANCE PROCEDURE

No matter shall be considered as a grievance under this Article unless it is presented in writing within thirty (30) calendar days after occurrence of the events on which the grievance ~~wasis~~ based. With the consent of the City's third step representative the thirty (30) calendar day time limit for filing grievance may be extended.

#### 5.1 PURPOSE

- a. This grievance arbitration procedure shall be the exclusive process to resolve grievances as that term is defined under subsection (a) of Section 5.2 below.
- b. The purposes of this procedure are:
  - (1) To resolve grievances informally at the lowest possible level.
  - (2) To provide an orderly procedure for reviewing and resolving grievances promptly.

## 5.2 DEFINITIONS

- a. A grievance is a good faith complaint of one or a group of employees, or a disagreement between the City and the Union, regarding the interpretation, application or enforcement of the express terms of this Agreement, or such provisions of the City's ordinances, resolutions, and Rules and Regulations of the Civil Service Board (Civil Service Rules), and such directives of the Fire Department, as fall within the scope of representation, except to the extent that the City Charter vests jurisdiction elsewhere, in which event only such Charter-provided procedure may be used; and provided that disputes as to whether a matter is subject to this procedure shall not be determined pursuant to the provisions of this procedure.
- b. As used in this procedure the term "immediate supervisor" means the individual who assigns, reviews and directs the work of an employee.
- c. As used in this procedure the term "party" means an employee, the Union, the City or their authorized representatives.
- d. As used in this procedure, the term "Fire Chief" means the Fire Chief or their designee.
- ~~d.e.~~ Employees retain all rights conferred by Section 3500 et seq. of the California Government Code and Civil Service Rules unless waived by the employee.

## 5.3 TIME LIMITS

- a. Each party involved in a grievance shall act quickly so that the grievance may be resolved promptly. Every effort should be made to complete action within the time limits contained in the grievance procedure, but with the written consent of all parties the time limitation for any step may be extended.
- b. If the City does not meet time limits required in Steps 1 or 2, the Union may process the grievance to the third step of the grievance procedure, and a meeting will be held within fourteen (14) calendar days. If the City fails to respond to the third step within the appropriate time limits and no mutual agreement to extend the time limits in writing has been made, then the grievance will be automatically moved to arbitration granted in favor of the Union at the third step. The grievant may be represented by the Union during the arbitration process.

## 5.4 PRESENTATION

An employee and/or a Union representative, may present a grievance while on duty, provided such use of on-duty time shall be kept to a reasonable minimum.

## 5.5 APPLICATION

The resolution of grievances as defined in Section 5.2 shall utilize this procedure unless the City Charter vests jurisdiction elsewhere.

## 5.6 INFORMAL DISCUSSION

The grievance initially shall be personally discussed between the grievant and their immediate supervisor. The grievant may have in attendance, and be represented by, a Union representative. Within fourteen (14) calendar days, the immediate supervisor shall give their decision or response, subject to the approval of the Fire Chief or the Fire Chief's designee.

## 5.7 FORMAL GRIEVANCE - STEP 1

If, after discussions with the immediate supervisor, the grievant does not feel the grievance has been properly resolved, the employee or union representative may reduce the grievance to writing, using the prescribed form. The grievance statement shall include the following:

- a. A statement of the grievance clearly identifying the matter in dispute and the controlling article(s) and section(s) of this Agreement, or such City ordinances, Resolutions, Civil Service Rules and such Fire Department directives that apply as applicable under Section 5.2(a) above.
- b. The remedy or correction requested of the City.
- c. The grievance form shall be signed and dated by the grievant. The grievance form shall be signed and dated by the Fire Deputy Chief in charge of Human Resources or their designee upon receipt. If the grievant is to be represented by the Union, the President of the Union or designee shall also sign the grievance form to substantiate acceptance of such representation.
- d. The Fire ~~Assistant~~Deputy Chief shall assign the Step 1 review to the employee's Fire Battalion Chief, or Fire Assistant Chief if applicable, who will give their response in writing to the grievance within fourteen (14) calendar days from the date of receipt. The written response shall include:
  - (1) A statement of the Fire Battalion Chief's, or Fire Assistant Chief if applicable, position and the facts upon which it is based.
  - (2) Subject to the approval of the Fire Chief or Fire Chief's designee, the remedy or correction which has been offered, if any.

## 5.8 FORMAL GRIEVANCE - STEP 2

- a. If the grievant is not satisfied with the City's response at Step 1, the grievant may appeal the decision within fourteen (14) calendar days to the Fire Chief,



or designee. Within fourteen (14) calendar days, the parties to the grievance shall meet in an effort to resolve the grievance. The grievant may be represented by a Union representative at the Step 2 meeting.

- b. Within fourteen (14) calendar days of the second step meeting, the Fire Chief, or designee, shall respond in writing to the grievant.
- c. If the grievant is not satisfied with the City's Step 2 response, the grievant may appeal the City's response within fourteen (14) calendar days to Labor Relations.

## 5.9 FORMAL GRIEVANCE - STEP 3

- a. The Union's representative and the designated representative of Labor Relations will meet to discuss a grievance appealed to the third step. Unless the parties otherwise agree, the third step meeting shall be held within fourteen (14) calendar days after the appeal to the third step of the grievance procedure.
- b. The City shall provide a written response stating its position within fourteen (14) calendar days after the third step meeting.

## 5.10 ARBITRATION

- a. If the City's designated representative fails to respond in writing as provided in Step 3, or if the response is not satisfactory to the grievant, the grievant shall have the right to refer the matters to binding arbitration. Such referral shall be made by written demand submitted to Labor Relations within fourteen (14) calendar days of receipt of the third step response.
- b. An arbitrator may be selected by mutual agreement between the Union representative and the City's representative.
- c. Should the representatives fail to mutually agree on an arbitrator they shall make a joint request to the American Arbitration Association or the State Mediation and Conciliation Service for a list of five (5) qualified arbitrators. The parties shall each strike two (2) names from the list and the remaining person shall be accepted as the arbitrator. The first party to strike will be determined by the flip of a coin.
- d. It is understood that the arbitrator will only interpret this Agreement or documents as cited in Section 5.2(a) above, and will in no instance add to, delete from, or amend any part thereof.
- e. Subject to the exceptions outlined in California Code of Civil Procedure section 1286.2, the arbitrator's decision shall be final and binding on the City, the Union and grievant.

- f. All fees and costs of the arbitrator and court reporter, if any, will be borne equally by the parties.
- g. Either party to this Agreement shall, upon receipt of a written grievance, have the right to refuse to handle such grievance if the aggrieved party has not followed the steps outlined in this Article for processing a grievance.

#### 5.11 GENERAL

- a. The Union representative shall have the authority to settle grievances for the Union or employees at any point in the grievance procedure.
- b. At each step of the formal grievance procedure, a copy of the City's written response shall be sent to the Union or other authorized representative at the same time as the response is sent to the grievant.

### ARTICLE 6 – SALARY ADJUSTMENTS

#### 6.1 ~~2022~~2023 SALARIES

Effective ~~January 1, 2022~~March 25, 2023, all salary steps shall be increased by three and one-half percent (3.5%).

Employees who were on payroll during the retroactive period will receive retroactive pay for all paid hours within ninety (90) calendar days following adoption by the City Council of this Agreement. Employees who are involuntarily separated from City service as a result of disciplinary action during the retroactive period are ineligible for this payment.

#### 6.2 FIREFIGHTER ONE-TIME WAGE ADJUSTMENT

Effective December 2, 2023, the seven and one-half percent (7.5%) Medic Assignment Pay incentive for Firefighter provided in Article 15.2(c) is being eliminated. Concurrently, the salary schedule for the classification of Firefighter shall be increased by seven and one-half percent (7.5%).

The seven and one-half percent (7.5%) wage increase provided in this Section 6.2 is ineligible for retroactive pay.

After implementation of Section 6.1 and 6.2, the salary schedule for Firefighter shall be:

<u>Class</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
<u>Firefighter</u>	<u>28.943480</u>	<u>30.390654</u>	<u>31.910187</u>	<u>33.505696</u>	<u>35.180981</u>	<u>36.940030</u>	<u>38.787032</u>
<u>Firefighter (admin)</u>	<u>41.086159</u>	<u>43.140467</u>	<u>45.297490</u>	<u>47.562365</u>	<u>49.940483</u>	<u>52.437507</u>	<u>55.059382</u>

#### FIRE INVESTIGATOR I/II ONE-TIME WAGE ADJUSTMENT

~~Effective the first full pay period after City Council adoption, the salary schedule for the classifications of Fire Investigator I/II shall be increased by five percent (5%).~~

~~Effective upon adoption of the Civil Service Board the job specification for the classification of Fire Investigator I/II shall be modified to require current and future incumbents to maintain either an EMT or Paramedic License.~~

### 6.3 ~~ONE-TIME USE OF~~ LOCAL COMPARABLE AGENCIES

For negotiations on ~~the successor agreements to the MOU ending on March 24, 2023, only~~, the parties shall use the following agencies for purposes of Sacramento metropolitan comparable agency compensation analysis:

City of Folsom  
Consumnes Community Services District  
Sacramento Metropolitan Fire District

~~The parties shall use data associated with these agencies on a trial basis for the successor agreement only. Therefore, the parties specifically agree that the use of these agencies during the negotiations of the successor agreement sets no precedent for future negotiations.~~

This ~~s~~Section, 6.3, does not interpret or supersede any of the impasse provisions provided in the Employer-Employee Relations Policy (EERP) or the Sacramento City Charter ~~section 603 et seq.~~

## ARTICLE 7 – SALARY ADMINISTRATION

### 7.1 ORIGINAL APPOINTMENT COMPENSATION RATE

The rate of compensation upon original appointment shall normally be Step 1, however, the City Manager, or designee, retains the discretion to make an appointment at any step in the applicable salary range. This provision shall apply to original appointments to career positions and appointments to non-career positions.

### 7.2 ADVANCEMENT IN RATE OF COMPENSATION

#### a. Advancement in Steps

- (1) Upon successful completion of twenty-six (26) weeks (1,040 hours or 1,456 hours for suppression) of service, an employee shall be advanced to the next higher step of the salary range of the classification. Employees who thereafter maintain a normally satisfactory level of performance shall be advanced automatically at fifty-two (52) week (2,080 hours or 2,912 for suppression) intervals to succeeding steps of the assigned salary range.

- (2) Time spent on leave of absence without pay of ten (10) or less consecutive workdays, four (4) shifts for suppression, shall not affect the step increase eligibility date. For leaves in excess of ten (10) consecutive working days, or four (4) shifts for suppression, all leave time shall not count toward step increases.
- (3) An employee who has completed the required probationary period in their current classification and who is at a salary step lower than top step may be advanced to any higher step in the salary range for that classification at any time. This provision shall not be subject to the grievance procedure and shall be at the sole discretion of the appointing authority.
- (4) This Section shall not apply to non-career employees.

b. Denial of Step Increase and Reduction in Grade

Employees who do not maintain a satisfactory level of performance may be denied advancement and may be reduced within grade upon approval of the appointing authority. Employees in the civil service who are denied advancement, or who are reduced in grade, shall have the right to appeal to the Civil Service Board in accordance with its rules and regulations. This subsection shall not apply to non-career employees.

c. Effective Date of Step Increases/Payroll Changes

All payroll changes shall be effective on the first day of the bi-weekly pay period following the date the employee became eligible for a pay increase, which bi-weekly pay period shall begin at 12:01 a.m. Saturday of the first week, and end at 12:00 midnight on the Friday of the second week.

d. Effective Date of Salary Step Increase Upon Extension of Probationary Period

- (1) If the probationary period is extended due to light duty, sick leave, or injury-on-duty time, the salary step increase will be delayed for the period of the extension. However, the probationary period shall only be extended if the time exceeds thirty (30) consecutive calendar days.
- (2) For an employee in a classification with a six (6) month probationary period who successfully completes the extended probationary period, the period of the extension shall be included in determining the eligibility date for the salary step increase. For example, an employee is appointed on January 4, 1986, and works in the regular assignment until April 11, 1986. On April 12, 1986, the employee is on injury-on-duty time until July 4, 1986, and returns to the regular assignment on July 5, 1986. The employee successfully completes the probationary period on September 26, 1986. The effective date of the salary step

increase is July 5, 1986, because the period April 12, 1986, to July 4, 1986, is included in determining the salary step eligibility date.

- (3) When the probationary period is extended for an employee in a classification with a twelve (12) month probationary period who has successfully completed less than twenty-six (26) weeks of service, the employee shall be eligible for a salary step increase upon successful completion of twenty-six (26) weeks of service, excluding the period of the extension. The period of the extension, however, shall be included in determining the eligibility date for the salary step increase. The effective date of the salary step increase is determined in accordance with the example given above.
- (4) When the probationary period is extended for an employee in a classification with a twelve (12) month probationary period who has successfully completed more than twenty-six (26) weeks of service and who successfully completes the extended probationary period, the period of the extension shall be included in determining the eligibility date for the next salary step increase. The effective date of the salary step increase is determined in accordance with the example given above, except fifty-two (52) weeks is required rather than twenty-six (26) weeks
- (5) If a probationary period is extended due to an unpaid leave of absence, the period of such extension is excluded in determining the eligibility date for a salary step increase.

### 7.3 EFFECT OF CLASSIFICATION CHANGE ON RATE OF COMPENSATION

#### a. Movement to a Higher Classification

When an employee moves from one classification to another which has a higher salary, through examination, appointment to an exempt position, temporary appointment in the absence of an eligible list, or reallocation, the employee shall receive an increase at least equal to a full in-grade salary step five percent (5%) or Step 1, as applicable, of the higher classification, whichever is greater, but not to exceed the maximum rate of the higher classification.

When a Firefighter receiving Paramedic License Pay, pursuant to Article 15.2(b)(2), is promoted to a Fire Engineer or Fire Captain, the step placement shall recognize the reduction of the Paramedic License Pay and salary shall be set to cover that reduction as well as an increase of approximately five percent (5%), but not to exceed the maximum rate of the higher classification.

#### b. Movement to Another Position in the Same Classification or to a Classification With the Same Salary Range

When an employee moves to another position in the same classification or to another classification with the same salary range, the employee shall maintain the same salary and same anniversary date.

c. Movement to a Lower Classification

When an employee's position is reallocated to a classification with a lower salary range, the employee shall suffer no reduction in salary, and the Y-rate provisions of this Agreement shall apply. The salary of an employee who voluntarily demotes shall be that salary step nearest but does not exceed such salary paid in the previous classification.

#### 7.4 EFFECT OF CHANGE OF SALARY RANGE UPON COMPENSATION

Whenever the salary range of a classification is adjusted upward, the salary rate of each employee in the classification shall be adjusted to the step in the new range which corresponds to the step received in the former range, and the employee shall retain the current anniversary date for further increases within the new range.

#### 7.5 RATE OF COMPENSATION UPON RETURN TO CITY SERVICE

- a. An employee recalled after layoff, reinstated after a leave of absence, or reemployed in the same classification after resignation shall return to the same salary step paid at the time of departure.
- b. If the employee is rehired after resignation to a classification lower than that in which last employed, the employee may, within the City's discretion, be placed at any step, but not at a step that exceeds the salary received when last employed. If that step is other than the maximum step of the salary range, the anniversary date for subsequent in-grade adjustments shall be twelve (12) months from the date of reemployment and each year thereafter until the maximum step of the salary range is reached.

#### 7.6 RATES HIGHER THAN STEP TOP STEP (Y-RATE)

Whenever the salary of an employee exceeds the top step of the salary range established for a classification, such salary shall be designated as a "Y-rate." During such time as an employee's salary remains above the top step, the employee shall not receive further salary increases, except that upon promotion to a higher classification, the employee shall immediately advance to the step of the range of the higher classification next above the "Y-rate," and be eligible for advancement to succeeding steps in the range as outlined in this Agreement. In the event an employee is "Y-rated" below top step, as applicable, the employee shall be permitted to advance to the maximum step of the original range.

#### 7.7 LONGEVITY PAY (CONTRACT)

Employees who have completed seventeen (17) years of City Service Seniority shall receive longevity pay in the amount of three percent (3%) of their base rate of pay. Longevity pay shall be additive and shall not be compounded with any other type of pay or incentive.

## 7.8 LONGEVITY PAY (CITY CHARTER)

An employee's years of service when determining eligibility for longevity pay provided in [Section 108 of the City Charter](#) shall be the same as their City Service Seniority as defined in Article 19, Layoffs, Section 19.1(b)(2). The amount to be paid annually on the second check in July after twenty (20) years of City service shall be one hundred dollars (\$100.00), and after twenty-five (25) years of City service, an additional two hundred dollars (\$200.00), for a total of three hundred dollars (\$300.00). The parties acknowledge that Longevity Pay in Article 7.8 is provided for in the City Charter and not through this Agreement. In the event that changes are made to the City Charter, those changes shall supersede the provision of this Agreement regarding Longevity Pay.

Longevity Pay as provided in this Section shall be reported to CalPERS in a manner consistent with CalPERS rules for reporting special compensation, as amended.

## ARTICLE 8 – HEALTH AND WELFARE

### 8.1 CONTRIBUTION TO FULL-TIME AND PART-TIME CAREER EMPLOYEES

The City shall administer a Cafeteria Plan (Plan) for employees consistent with Internal Revenue Code (IRS) section 125. The details of Plan eligibility and operational requirements are set forth in Plan documents. The City shall make contributions as described in this Article. One-half (1/2) of the City contribution will be made to eligible employees on each of the first two (2) paychecks (Eligible Paycheck) in each month.

a. The amount of City contribution as provided in Section 8.3(b)(1-3) and (c) for each of the first two (2) paychecks each month shall be based on the number of hours for which the employee was paid in that bi-weekly pay period: 64 or more hours paid (89.6 hours for suppression) = 100% contribution; 40-63.9 hours paid (56-89.5 hours for suppression) = 50% contribution.

a-b. Eligible employees shall receive a City contribution for each Eligible Paycheck on which the employee is paid for forty (40) or more hours. Employees who are paid less than forty (40) hours on an Eligible Paycheck may continue elected coverage limited to the City's medical, dental, and vision insurance plans for up to six (6) months, or the period of time permitted by the Consolidated Omnibus Budget Reconciliation Act (COBRA), whichever is greater, by personal remittance or other arrangement for payment of the full premiums of any insurance elected to be continued.



- b-c.** All terms and conditions of medical, dental, vision, disability, and basic life insurance sponsored by the City will be as outlined in certificates of coverage and related insurance contracts.

## 8.2 CONTRIBUTION TO NON-CAREER EMPLOYEES

- a. The City agrees to contribute to the employee's purchase of healthcare benefits as provided below, on either a 100% or 50% basis, for non-career (+1,040) employees. Except as provided herein, the City contribution shall be applied toward the premiums for City-sponsored medical, dental, and vision insurance plans for eligible employees and qualified dependents, if any. The amount of City contribution for each of the first two (2) paychecks of each month shall be based on the number of hours for which the employee was paid in that bi-weekly pay period: 64 or more hours paid (89.6 hours for suppression) = 100% contribution; 40-63.9 hours paid (56-89.5 hours for suppression) = 50% contribution.
- b. To be eligible for the City contribution under this Section, the non-career employee must be paid for a minimum of forty (40) hours (fifty-six (56) for suppression) of work on each paycheck. If the employee fails to be paid for the minimum forty (40) hours (fifty-six (56) hours for suppression) necessary to receive the City contribution, the City shall deduct from the employee's first two (2) paychecks each month the amount needed to pay for the insurance plans which the employee has selected. If this deduction from the employee's first two (2) paychecks each month cannot be made in its entirety, it is the responsibility of the individual employee to pay for the remaining amount. Failure to do so before the end of the calendar month including such paycheck(s) shall automatically drop the employee from the City-sponsored insurance program until the next open enrollment period.

## 8.3 AMOUNT OF CONTRIBUTION FOR EMPLOYEES ENROLLED IN A CITY-SPONSORED MEDICAL PLAN

- a. Employees Enrolled in an Account-Based Health Plan (ABHP) As Defined by the City
  - (1) The ABHP is a combination of a High Deductible Health Plan (HDHP) and a Health Savings Account (HSA).
  - (2) Employees enrolled in an ABHP shall receive City contributions as defined in Section 8.3(b). To the extent that the premium for the ABHP is less than any City contributions outlined below, any remaining City contribution shall be credited to the employee's HSA, to the extent allowed by law.
- b. Amount of Contribution
  - (1) Employee Only



- ~~(a) Effective December 21, 2019, for full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be up to a maximum of \$829.46 per month.~~
  - ~~(a) (b) Effective the pay period beginning January 1, 2022, fF or full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be \$838.00 per month.~~
  - (a)(b) Effective December 30, 2023, full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be \$955.00 per month.
- (2) Employee Plus One (1) Dependent
  - ~~(a) Effective December 21, 2019, for full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent, the City contribution shall be up to a maximum of \$1318.38 per month.~~
  - ~~(a) Effective the pay period beginning January 1, 2022, for fF full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent the City contribution shall be \$1,333.00 per month.~~
  - (b) Effective December 30, 2023, full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent, the City contribution shall be \$1,520.00 per month.
- (3) Employee Plus Two (2) or More Dependents
  - ~~(a) Effective December 21, 2019, for full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) dependents, the City contribution shall be up to a maximum of \$1758.00 per month.~~
  - ~~(a) Effective the pay period beginning January 1, 2022, fF or full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) dependents, the City contribution shall be \$1,777.00 per month.~~
  - (b) Effective December 30, 2023, full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents, the City contribution shall be \$2,026.00 per month.
- c. Employees not enrolled in a City-sponsored medical plan shall receive up to \$721.00 per month to purchase City-sponsored dental and vision coverage.
- d. Part-time employees shall be prorated as indicated in 8.21(a).

- e. Effective the first paycheck of 202~~3~~5 for plan year 202~~3~~5, the City shall contribute fifty percent (50%) of the first fifty dollars (\$50.00) of premium increases, up to a total City dollar maximum contribution of twenty-five dollars (\$25.00) per month, toward the cumulative total increase in premiums, from plan year 202~~0~~4 to plan year 202~~4~~5, of the benchmarked ~~forty-dollar (\$40.00)~~twenty-five dollar (\$25.00) Kaiser HMO, Delta Dental PPO, and VSP basic vision plans. The employee shall be responsible for any premium increase(s) which exceed this amount.
- f. Employees who are eligible to receive the City contribution who do not provide proof of other group medical coverage or do not enroll in City medical coverage within thirty (30) calendar days of being eligible for the City's contribution shall be enrolled in the lowest cost traditional HMO medical plan for employee only coverage.
- g. Employees shall not receive any unused portion of the City contribution as cash.

#### 8.4 COVERED DEPENDENTS

- a. An employee who has a domestic partner and has a notarized City-provided "Declaration & Understanding of Partnership Status for City of Sacramento Employee Health Benefits" dated on or before December 10, 2019, may cover the domestic partner under the employee's City-sponsored medical plan. The employee will pay for the premium difference for the domestic partner coverage as an "after-tax" out-of-pocket employee expense. In no event will the City's monthly health and welfare contribution be used to pay for the cost of the domestic partner's coverage.
- b. An employee who has a domestic partner, and is registered with the Secretary of State of the State of California, may cover the domestic partner and/or the domestic partner's children, under the employee's City-sponsored medical plan. Employees with registered State of California domestic partners shall receive the City contributions as specified in Section 8.3.
- c. The following eligible dependents qualify to be enrolled on a City medical, dental, or vision plan: lawfully married spouse or registered domestic partner; children up to age 26 who are an employee's natural child, stepchild, adopted child, or the natural or adopted child of an employee's spouse or registered domestic partner; children up to age 26 who are placed under the legal guardianship of an employee, the employee's spouse, or employee's registered domestic partner; children under the age of 26 in which the City has received notice of a Qualified Domestic Relations Order of Required Coverage; and disabled unmarried children over the age of 26 who reside with the employee. The definition of a dependent child for purposes of medical insurance shall also be in accordance with the Patient Protection and Affordable Care Act (PPACA), as amended.

- d. An employee covered as a dependent of another City employee may not enroll in a City medical plan but may enroll in a City dental or vision plan.

## 8.5 CASH-BACK LIMITS

- a. The cash-back of the City contribution from the IRS section 125 Plan shall be limited to \$200.00 per month for career employees who waive City-sponsored medical insurance. Part-time employees shall be pro-rated as indicated in 8.21(a).
- b. New employees or employees who are not receiving the cash back as of January 1, 2016, shall not be eligible for the cash-back option.
- c. Employees transferring to classifications in the Fire Department Unit who are receiving cash-back at the time of transfer may maintain the cash-back option as long as they continuously waive City-sponsored medical insurance.
- d. Cash-back provided to employees who opt-out of City-sponsored medical insurance as provided in this Section shall not be included in the employee's regular rate of pay when determining such rate for contract overtime.

## 8.6 LIFE INSURANCE

The City will provide basic life insurance in an amount of \$15,000 to each eligible career employee at no charge. Employees may purchase additional life insurance not to exceed a total of \$50,000.00 City-sponsored term life insurance.

## 8.7 FLEXIBLE SPENDING ACCOUNTS

The City shall offer a Flexible Spending Account (FSA) program to employees as permitted by Internal Revenue Service (IRS) regulations for the following:

- a. Out-of-pocket expenses for City-sponsored medical, dental, and vision plans;
- b. Unreimbursed healthcare costs; and
- c. Dependent care reimbursement.

The City shall provide a summary of IRS rules on flexible spending limits during each open enrollment to both the employee and the Union.

## 8.8 RETIREES OR SURVIVOR DEPENDENTS

Eligible City retirees or survivor dependents shall receive City-paid retiree insurance contributions for medical, dental, and vision insurance benefits under the following provisions:

a. Employees Retiring On or Before June 30, 1992

Retirees shall be eligible to receive the total of the lowest cost twenty-five-dollar (\$25) co-pay medical plan for one (1) plus an additional 5.28% of that cost; the lowest cost PPO dental plan for one (1); and twenty-five (\$25) dollars.

b. Retirees Retiring On or After July 1, 1992, and Before January 1, 2020, are Eligible to Receive the Following:

- (1) Retirees shall be eligible to receive the total of: the lowest cost twenty-five dollar (\$25) co-pay medical plan for one (1) plus an additional 5.28% of that cost; the lowest cost PPO dental plan for one (1); and twenty-five dollars (\$25).
- (2) Except as provided in Section 8.8(j), to be eligible for the City retiree insurance contribution, the employee must retire from active service with a minimum of ten (10) full years of City service for a service or ordinary disability retirement and be at least age fifty (50).
- (3) Employees retiring with thirty (30) or more years of City service shall be eligible for the City's retiree insurance contribution effective with the date of retirement without regard to age.
- (4) The City's retiree insurance contribution shall be as follows:
  - (a) Employees with a minimum of ten (10) full years of City service but less than fifteen (15) full years of City service shall be eligible for up to a maximum of fifty percent (50%) of the City's retiree insurance contribution identified in subsection (b)(1), above.
  - (b) Employees with a minimum of fifteen (15) full years of City service but less than twenty (20) full years of City service shall be eligible for up to a maximum of seventy-five percent (75%) of the City's retiree insurance contribution identified in subsection (b)(1), above.
  - (c) Employees with a minimum of twenty (20) full years of City service shall be eligible for up to a maximum of one hundred percent (100%) of the City's retiree insurance contribution identified in subsection (b)(1), above.
- (5) An employee who does not retire from CalPERS within one-hundred twenty (120) days from the date of separation from City service shall not be eligible for the City's retiree insurance contribution and may not enroll in a City medical, dental, or vision plan.

c. Employees Hired On or Before December 31, 2019, Who Retire On or After January 1, 2020, are Eligible to Receive the Following:

- (1) Retirees shall be eligible to receive the total of: the lowest cost twenty-five dollar (\$25) co-pay medical plan for one (1); the lowest cost PPO dental plan for one (1); and twenty-five dollars (\$25.00).
- (2) Except as provided in Section 8.8(j), to be eligible for the City retiree insurance contribution, the employee must retire from active service with a minimum of ten (10) full years of City service for a service or ordinary disability retirement and be at least age fifty (50).
- (3) Employees retiring with thirty (30) or more years of City service shall be eligible for the City's retiree insurance contribution effective with the date of retirement without regard to age.
- (4) The City's retiree insurance contribution shall be as follows:
  - (a) Employees with a minimum of ten (10) full years of City service but less than fifteen (15) full years of City service shall be eligible for up to a maximum of fifty percent (50%) of the City's retiree insurance contribution identified in subsection (c)(1), above.
  - (b) Employees with a minimum of fifteen (15) full years of City service but less than twenty (20) full years of City service shall be eligible for up to a maximum of seventy-five percent (75%) of the City's retiree insurance contribution identified in subsection (c)(1), above.
  - (c) Employees with a minimum of twenty (20) full years of City service shall be eligible for up to a maximum of one hundred percent (100%) of the City's retiree insurance contribution identified in subsection (c)(1), above.
- (5) An employee who does not retire from CalPERS within one-hundred twenty (120) days from the date of separation from City service shall not be eligible for the City's retiree insurance contribution and may not enroll in a City medical, dental, or vision plan.

d. Employees Hired On or After January 1, 2020

Unless otherwise required by law, no employee hired on or after January 1, 2020, shall be eligible for any retiree insurance contributions provided by this Section.

e. Transferring Classifications

Employees who voluntarily transfer from a classification not covered by this Agreement to a classification covered by this Agreement on or after January 1, 2020, shall be ineligible for the retiree insurance contributions provided by this Section. This provision does not apply to Fire Recruits who graduate from the Sacramento Fire Academy by July 2020.

Employees whose most recent date of hire is prior to January 1, 2020, who are involuntarily transferred or demoted into a classification covered by this Agreement, shall be eligible for the retiree insurance contributions provided in Section 8.8(c), above.

f. Fire OPEB Trust (Trust)

The City and employees shall discontinue contributions to the Fire OPEB Trust (Trust). The balance of the existing Trust shall be utilized to address post-employment medical benefits.

g. Pre-Medicare Eligible Retirees

Pre-Medicare retirees who are not eligible for Medicare benefits may elect to participate in a City-sponsored medical plan or purchase an individual medical plan. A retiree who elects to purchase an individual medical plan not sponsored by the City shall only be eligible to enroll in a City medical plan if the retiree enrolls with an effective date of coverage which is within two (2) years from the date their prior City medical coverage terminated except in the event of closure or repeal of the Patient Protection and Affordable Care Act (PPACA).

h. Medicare Retirees

In order to maintain eligibility for the City retiree insurance contribution, each eligible retiree and eligible dependent(s) shall enroll in Medicare Parts A and B immediately after becoming eligible for such benefits. Medicare retirees may elect to participate in a City-sponsored Medicare medical plan or purchase an individual Medicare medical plan.

Medicare retirees who have enrolled in Parts A and B after becoming eligible for such benefits may elect to participate in a City-sponsored Medicare medical plan without restriction to the amount of time the retiree has waived a City-sponsored medical plan. Medicare retirees may only enroll on their City-sponsored Medicare medical plan a Medicare eligible dependent(s) who has enrolled in Parts A and B.

Medicare retirees who are eligible for Medicare Parts A and B and who elect to purchase an individual medical plan shall only be reimbursed the cost of the individual premiums associated with a Medicare Advantage, Medicare

Supplemental, and/or Medicare Prescription Drug plan up to their eligible City contribution.

i. Retiree Insurance Contribution Exclusion

Retirees who participate in another (non-City sponsored) group medical plan as an employee or dependent spouse shall not be eligible for the City contribution outlined in this Section.

j. Industrial Disability or Death in Line of Duty Survivors

Retirees who receive industrial disability pensions or death in-line-of-duty survivors will be entitled to one hundred percent (100%) of the City retiree insurance contribution for retirees regardless of years of service. This benefit shall be determined as provided in Section 8.8(a-c).

k. Survivor Dependents Benefits

Survivor dependents of eligible employees or retirees shall be entitled to continue receiving the retiree insurance contribution. The benefit to survivor dependents shall be determined as provided in Section 8.8.

“Eligible dependent,” as used in this Section, is defined as a dependent who was and remains eligible to be enrolled on the employee or retiree’s benefit plan at the time of the employee or retiree’s death.

l. Resuming Retiree or Survivor Dependents for Eligible Personnel who Unretire from City Service November 20, 2023, and Subsequently Re-Retire from City Service

Individuals retired from classifications represented by the Union who are eligible for retiree or survivor dependents benefits under Section 8.8 shall have these benefits suspended if they elect to unretire and return to active employment with the City of Sacramento.

Notwithstanding Section 8.8(d), upon re-retirement from a classification represented by the Union, retirees who were eligible for retiree or survivor dependents benefits under Section 8.8 at the time of their first retirement, shall receive the City contribution to which they were entitled upon their original retirement date. Years of service during the employee’s return to active employment will not be used to determine any employee’s entitlement to the City’s retiree insurance contribution under Section 8.8.

Example: An employee retires from a classification represented by the Union with fifteen (15) years of City service. The employee is eligible for 75% of the City’s retiree insurance contribution. The individual unretires and works in a Union-represented classification for another ten (10) years. When the employee re-



retires, the employee is only eligible for the fifteen (15) year contribution amount, irrespective of any additional years of service worked for the City.

## 8.9 HEALTH REIMBURSEMENT ARRANGEMENT (HRA)

Following the adoption of this Agreement by the City Council, the City will, as soon as practicable and consistent with the terms of the City's contract with MissionSquare, stop employee contributions to the MissionSquare Retiree Health Savings Account (RHSA) and setup employee contributions to the International Association of Fire Fighters (IAFF) sponsored Medical Expense Reimbursement Plan (MERP), for employees covered by this Agreement as follows:

- a. Employees' existing MissionSquare RHSA balances will remain in their MissionSquare RHSA account and are eligible for use in a manner consistent with the City's contract with MissionSquare and subject to the restrictions in the United States Internal Revenue Code (USIRC) or other applicable law.
- b. Employees hired before January 1, 2020, shall contribute seventy-five dollars (\$75.00) per month to the MERP.
- c. Employees hired on or after January 1, 2020, shall contribute seventy-five dollars (\$75.00) per month to the MERP.
- d. Contributions shall occur over twenty-four (24) pay periods per year, which shall be the first two (2) pay periods of each month.
- e. Employee contributions to the MERP will be mandatory for each group identified in subparagraphs (b) and (c), above. Employee contributions shall be on a pre-tax basis to the extent allowed by law.
- f. There shall be no City contributions to the MERP.
- g. The Union acknowledges that it is solely responsible for the adoption and ongoing administration of the MERP. The Union also represents that the MERP complies with all federal, state, and local laws including, but not limited to, the USIRC and Regulations pertaining to pre-tax deposits to such plans.
- h. The City is not a party to, nor shall it incur any costs associated with the IAFF MERP including, but not limited to, its establishment or administration. The City agrees to deduct and transfer participants' contributions to the IAFF MERP in a manner consistent with this Article. The City has no obligations to the management, regulatory compliance, or performance of the IAFF MERP. In the event the IAFF MERP becomes insolvent or unable to pay, the City has no financial obligation to the IAFF MERP, the employees covered by this Agreement, IAFF MERP participants and their qualified beneficiaries, or the Union. Further, the City has no obligation to provide any IAFF MERP benefits



to employees covered by this Agreement or IAFF MERP participants and their qualified beneficiaries.

- i. The Union agrees to defend, indemnify, and hold the City, its agents, officers, and employees harmless from any liability of any nature which may arise as a result of employee, participant, and/or qualified beneficiary participation in the IAFF MERP, including any and all claims or legal proceedings regarding the operation of the IAFF MERP, except for the obligation of the City to deduct and transfer participant contributions to the IAFF MERP as described in this Agreement.

#### RETIREES HEALTH SAVINGS ACCOUNTS (RHSA)

~~As soon as practicable, the City will establish a Retiree Health Savings Account (RHSA) for employees covered by this Agreement as follows:~~

- a. ~~For employees hired on or after January 1, 2020, the employee shall contribute forty-five dollars (\$45.00) per month to an individual RHSA.~~
- b. ~~For employees hired prior to January 1, 2020, the employee shall contribute forty-five dollars (\$45.00) per month to an individual RHSA.~~
- c. ~~Contributions shall occur over twenty-four (24) pay periods per year, which shall be the first two (2) pay periods of each month.~~
- d. ~~Employee contributions to the RHSA will be mandatory for each group. Employee contributions shall be on a pre-tax basis to the extent allowed by law. The plan documents for both groups of employees shall allow withdrawals from the RHSA upon separation from the City, subject only to those restrictions of the Internal Revenue Code (IRC) or other applicable law.~~
- e. ~~There shall be no City contributions to the RHSA.~~

#### 8.10 VESTING OF RETIREE MEDICAL BENEFITS AND WAIVER OF RIGHT TO BARGAIN

The retiree insurance contributions described in Section 8.8(a) for retirees that retire on or before June 30, 1992; the retiree insurance contributions described in Section 8.8(b) for employees that retire on or after July 1, 1992, and before January 1, 2020; and the retiree insurance contributions described in Section 8.8(c) for employees hired on or before December 31, 2019, who retire on or after January 1, 2020, are vested. This means that they are lifelong rights. The City agrees to vest these rights for current retirees and employees in consideration for the Union's agreement that the City will provide no City funded retiree insurance contributions in Section 8.8(d). As a result, the City and the Union waive their right to renegotiate Section 8.8(a), Section 8.8(b), Section 8.8(c), and Section 8.8(d) in future labor negotiations.

## ARTICLE 9 – WORKING CONDITIONS FOR FIRE SUPPRESSION PERSONNEL

### 9.1 DAILY HOUR VALUE

The hour value of a leave day for vacation, sick leave or other leave shall be determined by dividing the average number of regularly-scheduled weekly hours by five (5), which result provides the ratio of hours of all weekly hour schedules to the 5 day-40 hour per week employee. The value of an hour for the 5 day/40-hour schedule shall be 1.4 and a day shall be 11.2 hours. The value of an hour for the 4 day/10-hour schedule shall be 1.4 and a day shall be 14 hours.

### 9.2 WEEKLY ANNUAL REPORT

It is agreed that the gross annual hours for Firefighters, Fire Engineers, Fire Captains and Fire Battalion Chiefs assigned to the fire duty schedule shall be 2,912 hours (56 hours per week times 52 weeks) for each fiscal year.

### 9.3 HOLIDAYS

- a. Firefighters, Fire Engineers, Fire Captains and Fire Battalion Chiefs who are assigned to the fire suppression schedule shall be credited with holiday accrual at the rate of six (6) hours and thirty-two (32) minutes on the first two paychecks of each month. Employees may accumulate twenty-four (24) hours of holiday leave, after which all remaining accruals shall be paid to the employee at the employee's base rate of pay plus applicable incentives identified in Article 15.
- .b. Holiday hours shall be credited to an employee consistent with Article 9.3 (a) only while the employee is in paid status.
- c. Holiday hours shall be used to offset vacation time off as follows:
  - (1) Employees earning 10 vacation days per year: Holiday Earned = 1:36/shift
  - (2) Employees earning 15 vacation days per year: Holiday Earned = 3:00/shift
  - (3) Employees earning 20 vacation days per year: Holiday Earned = 1:36/shift
  - (4) Employees earning 20 vacation days per year and who sell back 1 week in lieu of vacation: Holiday Earned = 3:00/shift

### 9.4 SCHEDULE AND HOURS

- a. Shifts for Firefighters, Fire Engineers, and Fire Captains not assigned to EMS 22 or EMS 23 and Fire Battalion Chiefs shall begin at 8:00 a.m., and end at 8:00 a.m. the following morning. Shifts for all Fire Battalion Chiefs on suppression assignment and Fire Captains who are assigned to EMS 22 or EMS 23, shall begin at 7:00 a.m., and end at 7:00 a.m., the following morning. Firefighters, Fire Engineers, Fire Captains, and Fire Battalion Chiefs-and will

be scheduled to be on-duty four (4) 24-hour periods and off-duty eight (8) 24-hour periods in a 12-day cycle. The duty schedule is as follows:

"X" denotes work day or duty shift

"O" denotes day off or shift off duty

X-X-O-O-O-O-X-X-O-O-O-O

- b. Payroll records will correctly reflect the above work schedule of the said shift employees commencing with the first pay period that begins after the effective date hereof. Example: A twenty-four (24) hour shift beginning at 8:00 a.m. on a Monday and ending at 8:00 a.m. on a Tuesday will show sixteen (16) hours on-duty time on Monday and eight (8) hours on-duty time on Tuesday.
- c. The basic daily work schedule shall be from 8:00 a.m. – 5:00 p.m. However, it is recognized that department operations and training needs may require schedules other than 8:00 a.m. – 5:00 p.m. Where possible and feasible all training and work of a non-emergency nature will be performed between the hours of 8:00 a.m. – 5:00 p.m. and will conform to the job classification specifications as defined by Civil Service Rules.

## ARTICLE 10 – WORKING CONDITIONS FOR FIRE ADMINISTRATIVE ASSIGNMENT

This Article applies to the Firefighter, Fire Engineer, Fire Captain, and Fire Battalion Chief classifications while working in an administrative assignment.

### 10.1 ASSIGNMENT TO ADMINISTRATION

- a. Recruitment notices for administrative assignments must include the job duties and expectations, desired qualifications, and a description of the application and evaluation process. The notice shall be posted for a minimum of ten (10) calendar days before the application closing date.
- b. At a minimum, the evaluation process will consist of a review of applicant resumes and interviews with all qualified candidates.
- c. In the event two (2) or more qualified applicants with equal knowledge, skills, abilities, and experience, seniority will be the tie-breaking factor.
- d. Management shall attempt to fill all administrative assignments with qualified applicants. If no qualified applicants are available, vacancies shall be filled by reverse classification seniority of qualified, permanent employees.
- e. Administrative assignments have a two (2) year term. Management may shorten or extend this term after thirty (30) days written notification to the employee.

## 10.2 WORKWEEK

- a. The workweek for employees covered by this Article shall begin at 12:01 a.m., Saturday and end at 12:00 Midnight the following Friday. The employees' workweek shall consist of eight (8) consecutive hours per day for five (5) consecutive days for a total of forty (40) hours.
- b. An alternative workweek schedule for employees on administrative assignment may established consisting of forty (40) hours in increments of four (4) ten (10) hour workdays or five (5) eight (8) hour workdays, or a 9-80 workweek schedule consisting of four (4) nine (9) hour workdays, four (4) nine (9) hour workdays, and one (1) eight (8) hour workday during an eighty (80) hour bi-weekly period. Management retains the right to determine days off on the schedule and agrees to discuss the schedule with the Union thirty (30) days in advance of changes to the 9-80 workweek schedule. Upon receipt of the written notice, the alternative workweek schedule will be terminated on a date mutually acceptable to the City and the affected employee(s) or thirty (30) calendar days from the date of written notice, whichever occurs first.

## 10.3 HOLIDAY BENEFIT FOR ADMINISTRATIVE ASSIGNMENT PAY

- a. The following shall be the recognized holidays for employees covered by this Article:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Cesar Chavez's Birthday	March 31
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving Day	Friday after Thanksgiving
Christmas Eve (4 hours)	December 24
Christmas Day	December 25
New Year's Eve (4 hours)	December 31

- b. Employees on administrative assignment shall not be eligible for additional holiday benefits pursuant to Section 9.3.
- c. To be eligible for holiday pay, the employee shall work the scheduled workday before and after the recognized holiday. Paid time on vacation, sick leave, or CTO shall be considered hours worked for the purpose of holiday pay eligibility.

- d. If the recognized holiday falls on a Saturday, the preceding Friday shall be considered the employee's holiday.
- e. If the recognized holiday falls on a Sunday, the following Monday shall be considered the employee's holiday.

f. Floating Holidays

(1) Accrual

In addition to the recognized holidays provided in Section 10.2(a) above, employees shall receive the equivalent of two (2) floating holidays per fiscal year on an accrual basis at the rate of forty (40) minutes per pay period on the first two (2) paychecks of each calendar month as long as the employee is in paid status for forty (40) or more hours on the paycheck that the accrual would occur.

(2) Administration

- (a) The scheduling of floating holiday time must be approved in advance by the appointing authority or designated representative.
- (b) An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday. All floating holiday hours accrued and not used in excess of eight (8) hours shall be paid to the employee at the employee's base rate of pay plus applicable incentives identified in Article 15, on the final paycheck of the calendar year in which it was earned.

#### 10.4 CONVERSION OF LEAVE BALANCES

- a. When an employee fills an administrative assignment, all leave balances accrued or earned on a suppression schedule shall be converted by dividing the current balances by the daily hour value of 1.4.
- b. While on an administrative assignment, all leave balances shall be accrued or earned based on a forty (40) hour workweek.
- c. When an employee returns to a suppression schedule from an administrative assignment all leave balances shall be converted by multiplying the current balances by the daily hour value of 1.4.

## 10.5 OVERTIME

- a. When an employee on administrative assignment fills a suppression assigned position of equal rank, the employee shall receive the suppression overtime rate of pay for the position plus incentive pay.
- b. When an employee on administrative assignment fills a suppression assigned position of lower rank, the employee shall receive the suppression overtime rate of pay for that position at the maximum hourly rate of pay plus incentive pay.
- c. The daily hour value shall apply to overtime worked on the administrative 5/8 or 4/10 schedule but shall not apply to suppression schedule hours or overtime hours worked.
- d. Incentive pay shall be additive and not compounded.

## 10.6 COMPENSATORY TIME OFF (CTO)

In lieu of overtime compensation, with the approval of the Fire Chief, or designee, employees on Administrative Assignments may accrue up to eighty (80) hours of Compensatory Time Off (CTO). In accordance with United States Code section 207(o), CTO shall be earned at a rate of one and one-half (1 ½) hours for each hour of employment for which overtime compensation is required. Time worked on a Suppression Assignment is ineligible to be banked as CTO. An employee is ineligible to use CTO leave upon return to a Suppression Assignment. Within thirty (30) days of return to a Suppression Assignment, all CTO time will be paid out at the employee's current Administrative Assignment base rate of pay plus applicable incentives.

# ARTICLE 11 – WORKING CONDITIONS FOR FIRE PREVENTION PERSONNEL

This Article, unless a classification is not referred to or specifically excluded, applies to the classifications of Fire Investigator I and II, Senior Fire Prevention Officer, Fire Prevention Officer I and II, and Fire Prevention Officer Trainee.

## 11.1 FIRE PREVENTION OFFICERS

This Section applies to the Fire Prevention Officer Trainee, Fire Prevention Officer I, Fire Prevention Officer II, and Senior Fire Prevention Officer and classifications in the Fire Department.

### a. Workweek

The workweek for employees covered by this Section shall begin at 12:01 a.m., Saturday and end at 12:00 Midnight the following Friday. The

employees' workweek shall consist of eight (8) consecutive hours per day for five (5) consecutive days for a total of forty (40) hours.

b. Shift DifferentialNight Shift Premium Pay

(1) Employees covered by this Section 11.1, who work five-eighths (5/8) or more of their regular shift in the period extending from 6:00 p.m. to 6:00 a.m., shall receive an incentive of five percent (5%) of their base rate of pay for the entire shift. Employees, who work less than five-eighths (5/8) of their regular work shift in the period extending from 6:00 p.m. to 6:00 a.m., shall receive an incentive of five percent (5%) of their base rate of pay for those hours worked (to the nearest one-half hour) within th~~at~~is period.

(2) An employee shall not receive night-shift premium pay when on vacation or other authorized leave of absence with pay.

~~(2)~~(3) This incentive shall be additive and not compounded with any other pay or incentive.

c. Vacation Administration

The maximum number of Fire Prevention Officer I/II's scheduled to be on vacation, CTO, PTO, holiday credit accrued, or a 9/80 day off each working day shall not exceed fifty percent (50%) of the filled FTEs in each Fire Prevention Unit.

d. Alternative Workweek Schedule

The City has established an alternative workweek schedule for Fire Prevention Officers consisting of eight (8) nine (9) hour workdays, and one (1) eight (8) hour workday during an eighty (80) hour bi-weekly period. The City may establish an alternative work schedule consisting of four (4) ~~consecutive~~ ten (10) hour workdays in a seven (7) day FLSA work period. Management retains the right to determine shift start times and days off for any alternative schedule but will discuss any change to the schedule with the Union thirty (30) days in advance. Upon receipt of written notice from the City, the alternative workweek schedule will be terminated on a date mutually acceptable to the City and the affected employee(s) or thirty (30) calendar days from the date of written notice, whichever occurs first.

## 11.2 FIRE INVESTIGATOR I

The City and the Union agree to meet and confer over the salary schedule conversion rates for the topics identified below for the classification of Fire Investigator I. Employees in this classification will work a rotating schedule of one (1) twenty-four (24) hour shift followed by three (3) consecutive 24-hour days off-duty. This classification will be eligible for administrative assignments.



The parties will continue to meet and confer on the rate of pay and salary conversion when moving the annual hours to and from 2080 hours and 2184 hours. The topics of the meet and confer are:

- Conversion of Hourly Wage
- Conversion of Leave Balances
- Conversion of Donated Catastrophic Leave Hours
- Conversion of Daily Hour Value

This Section 11.2 shall apply only to the Fire Investigator I classification.

a. Work Period

The work period for employees in the Fire Investigator I classification shall consist of one hundred forty-seven (147) hours in a twenty-four (24) day work period, consistent with the Fair Labor Standards Act (FLSA) overtime provisions for law enforcement employees.

a.b. Work Schedule

(1) Effective as soon as administratively feasible but within sixty (60) calendar days of the adoption of this Agreement by City Council, employees in the Fire Investigator I classification will work a rotating schedule of one (1) twenty-four (24) hour shift followed by three (3) consecutive days off-duty.

~~The work schedule for Fire Investigator I shall consist of a 10-hour (0800-1800 hours) day shift, a 14-hour (1800-0800 hours) night shift and a 24-hour (0800-0800 hours) shift:~~

Work Schedule	<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>	<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>	<u>S</u>	<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>				
1				N	X	D	T	X	X	X		X	N	X	D	T	X	X	X							
2				D	T	X	X	X	X	N		X	D	T	X	X	X	X		N	X	D	T	X	X	X
3				X	X	X	N	X	D	T		X	X	X	X	N	X	D		T	X	X	X	X	N	X
4				X	X	X	X	N	X	D		T	X	X	X	X	N	X		D	T	X	X	X	X	N

~~T = 24 Hour Shift~~

~~D = Day Shift~~

~~N = Night Shift~~

~~X = Day Off~~

~~(1) The Fire Investigator I shall rotate in consecutive order of Schedule 1, 2, 3, and 4.~~



- (2) The ~~10-hour, 14-hour, and 24-hour work shifts~~ work schedule described in Section 11.2(b) shall be considered regular work hours paid at straight time consistent with 29 United States Code (USC) 207(k).

~~b.c.~~ Holidays

In lieu of accruing leave balances for fourteen (14) holidays per year, employees in the Fire Investigator I classification shall be paid for four (4) hours and forty (40) minutes at their base rate of pay plus applicable incentives on the first two paychecks of each month.

~~c.d.~~ Vacation Administration

The vacation schedule shall operate on straight seniority based on the date the employee entered the Fire Department. The employee will select either their vacation or their splits the first time around. After the complete list has been gone through, then the second and third choice will be made under the same procedures.

~~d.e.~~ Shift Trades

Shift trades may be permitted at the discretion of the Fire Marshal.

### 11.3 FIRE INVESTIGATOR II

Workweek

The workweek for employees in the Fire Investigator II classification shall begin at 12:01 a.m., Saturday and end at 12:00 Midnight the following Friday. The employees' workweek shall consist of eight (8) consecutive hours per day for five (5) consecutive days for a total of forty (40) hours.

### 11.4 OVERTIME COMPENSATION

- a. Employees in the Fire Prevention Officer classifications shall receive overtime pay at one and one-half (1-1/2) times their regular rate of pay when they are required to work in excess of a regularly scheduled work shift, forty (40) hours per workweek, or on a recognized holiday. All paid time shall count as time worked for purposes of calculating overtime with the exception of sick leave. The Fire Investigator I shall not receive overtime on a recognized holiday.
- b. Overtime shall be paid in cash, except an employee may request compensating time off (CTO) as the method of payment. The City reserves the right to deny the CTO request.
- c. CTO shall be computed at the rate of time and one-half the number of overtime hours worked. Any CTO must be approved by the Fire Marshal.

- d. Employees may accrue up to eighty (80) hours of CTO up to the last pay period in June of each year. All CTO not used by this time will be paid to the employee. Any hours of CTO not used by this time will be paid in cash. This cash payment will be included in the second paycheck in July.

## 11.5 HOLIDAY BENEFIT

- a. Except for the Fire Investigator I, the following shall be the recognized holidays for employees covered by this Article:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Cesar Chavez's Birthday	March 31
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving Day	Friday after Thanksgiving
Christmas Eve (4 hours)	December 24
Christmas Day	December 25
New Year's Eve (4 hours)	December 31

- b. To be eligible for holiday pay, the employee must work the scheduled workday before and after the recognized holiday. Paid time on vacation, sick leave, or CTO shall be considered hours worked for the purpose of holiday pay eligibility.
- c. If the recognized holiday falls on a Saturday, the preceding Friday shall be considered the employee's holiday.
- d. If the recognized holiday falls on a Sunday, the following Monday shall be considered the employee's holiday.
- e. Floating Holidays

### (1) Accrual

In addition to the recognized holidays provided in (a) above, all employees shall receive the equivalent of two (2) floating holidays per calendar year accrued at the rate of forty (40) minutes per paycheck on each of the first two paychecks of each month. The employee shall accrue floating holiday credit for each paycheck for which the employee is paid forty (40) or more hours of salary.

## (2) Administration

- (a) The scheduling of floating holiday time must be approved in advance by the appointing authority or designated representative.
- (b) An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday. All accumulated floating holiday hours accrued and not used in excess of eight (8) hours shall be paid to the employee at the employee's base rate of pay plus applicable incentives identified in Article 15, on the final paycheck of the calendar year in which it was earned.
- (c) An employee who leaves City employment shall be paid for all accrued floating holiday time at the straight-time hourly rate.

## 11.6 VACANCIES

- a. When the Fire Marshal is absent, and with the approval of the Fire Chief, if a qualified Senior Fire Prevention Officer or Fire Investigator II is assigned to, and performs substantially all of, the administrative and other responsibilities of the Fire Marshal, and does so for a minimum of two (2) consecutive hours, the employee working out-of-classification will be entitled to out-of-classification compensation consistent with Section 18.1 of this Agreement.
- b. When a temporary vacancy exists in the position of Fire Investigator II and a Fire Investigator I is assigned to, and performs substantially all of, the administrative and other responsibilities of the Fire Investigator II and does so for a minimum of two (2) consecutive hours, the Fire Investigator I working out-of-classification will be entitled to out-of-classification compensation consistent with Section 18.1 of this Agreement.
- c. When a temporary vacancy exists in the position of Senior Fire Prevention Officer and a Fire Prevention Officer I/II is assigned to, and performs substantially all of, the administrative and other responsibilities of the Senior Fire Prevention Officer and does so for a minimum of two (2) consecutive hours, the Fire Prevention Officer I/II working out-of-classification will be entitled to out-of-classification compensation consistent with Section 18.1 of this Agreement.
- d. When a vacancy occurs within a job assignment due to expansion, retirement, death, removal, resignation, promotion, or demotion, such job assignment shall be subject to bid by qualified employees in the classifications covered by this Article consistent with the bid processes set out in Section 21.1 of this Agreement.

#### 11.7 MEAL TIME (8-HOUR DAY)

- a. Time allocated for meals will be uninterrupted. Every employee will have a regular unpaid meal period of one hour which shall be scheduled generally in the middle of the work shift.
- b. In the event the meal period is interrupted for Fire Department business, at the option of the employee, and approved by the Fire Marshal, the employee shall be:
  - (1) paid time and one-half for the entire meal period; or
  - (2) given an alternate meal period; or
  - (3) allowed to leave the shift early.

#### 11.8 LOCKERS

Except for Fire Prevention Officer classifications, clothes lockers will be provided for turnout gear.

#### 11.9 COVERALLS

The City shall provide one (1) pair of coveralls to employees covered by this Article. The employees shall be responsible for cleaning and maintaining these coveralls.

#### 11.10 SAFETY SHOES

- a. For Fire Prevention Officers, the City shall reimburse said employees for the cost of an acceptable safety shoe up to a maximum of \$125.00 per pair, or up to a maximum of \$175.00 per pair if special order is required, and normally no more than two (2) pair per fiscal year. When needed, employees may purchase, and request to be reimbursed for, two (2) pairs of safety shoes at the same time. To be eligible for this reimbursement, the employee must obtain prior authorization from their supervisor before purchasing safety shoes and must submit the receipt to the supervisor to verify the cost and substantiate the reimbursement.
- b. The City maintains the right to specify the type of required safety shoe.
- c. The City shall seek to contract for provision of safety shoes consistent with current Fire practice and the limitations provided herein.

#### 11.11 VOLUNTARY WORK FURLOUGH PROGRAM

Pursuant to the Furlough/Reduced Work Week Policy, the City may establish for full-time career employees a voluntary work furlough/reduced work week consisting of a full day of unpaid leave on a variable schedule or a work schedule which is modified

on a regular fixed basis to less than forty (40) hours per week. Employees shall apply for participation in the program pursuant to the conditions set forth in the rules and procedures governing this citywide program.

## **ARTICLE 12 – ROLL CALL AND CALL-BACK**

### **12.1 ROLL CALL PREAMBLE**

Roll Call is designed to facilitate staffing for Fire Suppression, Advanced Life Support (ALS) services, and specialty assignments. To that end, the process requires early assignment to vacancies and limits changes once assignments are made. Vacancies will be filled as early as possible to avoid hold-overs and unnecessary moves. The priority is to fill specialty assignments first.

### **12.2 PROJECTED AND DAY OF VACANCIES**

- a. All projected full shift and partial shift vacancies created by absences of employees that have been scheduled in advance shall be filled in advance of the shift on which the absence is to occur.
- b. Projected and unprojected vacancies will be filled consistent with the roll call manual.
- c. All unfilled projected and day of vacancies will be filled from the Mandatory List prior to the on-duty callback shift being relieved.

### **12.3 MAXIMUM WORK PERIODS**

- a. Employees, including those on mandatory callback, may be required to work up to a maximum of seventy-two (72) hours without a break in service.
- b. Notwithstanding 12.3(a), above, employees may volunteer to work up to a maximum of ninety-six (96) hours without a break in service.
- c. Upon reaching the maximum allowable work period, employees shall be required to remain off-duty for a minimum of twelve (12) hours before being assigned to duty.

### **12.4 AMBULANCE VACANCIES**

- a. Firefighters assigned to the medic rotation, while on rotation, shall only shift trade with other Firefighters able to fill the medic position. Firefighters assigned to a medic rotation, while on medic rotation, are not eligible for HAZMAT, Rescue, Boat, or any other specialty, or acting assignments.
- b. Flex Medic Unit(s) shall be staffed by utilizing an available paramedic(s) or a paramedic and EMT who are unassigned after minimum staffing has been completed. Thereafter, the procedures for overtime callback apply.

c. Ambulance Bid Process

- ~~(1) Probationary firefighters will complete fifty percent (50%) of their one-year probation on the ambulance.~~
- ~~(2) Except for probationary assignments, ambulance program assignments shall be awarded according to seniority.~~
- ~~(3) The ambulance program will be open for bid October 1 of each year and shall close October 15 each year. Assignment bids shall be awarded by December 31 of that same year, to be effective the first day of the first full FLSA period effective January 1 or later.~~
- ~~(4) Requests for bidding into the ambulance program shall be submitted via Telestaff beginning the open period mentioned above.~~
  - ~~(a) The EMS Division shall assign open ambulance vacancies using reverse seniority of firefighters on shift who are off probation until the list of qualified employees has been exhausted or the remaining vacant positions are filled.~~
  - ~~(b) This process shall occur on December 15 and effective the first day of the first full FLSA period effective January 1 or later.~~
  - ~~(c) Employees assigned to the unbid positions may surrender their ambulance assignment as qualified, less senior employees, who have completed the Academy, become available. This process shall not be considered a displacement pursuant to Section 12.4(e), and the surrendering employee shall not receive Medic Assignment Pay from the date they surrender the assignment.~~
- ~~(5) Each bid for ambulance assignment shall consist of a specific shift, team and station.~~
- ~~(6) Based on seniority, if the first open assignment on an ambulance team is bid by an EMT-I, the remaining assignment shall be open to a paramedic exclusively.~~
- ~~(7) Based on seniority, if the first open assignment on an ambulance team is bid by an EMT-P, the remaining assignment shall be open to an EMT-I or EMT-P.~~
- ~~(8) Personnel with a current suppression assignment shall retain their spot only if bidding on their current shift. Should that person bid to another shift, they will lose their current suppression assignment.~~

~~(9) — There are no bumping rights for personnel who request to change shifts.~~

~~(10) — Personnel who successfully bid a medic assignment shall remain in the ambulance program for a commitment of one (1) year. The program commitment will reset in January of each year. Exceptions to the program commitment are: (1) promotion; (2) removal of personnel from the ambulance by the EMS Division for cause; or (3) voluntary surrender of the ambulance assignment at the request of EMS, as described in Section 12.4(c)(4)(c). Any employee leaving their ambulance assignment for any reason, other than listed above, will forfeit their ability to bid for one (1) year.~~

~~(11) — Vacancies will be filled by the bid process.~~

~~d. — Requirements and Eligibility~~

~~(1) — Firefighter EMT-I and Firefighter EMT-P who are off probation at the time of the bid shall be eligible to bid into the ambulance program.~~

~~(2) — Firefighter EMT-I and Firefighter EMT-P shall meet all requirements set forth in the Sacramento Fire Department Manual of Operations, Section XI, Subject 70.~~

~~(3) — The requirements set forth in the Manual of Operations XI shall be reviewed and agreed upon by the Fire Department and Union as needed.~~

~~e. — Displacements~~

~~(1) — Personnel without a suppression assignment that are displaced by probationary employees shall fill available vacancies on their respective ambulance rotation prior to relief team members.~~

~~(2) — Personnel with both suppression and medic assignments that are displaced by probationary employees shall return to their suppression assignment for the duration of the medic displacement. If by seniority the member would be in the relief team, they will be utilized as a relief team member.~~

~~(3) — Probationary employees who are assigned to the medic units shall not receive the medic assignment pay. The medic assignment pay shall remain with the employee who is displaced and owns the assignment pursuant to Article 15.~~

## 12.5 OVERTIME AND CALL-BACK PAY

- a. Day of call-back staffing will begin at 6:00 a.m. If Fire Administration is unsuccessful in the first attempt to contact an off-duty employee by computerized tracking telephone for call-back purposes, Fire Administration shall proceed to the next name on the call-back list. Such employee shall be charged for the overtime work as a refusal.
- b. All paid time shall count as time worked for purposes of calculating overtime with the exception of sick leave.
- c. When employees are called out of their homes at times they are not regularly scheduled to report to duty, they shall be paid at their straight time base rate of pay or time and one-half, consistent with (b), above, from the time they report to duty at the location they were ordered to report to until relieved at that location from such unscheduled assignment, plus travel time enroute from their home to such location up to a maximum of sixty (60) minutes, except that in no event shall they be compensated for less than three (3) hours for such call-out from their homes.
- d. When it becomes necessary to call employees in to replace employees in non-emergency situations, employees of equal rank to the position which caused the recall shall be called for replacement. This shall occur only after existing eligible register on that shift has been exhausted, except however, that callback to fill the position of Firefighter shall not recognize rank. When an employee of higher rank is called to fill the position of Engineer or Firefighter, the employee so called shall receive overtime at the maximum hourly rate of pay for the position the employee fills. Travel time provided under subsection (c) shall not apply to employees in fire suppression who are recalled and work sixteen (16) hours or more and forty (40) hour per week employees who are recalled and work six (6) hours or more. In no event shall employees be compensated for less than three (3) hours for each such call-out from their homes.
- e. The Fire Battalion Chiefs are exempt from the provisions of the Fair Labor Standards Act (FLSA). The City agrees to pay Fire Battalion Chiefs at their straight time base rate of pay or overtime at the rate of time and one-half, consistent with (b), above, for all hours worked beyond their regularly scheduled twenty-four (24) hour shift or the regularly scheduled fifty-six (56) hour workweek.

## 12.6 NOTIFICATION OF ROLL CALL CHANGES

The City reserves the right to make roll call and callback changes with notification to the Union prior to the change. If the result of such changes affects wages, hours and/or conditions of employment, the City agrees to meet and confer regarding the impact of such changes.



## 12.7 SUPPRESSION VACANCIES BID PROCESS

The intent of this Article is for the purposes of bidding assignments. As open Engine, Truck, or Rescue Company assignments become available, one or both Firefighters assigned to an Engine, Truck, or Rescue Company must be an accredited Paramedic.

- a. Based on seniority, if the first open assignment on an Engine, Truck, or Rescue Company is bid by an EMT-1, the remaining assignment shall be open to an EMT-P exclusively.
- b. Based on seniority, if the first open assignment on an Engine, Truck, or Rescue Company is bid by an EMT-P, the remaining assignment shall be open to an EMT-1 or EMT-P.
- c. This article will be implemented as open Engine, Truck, or Rescue Company assignments become available.

Daily vacancies shall be filled in a manner consistent with paragraph 12.2, above.

## ARTICLE 13 – SHIFT TRADING

### 13.1 SHIFT TRADING

- a. Consistent with the operational requirements of the Fire Department to maintain public health and safety, employees may trade twenty-four (24) hour shifts or incremental portions of four (4) hours in a manner consistent with the Fair Labor Standards Act (FLSA).
- a.b. The Department reserves the right to deny shift trades for operational or public health and safety reasons.
- b.c. Trades shall be permitted subject to the following terms and conditions:
  - (1) Unless approved by the Fire Chief or designee, trades shall only be permitted between career employees with at least six (6) months of Firefighter level service with the Sacramento Fire Department and of the same rank ~~and ability.~~
  - (2) All shift trades shall be entered in Telestaff at least twenty-four (24) hours prior to the trade and reviewed by the employee's immediate supervisor.
  - (3) Fire Assistant Chiefs shall be responsible to approve and supervise shift trades for Fire Battalion Chiefs. ~~shall be responsible for the coordination and scheduling of shift trades for themselves.~~

- (4) Fire Battalion Chiefs shall be responsible to approve and supervise shift trades for Fire Captains.
- (5) Fire Captains shall ~~supervise and~~ be responsible to approve and supervise for the coordination and scheduling of shift trades for themselves and their assigned personnel.
- (a) For employees not assigned to a suppression unit, the Fire Captain of their medic assignment shall be responsible to approve and supervise their shift trades.
- ~~(4) Employees on the Fire Battalion Chief, Fire Captain, Fire Engineer, and Fire Investigator eligible list must notify Roll Call of all shift trades by telephone and/or email as early as possible prior to the trade.~~
- (6) The employee replacing the assigned employee shall be responsible for shift coverage. ~~In the event the replacement employee fails to complete the shift trade as arranged, such employee shall work off, at no cost to the City, all hours worked by an employee assigned by Fire Administration to cover the position, as follows:~~
- (a) In the event the replacement employee fails to complete the shift trade due to an approved use of sick leave, the replacement employee will have their sick leave balance reduced by the number of hours equal to the hours scheduled to work in the trade.
- (a)(b) In the event the replacement employee does not have sufficient sick leave hours to cover a missed shift trade due to an employee's approved use of sick leave, the employee will be required to reschedule themselves for the missed hours. Rescheduling must be completed within fifteen (15) calendar days from the missed trade and the missed hours must be worked within sixty (60) calendar days. The replacement employee shall schedule for completion a repayment period with Fire Administration for the time period missed within sixty (60) days.
- (7) These hours worked off by the replacement employee shall not be considered hours worked for pay purposes and shall not be recorded on the timecard. Consistent with 29 USC 207, as amended, the hours "traded" shall not be considered hours worked for pay purposes and shall not be recorded on the timecard or be used to calculate any employee's eligibility for overtime compensation pursuant to this MOU or the FLSA.
- ~~i. If the replacement employee fails to complete the trade due to an authorized use of sick leave, such employee shall have the option~~

~~to work off the time period missed within sixty (60) days or, if the employee has sufficient sick leave hours accrued, to charge sick leave hours to cover the time period missed.~~

~~(8)~~ Canceling a shift trade(s) is prohibited with less than twenty-four (24) hours' notice unless the employee's immediate supervisor approves and Roll Call has been notified.

~~(9)~~ If a shift trade is missed due to a Department approved deployment, rescheduling must be completed within fifteen (15) calendar days from the end of the deployment and completed within sixty (60) calendar days from the end of the deployment.

~~(8)(10)~~ If the Department transfers an employee to another shift, to special duty, or if the employee is promoted, and as a result of such transfer, special duty, or promotion, a conflict arises relative to the application of this Article, the employee will be required to effect completion, correction, or cancellation if the trade is in excess of thirty (30) calendar days from date of notice of transfer, special duty, or promotion. Thirty (30) calendar days or less from date of notice of transfer, special duty, or promotion will be the responsibility of the City.

~~(9)(11)~~ If an employee is to be off work due to a duty injury, they will assume the responsibility for completion, corrections, or cancellation of shift trades that are scheduled beyond the fifteenth (15th) calendar day from the date of duty status changeinjury.

~~(10)(12)~~ A leave of absence authorized to an employee automatically defers all shift trade activity withinfor the duration of the leave. Rescheduling must be completed within fifteen (15) calendar days from the date the employee returns from their authorized leave of absence and the missed hours must be worked within sixty (60) calendar days from their return from the authorized leave.

~~(11)(13)~~ An employee is not eligible to work a shift trade while on light duty or limited duty assignment. Employees returning to full duty from a light duty or limited duty assignment, who were previously scheduled to fill a shift trade assignment, must reschedule the shift trade within fifteen (15) calendar days from their return to full duty and the missed hours must be worked within sixty (60) calendar days of their return to full duty.

~~(12)(14)~~ The Union shall indemnify, defend, and hold the City harmless against claims, liability, and suits which may arise as a result of this Section.

## ARTICLE 14 – UNIFORMS AND COVERALLS

### 14.1 UNIFORMS

#### a. Uniform Allowance

Employees shall receive an allowance of thirty-five dollars (\$35.00) bi-weekly for the purchase of regulation items of uniform that the Fire Department requires to be worn as a condition of employment. There shall be no change in the number, style, and color of uniforms without agreement by the Union.

#### b. Uniform Replacement

(1) Reimbursement for the cost of replacing irreparable uniforms damaged in the line of duty, and not due to ordinary wear and tear, shall be made only under the following conditions:

- (a) Damage must be reported during the same shift to the employee's immediate supervisor who shall; (1) verify that the damage occurred in the line of duty, and (2) make an entry in the station log (written statement for assignments outside Fire Suppression) to that effect. Disputed claims of damaged items not reported on the same shift but reported within seven (7) calendar days of occurrence shall be resolved in accordance with Section 14.1(b)(4).
- (b) The employee must confirm the damage in writing to their immediate supervisor within seven (7) calendar days from the date of occurrence.
- (c) The claim for replacement reimbursement must be submitted to the Fire Department for review. The Fire Department shall make a determination as to whether the claim should be approved or disapproved in an expeditious manner.
- (d) Proof of purchase of the replacement article, which includes the employee's name, date of purchase, item of clothing and price, shall be provided with the reimbursement claim.

(2) Uniform repair and maintenance shall be the responsibility of the employee.

(3) Reimbursement for replacement shall be at the discretion of the Fire Chief or designee and shall not be subject to the grievance procedure.

(4) Disputes shall be resolved by a committee consisting of one representative each from Fire Administration, Labor Relations, and the union.

## 14.2 COVERALLS FOR EQUIPMENT SERVICING ACTIVITIES

The City shall provide and maintain coveralls for those employees in the Fire Department Unit whose assigned duties include the mechanical servicing and repair of trucks and engines.

## ARTICLE 15 – INCENTIVE PAY

### 15.1 FIRE EDUCATIONAL INCENTIVE PROGRAM

- a. Fire Battalion Chiefs, Fire Captains, Fire Engineers, Fire Investigators I and II, and Firefighters shall receive incentive compensation in addition to the base rate of pay for the following:

#### Accredited University or College Degree or Certificate

- (1) Fire Science Certificate – 9½ %
  - (2) Bachelor's Degree – 5%
- b. Employees who do not possess an EMT certificate shall be reduced ten percent (10%) (two steps) in base salary on or after the date the Fire Department implements an EMT Certificate training and license testing procedure. Employees who do not possess an EMT certificate prior to the date of implementation shall be reduced seven and one half percent (7.5%) in base salary.
  - c. The Fire Department reserves the right to insure the work force is capable of performing necessary duties associated with the possession of EMT certificates by a sufficient number of employees needed to deliver Emergency Medical services to the public.
  - d. Employees eligible for the Fire Science incentive on July 4, 1987, shall continue to be eligible for such incentives.
  - e. Senior Fire Prevention Officer, and Fire Prevention Officer I and II shall receive nine and one-half percent (9.5%) incentive compensation in addition to the base rate of pay for possession of a Fire Technology Certificate (FT) from a California Community College/State Board of Fire Services approved Fire Technology program. Such employees shall also receive a two and one half percent (2.5%) incentive compensation for an Associate Degree; a five percent (5%) incentive compensation for possession of a Bachelor's Degree from an accredited university or college; and a five percent (5%) incentive compensation for an EMT Certificate.
  - f. Employees hired on or after the effective date of this Agreement must possess a Fire Technology Certificate from a California Community College/State

Board of Fire Services approved Fire Technology program in order to be eligible for the Fire Science certificate (FS) incentive.

- g. Incentive pay rates shall not be compounded.
- h. Employees who earn a Certificate or Degree set forth above shall place their Certificate(s) on file with the Fire Department Administration, who will verify and process for appropriate incentive compensation.
- i. Fire Educational Incentives shall be paid to an employee within thirty (30) calendar days of submission of eligibility to the Department.

## 15.2 PARAMEDIC LICENSE PAY AND ADVANCED LIFE SUPPORT (ALS) ASSIGNMENT

The following terms and conditions shall apply to those employees who are eligible to and/or assigned paramedic duties:

- a. Firefighter/paramedics shall be required to possess a Sacramento County EMT-Paramedic License as a condition of continued employment for two (2) years from the date they were appointed to the career Firefighter classification and began probation. Failure to maintain the required Paramedic License during the initial two (2) years of career service shall constitute just cause for disciplinary action, up to and including termination.

### b. EMT-Paramedic License Pay

- (1) Employees in the Firefighter classification who possess a current, valid California EMT-Paramedic license shall receive an incentive of ten percent (10%) of their base hourly rate of pay.

~~Employees in the classifications of Fire Engineer and Fire Captain shall receive license incentive compensation for possession of the EMT-Paramedic License. The incentive shall be at the rate of four percent (4%) of base pay.~~

- (2) Effective December 2, 2023, employees in the Fire Engineer classification who possess a current, valid California EMT-Paramedic license shall receive an incentive of eight and one-half percent (8.5%) of their base hourly rate of pay.

- (3) Effective December 2, 2023, employees in the Fire Captain classification who possess a current, valid California EMT-Paramedic license shall receive an incentive of seven and one-half percent (7.5%) of their base hourly rate of pay.

~~(1) classification of Firefighter shall receive license incentive compensation for possession of the EMT-Paramedic License. The incentive shall be at the rate of ten percent (10%) of base pay.~~

~~(2)(4)~~ The EMT-Paramedic License pay shall be additive and not compounded with any other pay or incentive.

~~(3)(5)~~ Each employee receiving such EMT-Paramedic License pay may be assigned to paramedic duties on an ambulance, except that the assignment of an on-duty Fire Captain or Fire Engineer will only be made when there is no available paramedic on duty and the mandatory overtime call-back list has been exhausted.

c. Medic Assignment Pay

Effective after adoption by the City Council and upon implementation of the increase provided in Section 6.2, this Article 15.2(c), will be deleted in its entirety from this Agreement.

- (1) Employees in the classification of Firefighter who are regularly scheduled to work on the ambulance shall receive an additional seven and one-half percent (7.5%) incentive on top of base pay.
- (2) Employees in the classification of Firefighter who are on the Medic Relief Team shall receive an additional seven and one-half percent (7.5%) incentive on top of base pay for all regular duty hours worked on the ambulance.
- (3) These incentives shall be additive and not compounded with any other pay or incentive.

e.d. Preceptor Duty Pay

- (1) The City will assign preceptor duties and responsibilities to Firefighter (Paramedic) for the purpose of monitoring paramedic interns completing a paramedic internship and to otherwise evaluate new employees during the "sign-off" period prior to assignment to the medic rotation.
- (2) A qualified Firefighter (Paramedic) preceptor shall oversee the medical duties of the paramedic intern for a minimum of four hundred and eighty (480) hours, or until the intern is released from the program. The preceptor may be assigned to precept additional hours when the preceptor demonstrates to Fire Administration that additional hours by the paramedic intern will be necessary so as to complete their paramedic internship. Fire Administration will determine and authorize the additional number of hours the preceptor will be assigned to assist the paramedic intern in their completion of the internship.



- (3) A Firefighter (Paramedic), once assigned to perform preceptor duties and who has performed those duties for ninety-six (96) hours or more, shall not be eligible to volunteer out of the assignment until after completion of precepting the paramedic intern, except in emergency situations and by mutual agreement between the Fire Department and the Firefighter (Paramedic). Firefighter (Paramedics) who have performed less than the minimum ninety-six (96) hours may volunteer out of the assignment if, based on seniority, they are eligible to rotate off the required Medic assignment teams.
  - (4) The City retains the right to discontinue the Preceptor Program at any time by providing five (5) days written notice to the Union. A Firefighter (Paramedic) who has performed preceptor duties for two (2) consecutive internships, shall not be assigned to precept again without a break of a minimum of six hundred (600) hours.
  - (5) Effective March 1, 2008, Firefighter (Paramedics) who are assigned to precept an intern and to evaluate new employees during the eight (8) shift "sign-off" period prior to assignment to the medic rotation, shall be paid at the rate of nine and one-half percent (9.5%) for each hour assigned to perform preceptor duties and responsibilities which shall be added to the base rate of pay. Preceptor Duty Pay is additive and is not compounded with any other type of pay or incentive.
- d.e. A qualified Firefighter (PAR) preceptor shall have held, in good standing, a Sacramento County EMT-Paramedic accreditation for no less than three (3) consecutive years, and, shall have served as a paramedic for no less than two (2) years with the Fire Department.
- e.f. Qualified employees assigned to precept shall be made from volunteers. Seniority shall be a consideration for preceptor assignments.

### 15.3 CONTINUING EDUCATION AND LICENSE FEES

- a. The City will make available continuing education (CE) requirements for the EMT and EMT-Paramedic license while the employee is on duty, and to the extent practicable give notice of the training classes prior to the scheduling of vacations. If an employee fails to attend such CE training, the employee shall be responsible for obtaining the requisite CEs at their own expense and on their own time.
- b. On duty Advanced Cardiovascular Life Support (ACLS) or equivalent training; Pediatric Advanced Life Support (PALS) or equivalent training; and International Trauma Life Support (ITLS) or equivalent training will be provided to employees whose licenses require it. The City will provide a scheduled of upcoming courses at least two (2) months in advance. If an employee fails to attend these courses, or if the employee cancels within forty-



eight (48) hours of their scheduled training, the employee shall be responsible for obtaining these requisite CEs at their own expense and on their own time.

- c. The City shall reimburse employees upon proof of payment for EMT-Paramedic License and Accreditation fees:
  - (1) EMT-Paramedic License State fee: \$250.00 every other year.
  - (2) EMT County fee: Sacramento County EMS (SCEMS) \$50.28 application fee and State of California recertification fee \$37.00.
- d. This Section does not apply to Fire Prevention Officer I/II or Senior Fire Prevention Officer.

#### 15.4 HAZARDOUS MATERIALS (HAZMAT) INCENTIVE

- a. The Policies for Hazardous Materials Response Team, dated July 14, 1997, shall be effective immediately.
- b. Employees in the rank of Fire Captain and below who are California State-certified hazardous materials specialists and regularly assigned to a HAZMAT company shall receive an assignment pay of five percent (5%) of their base rate of pay. This assignment pay shall include the certificate pay in subsection (d) below.
- c. Employees in the rank of Fire Captain and below who are California State-certified hazardous materials specialists and who work at a HAZMAT company on a temporary, intermittent, call-back, shift trade or detailed basis shall receive an assignment pay of five percent (5%) of their base rate of pay for all hours actually worked on the HAZMAT company. This assignment pay shall include the certificate pay in subsection (d) below.
- d. In addition to those regularly assigned in subsection (b) above, up to a maximum of sixty (60) employees, on a ratio of 1 Fire Captain, 1 Fire Engineer and 2 Firefighters, who are California State-certified hazardous materials specialists, shall receive a certificate pay of two and one-half percent (2.5%) of their base rate of pay.
- e. Employees in the rank of Fire Captain and below who are ineligible to receive an incentive pursuant to subsections (b), (c), or (d), above, who possess a California state Hazardous Materials Specialist Certificate, and are placed by management on a call for service that requires that certification shall receive five percent (5%) of their base rate of pay for the duration of that call.
- f. Employees in the rank of Fire Battalion Chief who possess a California state Hazardous Materials Incident Commander Certificate shall receive an incentive of one and seventy-five one-hundredths percent (1.75%) of their base rate of pay.

- g. These incentives shall be additive and not compounded with any other pay or incentive.
- h. The Fire Department will continue to provide one HAZMAT 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.

#### 15.5 ADMINISTRATIVE ASSIGNMENT PAY

When Fire Administration assigns a suppression employee to an administrative assignment for a period of more than thirty (30) working days, the employee shall receive nine and one-half percent (9.5%) in addition to the ~~ir base hourly-regular~~ rate of pay. This shall not be applicable to employees on modified or light duty or employees being accommodated from their regular suppression assignment.

#### 15.6 RESCUE INCENTIVE

- a. Employees who are regularly assigned to a Department designated Rescue company and who are qualified as defined below to perform Rescue Operations shall receive an assignment pay of five percent (5%) which shall be added to the base rate of pay.
- b. This incentive shall be additive and not compounded.
- c. Employees qualified as defined below and assigned to a Department designated Rescue company on a temporary basis shall receive the incentive compensation for all hours worked at the Rescue company.
- d. Up to fifty (50) employees who have received the required training for rescue certification and are not regularly assigned to a Rescue company shall receive a certification pay of two and one-half percent (2.5%) which shall be added to the base rate of pay. The ratio of these employees shall be fifty percent (50%) Firefighters, twenty-five percent (25%) Fire Engineers and twenty-five percent (25%) Fire Captains.
- e. Qualified employees as mentioned above are those employees who have obtained the California State- certificates:

(1) Rescue Systems (RS) I OR Structural Collapse Specialist I

(2) Rescue Systems (RS) II and III OR Structural Collapse Specialist II

(3) Trench Rescue Technician Certificate

(4) Rope Rescue Technician

(5) Confined Space Rescue Operations Certificate OR Confined Space Rescue Technician Certificate

(6) Swift Water Rescue Technician Certificate OR River and Flood Rescue Certificate

(7) Low Angle Rescue Operations Certificate OR Rope Rescue Awareness and Operations Certificate

~~certified Rescue Systems (RS) I Certificate, RS II Certificate, Trench Rescue Operations Certificate, Confined Space Rescue Operations Certificate, Swift Water Rescue Technician Certificate, and Low Angle Rescue Operations Certificate.~~

Only those employees who hold active certificates will be assigned to a Rescue company as mentioned above. The Fire Department shall maintain a "detail pool" of employees eligible for assignment to a Rescue company who have presented ~~an original~~ copy of their required certificates to Fire Department administration.

~~e.f.~~ Employees who promote or transfer out of a Rescue company shall no longer be eligible to receive the Rescue assignment pay, except as provided in (c) above.

~~f.g.~~ Employees who no longer possess ~~an active RS I and RS II a Rescue Technician~~ certificate shall not be eligible to receive the Rescue assignment or certification pay and shall be reassigned.

~~g.h.~~ To be eligible for future assignment at a Rescue company upon promotion or transfer, only those employees who possess an active ~~RS I and RS II~~ Rescue Technician certificate shall be eligible. Seniority shall be a primary consideration and an employee may only be passed over for cause.

~~h.~~ Shift trades into a Department designated Rescue company may be accomplished only by equal rank and only by those employees who possess ~~an active RS I and RS II certificate.~~

## 15.7 FIRE BOAT OPERATOR HAZARD PAY

a. Qualified employees as mentioned above are those employees who have obtained:

(1) California Boating and Waterways "Safe Boater Card" and either a Swiftwater Rescue I and II OR River & Flood Rescue Technician OR Water Rescue Technician.

(4)(2) Swiftwater Boat Operator OR River & Flood Boat Operator Technician OR Boat Operator Technician.

- ~~a.b.~~ e Consistent with the provisions in Article 21.1 (Requests For Transfer) employees are assigned to a designated Fire Boat Company, shall receive additional compensation of two and one-half percent (2.5%) of the employee's base rate of pay.
- ~~b.c.~~ Employees assigned to a Fire Boat Rescue Company have additional duties and implement health and safety procedures unique to the assignment which include, but are not limited to, water rescue, island rescue, boat patrol, and marine fire suppression.
- ~~c.d.~~ Fire Boat Operator Hazard Pay shall be additive and not compounded with any other type of pay or incentive.
- ~~d.e.~~ Employees who promote or transfer out of a Fire Boat Company shall no longer be eligible to receive the Fire Boat Operator Hazard pay.
- ~~e.f.~~ Employees who do not possess an active Boat Operator certificate and either a Swift Water Technician I certificate or a River and Flood Rescue Technician certificate shall not be eligible to be assigned to a Fire Boat Company and are ineligible to receive the Fire Boat Operator Hazard Pay. Employees whose certifications expire while assigned to a Fire Boat Company shall be reassigned.
- ~~f.g.~~ Fire Boat Company vacancies shall be filled by eligible employees using seniority as a primary consideration. Eligible employees may only be passed over for cause.
- ~~e.~~ Shift trades between employees into a Fire Boat Company may be accomplished only by employees of equal rank and only by those employees who possess an active Boat Operator certificate, and either a Swift Water Technician I certificate or a River and Flood Rescue Technician certificate.

## 15.8 MEDICAL QUALITY ASSURANCE TRAINING PAY

- a. Employees in the classification of Firefighter ~~(PAR)~~ assigned by the Department to support the Emergency Medical Service (EMS) program as a Medical Quality Assurance Officer shall be paid Medical Quality Assurance Pay for all hours worked as a Medical Quality Assurance Officer. The incentive shall be at the rate of nine and one-half percent (9.5%) of base rate of pay. This incentive is additive and will not be compounded with any other incentive.
- b. Employees assigned to Medical Quality Assurance Training shall be responsible for providing guidance, instruction, training, remediation and evaluation of Department EMT and Paramedic personnel as directed by the Department.

## 15.9 BILINGUAL PAY

- a. The City may authorize bilingual pay when it is determined to be necessary for the operation. The City shall determine what languages are appropriate for such pay and the number of employees to be certified. To be eligible for bilingual pay the employee must be determined to be verbally proficient, and if necessary for the assignment, proficient in the written language. The City will arrange the certification and testing process and authorize the bilingual pay.
- b. Bilingual pay shall be paid at two percent (2%) of the employee's base rate of pay for any pay period in which the employee is certified. An employee who is receiving bilingual pay may be required to provide assistance to any City operation. Bilingual pay shall be additive and shall not be compounded with any other type of pay or incentive.

## ~~15.10 CITY RESIDENCY INCENTIVE~~

- ~~a. Employees shall receive a one-time incentive pay of \$10,000 following the purchase of a primary residence inside the boundaries of the City of Sacramento.~~
- ~~b. Employees must be an owner of record of the residence and the residence must be the employee's primary residence to receive this incentive.~~
- ~~c. The City Residency Incentive shall not apply to purchases made prior to December 10, 2019.~~
- ~~d. The City Residency Incentive shall automatically terminate on December 18, 2020.~~

## ARTICLE 16 – PHYSICAL PERFORMANCE EXAMINATIONS

### 16.1 PHYSICAL PERFORMANCE ASSESSMENT/PROGRAMS

Employees hired on or after June 30, 1990, shall be required, as a condition of continued employment, to participate on an annual basis in a physical performance assessment or participate in the department's Fitness in the Firehouse Program. Refusal to participate shall subject such employee to disciplinary action, up to and including termination. The physical performance assessment and the Fitness in the Firehouse Program will be conducted during on-duty time only. This provision does not apply to Fire Prevention Officers.

## ARTICLE 17 – LEAVE BENEFITS

### 17.1 SICK LEAVE

#### a. Accrual and Usage

- (1) A full-time employee shall accrue sick leave at the rate of one day per month (5 hours, 36 minutes for fire suppression personnel and 4 hours for all other employees on each of the first two paychecks each month) of employment which may be used at the discretion of the employee in the event of illness or injury which is not job-related. In accordance with the Rules and Regulations of the Civil Service Board, one-third (1/3) of accrued sick leave may be used after exhaustion of injury-on-duty time; however, the combination of temporary disability payments and sick leave shall not exceed one hundred percent (100%) of the employee's regular rate of pay.
- ~~(2) An employee in active service of the City eligible to accumulate sick leave credits may in January each year, receive a cash payment for twenty-five percent (25%) of the unused portion of sick leave credits accumulated during the preceding calendar year from January 1 through December 31, provided the employee shall have to their credit on December 31, immediately preceding the date for payment, a total of at least sixty (60) sick leave days accumulated. The employee shall be paid for such percentage of sick leave accumulation at the rate of pay which the employee was receiving on January 1 of each year in which payment is made. The amount of time for which an employee is paid shall be deducted from the employee's total accumulation.~~
- ~~(3) An eligible employee may elect to receive cash payments for accumulated sick leave by notifying the Payroll Section, Department of Finance in writing of such election no later than January 1 of each year.~~
- ~~(4) Effective January 1, 2022, for calendar year 2023 and each year thereafter, Paragraphs (2) and (3), above will be replaced with the following provisions:~~
- (2) Employees who have at least four hundred and eighty (480) hours of sick leave on the last day of the pay period ending on or before November 1 in any calendar year, may make an irrevocable election to forego the accrual of not more than twenty-four (24) hours of sick leave during the following calendar year and receive instead, a cash payment for the number of sick leave hours designated in the election.
  - (a) Notification of the irrevocable election must be made in writing to the Payroll Division, Department of Finance, between November 1 and November 30 for the following calendar year. The payment will be made on the last paycheck ~~on~~in May of the

calendar year following the irrevocable election. Payment shall be made at the hourly rate of pay the employee is receiving at the time the payment is made.

- (b) If the employee electing the payment separates from City employment before receiving the payment the employee forfeits any right to the payment but will instead have their sick leave balances credited with the sick leave hours the employee would have accrued from January 1 following the date of election to the last day of employment.

b. Sick Leave Cash-Out/Conversion to PERS

(1) PERS

- (a) PERS members hired prior to January 14, 2015, with more than twenty (20) years of City service, shall be eligible to cash out sick leave and/or convert sick leave to PERS service credit as follows:

- (i) Eligible employees, ~~or persons entitled by law to the possession of the estate of a deceased employee,~~ may elect to receive a cash payment for thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of ~~such~~ retirement, resignation, or ~~layoff, or death.~~

- (ii) ~~In the alternative, e~~Eligible employees with an effective retirement date from PERS within one hundred and twenty (120) calendar days of their separation from City service may also convert any or all of their total sick leave credits accrued, ~~less any payment received pursuant to sub-paragraph (i), above, to PERS service credit~~ as of the date of their retirement consistent with law and pursuant to the PERS contract with the City as amended. If the employee converts less than the full balance of sick leave to service credit, the employee may receive payment for thirty-three and one-third percent (33-1/3%) of the remaining sick leave credits after conversion to PERS.

- (ii)(iii) Individual(s) identified pursuant to California Government Code Section 53245 as being the person designated on the employee's "Designation of Person Authorized to Receive Warrants," or in the absence of an identified person pursuant to California Government Code Section



53245, persons entitled by law to the possession of the estate of a deceased employee who was eligible to cash out sick leave credits pursuant to sub-paragraph (i) above may receive payment for thirty-three and one-third percent (33 1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of the employee's death.

- (b) PERS members hired on or after January 14, 2015, shall not be eligible for payment of any portion of accumulated sick leave credits, although these employees may upon retirement, convert their sick leave balance to service credit consistent with law and pursuant to the PERS contract with the City upon separation of employment for retirement.
- (c) No employee whose services are terminated by reason of discharge for cause shall be eligible for payment of any portion of accumulated sick leave credits.

## (2) SCERS

Upon termination of any employee eligible to accumulate sick leave credits for reasons of retirement, resignation, or layoff after service for a period of not less than two (2) years, or death, such employee (or those entitled by law to the possession of the estate of a deceased employee) shall receive payment for thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of such retirement, resignation, layoff, or death. No employee whose services are terminated by reason of discharge for cause, or by reason of resignation or layoff prior to the completion of two (2) years of service, shall be eligible for payment of any portion of accumulated sick leave credits.

### c. Reinstatement of Sick Leave After Return From Layoff

An employee who is laid off and receives payment for thirty-three and one-third percent (33-1/3%) of their total accumulated sick leave credits shall be credited with the remaining sixty-six and two-thirds percent (66-2/3%) of their accumulated sick leave credits if and when said employee is recalled. If said employee thereafter leaves City service after being recalled and is entitled to payment of their accumulated sick leave credits under this Section, said employee shall only receive payment for thirty-three and one-third percent (33-1/3%) of those sick leave credits which accrued after the date of recall.

- d. Except as provided herein, no payments made or sick leave credits accumulated shall be construed or deemed to constitute retirement benefits payable to employees of the City.

- e. ~~Civil Service Rules~~The Rules and Regulations of the Civil Service Board relating to the administration of sick leave privileges and benefits shall apply to all eligible employees.

## 17.2 VACATION ADMINISTRATION

An employee's vacation allowance and approval shall be provided and administered pursuant to Section 107 of the Sacramento City Charter. Additionally, the following shall apply:

a. ~~These rules attempt to accomplish two primary things:~~

(1) ~~Control number of employees off at any given time;~~

(2) ~~Assure all employees of the best possible vacation dates available.~~

a. ~~The v~~Vacation scheduling shall operate on straight seniority (when the employee entered the Fire Department Unit).

b. Eligible employees shall be entitled to bid for as many hours of vacation as they will accrue in the year for which the bid takes place.

c. The order of vacation bidding will be determined based upon seniority within each complete platoon.

d. Number of Suppression Employees on Vacation at One Time

The maximum number of fire suppression employees scheduled to be on vacation each shift shall be fifteen (15). Each November 1, the maximum number of suppression employees that may be scheduled to be on vacation shall be adjusted up or down by one employee whenever the number of budgeted suppression employees has increased or decreased, respectively, by twenty-five (25) from the previous November 1. The base number of suppression employees that supports the fifteen employee maximum shall be four hundred eighty-nine (489).

e. For the holidays identified below, the maximum number of suppression employees allowed to be on vacation each shift shall be half of the number calculated pursuant to Section 17.2(c)(1), rounded up to the nearest whole number.

(1) Fourth of July (July 4)

(2) Thanksgiving Day (Fourth Thursday of November)

(3) Christmas Eve Day (December 24)

(4) Christmas Day (December 25)

(5) New Year's Eve Day (December 31)

(6) New Year's Day (January 1)

~~b.f. The Suppression employees electing to participate in the annual vacation bid shall select vacation in forty-eight (48) hour increments. will select either their vacation or their splits the first time around. After all employees have made their first vacation bid, each employee's the complete list has been gone through, then the second and third choices will be made using under the same procedures. Eligible employees may sign up to use their prior year's carry-over vacation after all current year vacation bids have been completed.~~

~~f. Seniority will be in the complete platoon.~~

~~g. The employee will select vacation at a minimum of one full shift (24 hours) for the current vacation year. Each vacation pick shall be made in consecutive shifts. Prior year vacation will be selected after all current year vacation selections have been completed. Employees with Personal Time Off (PTO) will select after all vacation calls are completed.~~

~~e.g. Vacation Allowances~~

Consistent with the Sacramento City Charter, as amended, all eligible employees will accrue vacation at the following rates:

- (1) During the first calendar year of employment, and after the completion of at least six (6) months of service, employees shall be entitled to a vacation allowance on a pro rata basis of ten (10) days (112 hours for suppression) per year for the number of months worked prior to the beginning of the first calendar year.
- (2) Upon the completion of one calendar year and continuing thereafter through the fifth calendar year of employment, all employees shall be entitled to a vacation allowance of ten (10) days (112 hours for suppression) per year.
- (3) Upon the completion of five (5) calendar years and continuing thereafter through the fifteenth calendar year of employment, all employees shall be entitled to a vacation allowance of fifteen (15) days (168 hours for suppression) per year.
- (4) Upon the completion of fifteen (15) calendar years of employment and continuing thereafter, all employees shall be entitled to a vacation allowance of twenty (20) days (224 hours for suppression) per year; provided, further that such employees so qualified to receive twenty (20) days (224 hours for suppression) of yearly vacation shall have the option to be exercised not later than the first day of December each year, to receive pro rata payment for five (5) days (56 hours for

suppression) of such vacation in lieu of using such five (5) days (56 hours for suppression) for vacation purposes.

d.h. The value of a vacation day is ~~as~~ set forth in Section 9.1 of this Agreement.

e.i. Trading vacation periods ~~willis~~ not ~~be~~ permitted.

~~i. The maximum number of fire suppression employees scheduled to be on vacation each shift shall be fifteen (15). The maximum of fifteen (15) shall be adjusted by one each November 1 thereafter for each change of twenty five (25) budgeted positions in the bargaining unit in fire suppression, with four hundred eighty nine (489) as the base number.~~

f.j. An employee who is on leave as a result of an industrial injury during their scheduled vacation period shall have the right to select a new vacation period upon return to work as determined by the employee's seniority rights during the past annual vacation sign-up. If a mutual agreement cannot be reached, the employee shall be allowed to reschedule said vacation during a time in the remainder of the year, of which said employee would have available by seniority, during the normal course of vacation scheduling or said employee shall be allowed to reschedule their vacation during the course of the following year after all normal vacations have been scheduled. Said employee's choice of rescheduled vacation time shall be that of which their seniority would have provided during the previous year. The intent of this provision is to give the affected employee another opportunity to select a new vacation period without placing that employee at a seniority advantage or disadvantage.

g.k. Where a career employee sustains an injury covered by workers' compensation and has utilized all of the statutory one (1) year "Section 4850 time," and consequently is receiving straight workers' compensation temporary disability payments, the employee will be allowed to utilize (while off work) accrued vacation time in partial day increments in addition to receiving workers' compensation temporary disability payments with the total aggregate payment of temporary disability and vacation pay not to exceed one hundred percent (100%) of the employee's regular rate of pay. As a condition of using such accrued vacation, however, the employee is required to continuously utilize accrued vacation until accrued vacation is exhausted or they return to work. This provision also applies to any accrued leave with the exception as noted in Section 17.1, Sick Leave.

h.l. Employees who are eligible to receive a cash payment in-lieu of vacation leave, as provided in Section 107 (d) of the Sacramento City Charter, may make an irrevocable election to receive such payment by foregoing the same number of vacation hours in the calendar year following the election. Notification of the election must be made to the Payroll Division, Department of Finance, in writing by November 30 of each calendar year. The in-lieu payment will be made to the employee on the last paycheck in March of the

calendar year following the election. The number of hours used to determine the amount of the in-lieu payment will be based upon the employee's assignment (40 hours for admin and 56 hours for suppression) at the time the payment is made. The in-lieu payment will be made at the straight time hourly rate of pay plus applicable incentives the employee is receiving at the time payment is made. ~~Payment shall be made at the straight time hourly rate of pay the employee is receiving at the time payment is made.~~ If the employee electing the in-lieu payment separates from City employment for any purpose before receiving the in-lieu payment, the employee forfeits any right to receive the payment, but will instead have their vacation leave balances credited with the amount of hours that would have accrued from January 1 to the last day of employment.

### 17.3 COURT LEAVE

#### a. General

- (1) When an employee is absent from work to serve on a jury or to report for jury duty examination, the employee shall be granted pay for those hours which the employee is absent for such reason. The City may require the employee to elect to be on telephone alert and remain on the job until such time as called to serve jury duty. Fire suppression personnel who are required to be on telephone alert and who are directed to report to work at a fire station shall not be required to respond to calls between the hours of 8:00 a.m. and 3:30 p.m. An extra fire suppression employee shall be added to the fire station during the period when an employee is on telephone alert and is not required to respond to calls or when called to jury duty. Pay for such work time lost shall be computed at the employee's regular rate of pay at the time of such absence. The employee shall return all jury remuneration received, less transportation allowance, to the City.
- (2) To receive pay for work time lost, an employee must provide the City with a statement signed by an official of the court certifying the employee's service as a juror or appearance in court for that purpose, the date or dates of attendance, and the time released from attendance.

#### b. 40-Hour Week Personnel

If a swing shift or graveyard shift employee has served in excess of four (4) hours on jury duty, they will notify their supervisor in advance of their start time so they can be excused from his/her shift. If the employee is on jury duty less than four (4) hours, they will be required to work.

c. 24-Hour Shift Personnel

- (1) If the jury duty occurs on the same day as the employee's scheduled duty assignment for the Fire Department, the employee will report same to their immediate superior and report directly to the assigned jury duty location. Upon release from jury duty for the day, the employee will report to their assigned duty station for the remainder of the shift.
- (2) If the employee is required to report for jury duty on the day following their assigned Fire Department duty shift, they shall be released from duty ten (10) hours prior to the end of their assigned duty shift for the purpose of assuring rest and alertness in the performance of jury duty.
- (3) When an employee is on jury duty for the entire day, is released from jury duty by the court after 4:30 p.m. and is scheduled to return to jury duty the following day, the employee shall not be required to report to their assigned duty station for the remainder of the shift. If, however, the employee is released by the court prior to 4:30 p.m. the employee shall report to their assigned duty station and shall thereafter be released from duty ten (10) hours prior to the end of their assigned duty shift for the purpose of assuring rest and alertness in the performance of jury duty on the following day.

17.4 COURT LEAVE - NON-DUTY RELATED

- a. When an employee is absent from work to respond to a subpoena from a court of competent jurisdiction to serve as a witness in a matter in which the employee is not a party, the following release provisions shall apply.
- b. The employee is to notify their supervisor of the subpoena on the next regularly scheduled shift after receipt of the subpoena and to contact the subpoenaing party to determine the date and time it is necessary to be present in court to testify. The employee will notify the supervisor of the time scheduled to testify and will be released as follows.
- c. The employee shall return all witness fees and remuneration received, less transportation allowance, to the City.
- d. Non-twenty-four (24) hour shift personnel will be released from duty at the time they are scheduled to appear to testify. If the employee is assigned to a swing or grave shift, release time shall be considered on a case-by-case basis. It is the intent of this Section to ensure the employee receives sufficient time to be properly rested in order to appear in court.

e. Twenty-Four (24) Hour Shift Personnel

- (1) Twenty-four (24) hour shift personnel shall report to their assigned duty station at the beginning of the shift unless the subpoena requires the employee's attendance in court at a time near the beginning of the shift. In such cases, the employee may be excused from reporting to their assigned duty station by the Department on a case-by-case basis.
- (2) Twenty-four (24) hour shift personnel shall be released from responding to calls and provided reasonable travel time in order to arrive at the court at the specified time. An extra fire suppression employee shall only be added to the fire station if the employee is expected to be absent for more than four (4) hours.
- (3) If the employee is required to appear to testify on the day following a duty shift, the employee will be released from duty at 8:00 p.m. the night before they are scheduled to appear.

## 17.5 PREGNANCY DISABILITY LEAVE

~~Effective April 1, 1996, t~~The pregnancy disability benefit shall be applicable to ~~female~~ employees who are pregnant as follows:

- a. Full-time career non-suppression employees who are pregnant shall be eligible for a maximum City-paid pregnancy disability leave of four (4) weeks consisting of up to one hundred-sixty (160) hours of continuous paid time off. Full-time career suppression employees who are pregnant shall be eligible for up to two hundred twenty-four (224) hours of continuous City-paid time off during the four (4) week pregnancy disability leave. Part-time career employees who are pregnant shall be eligible for up to eighty (80) hours of continuous City-paid time off. Part-time career suppression employees who are pregnant shall be eligible for up to one hundred twelve (112) hours of continuous City-paid time off during the four (4) week pregnancy disability leave. Unused ~~parental~~pregnancy disability leave shall have no cash value and shall be forfeited following the end of the disability period. Non-career employees are not eligible for the four (4) weeks of City-paid pregnancy disability leave.
- b. To be eligible for the paid leave the employee must have completed at least one (1) year of City 2,080 hours of service ~~(2,912 hours of service for fire suppression employees)~~service from the most recent date of hire preceding the request for pregnancy disability leave.
- c. To obtain pregnancy disability leave, the employee shall submit a request for time off and verification of medical disability for the duration of such leave.



- d. Upon return from pregnancy disability leave on the date previously authorized, employees shall be reinstated in the former department and in the classification last held.
- e. In addition to pregnancy disability leave, an eligible ~~female~~ employee may request parental leave for a maximum four (4) months by utilizing their accrued and available hours of paid leave~~vacation, CTO, holiday, sick leave,~~ and/or unpaid leave.

## 17.6 CATASTROPHIC LEAVE PLAN

- a. A benefit-qualified employee may donate to or receive from an unrepresented employee, or a represented employee whose bargaining agreement provides for such donation or receipt, usable vacation, floating holiday, management leave, or CTO hours. Participation in this plan shall be voluntary. Sick leave may not be donated under this plan.
- b. All donations shall be made and accepted in writing using City-provided forms.
- c. The donation in any category must be a minimum of eight (8) hours of usable time.
- d. Donations shall be on an hour-for-hour basis, regardless of the pay rates of the donor and recipient, except hours transferred between employees on the Fire Suppression (56 hours) schedule and the non-Fire Suppression (40 hours) schedule shall be adjusted by a factor of 1.4 to 1.
- e. Hours to be donated shall be kept in a pledge status until used. As needed, pledged hours shall be debited from the donor's leave balance and credited to the recipient's usable vacation accrual balance. Once credited, the donation becomes irrevocable. A donor terminating for any reason shall be paid for pledged but unused leave time.
- f. Management employees may only receive donations from management employees. A non-management employee may not receive donations from a subordinate employee where a direct supervisor/subordinate relationship exists. Any exception to this paragraph must be approved by the City Manager or designee.
- g. To be eligible to use donations, an employee must:
  - (1) be incapacitated and unable to work due to a prolonged catastrophic non-industrial illness or injury which is estimated to last for at least thirty (30) calendar days;
  - (2) have exhausted all usable balances, including sick leave;
  - (3) be on an approved leave of absence.

- h. All donated hours must be used on a continuous and uninterrupted basis and will be paid at the rate of pay and normal work schedule of the recipient, along with all usable hours accrued, until the earliest of the following events occurs:
  - (1) All leave balances, including both donated and accrued leave, are exhausted; or
  - (2) The employee returns to work at their normal work schedule; or
  - (3) The employee's employment terminates.
- i. Donations received while a recipient is still utilizing previously donated and related accrued leave time may be used immediately thereafter. Hours donated subsequent to exhausting all donated hours shall be accumulated and utilized along with related accrued leave hours in amounts equal to the recipient's normal bi-weekly work hours.
- j. Used donated leave time shall count toward the application of City service and benefits in the same manner as when the employee is on paid vacation leave.
- k. Used donated leave time shall be subject to the recipient's normal payroll deductions.

## 17.7 PERSONAL ~~LEAVE~~TIME OFF

- a. Full-time career employees who have completed ten (10) full years of City service and who are not assigned to suppression shall be credited with twenty-four (24) hours of personal ~~leavetime off (PTO)~~. Eligible employees who are assigned to suppression shall be credited with or forty-eight (48) hours ~~for suppression of PTO~~. Part-time career employees shall be credited with a prorated amount of time based on their regular schedule. Eligible employees will receive this PTO each year on the paycheck representing the first full pay period that includes January 1.
- ~~b. Employees who separate service and who are subsequently reemployed into a classification covered by this Agreement, will receive credit toward PTO eligibility for their previous years of City service upon successful completion of probation, on a go-forward basis. For purposes of determining eligibility to receive PTO, pursuant to this paragraph, an employee must be off probation prior to January 1 of the calendar year in which it is provided.~~
- ~~b. Personal leave shall be posted in January of each applicable year. After the vacation bid process, a PTO bid process will take place. A list of available PTO for the upcoming year shall be provided prior to November 1.~~
- c. ~~Personal leave~~PTO shall not accumulate from calendar year to calendar year and shall have no cash value upon separation from the bargaining unit. If an employee is unable to use all of the time by the end of the calendar year based

on operational need, the department may approve carry-over to the next year. In all other cases the time shall be forfeited.

- d. An eligible employee who wishes to use ~~accrued~~ credited PTO ~~personal leave~~ shall submit a request to use their ~~personal leave~~ PTO no later than a minimum of twenty-four (24) hours in advance. ~~Personal leave~~ PTO may be ~~approved~~ used at the employee's discretion in the fiscal year only on days when the maximum vacation allotment ~~has not been reached~~ is not exceeded. ~~Vacation requests shall be considered first. Personal leave requests will be approved based on dates available after vacation approval.~~

## 17.8 BEREAVEMENT LEAVE

An employee may receive up to twenty-four (24) hours or two (2) suppression or investigator shifts, as applicable, of City-paid leave for bereavement based on the death of the employee's spouse, parent, sibling, child, grandchild, or grandparent as defined herein. The employee may use sick leave as authorized by Civil Service Rule 16, Sick Leave, for additional time off or to attend to other death, bereavement, or funeral needs.

## 17.9 PAID CITY LEAVE

- a. Within thirty (30) calendar days of adoption by City Council, employees who are still employed in a classification represented by Local 522 on October 18, 2022, by City Council, shall receive a one-time leave bank contribution of Paid City Leave as follows:

Eligible employees in the following classifications on October 18, 2022, will receive a one-time leave bank contribution of fifty-five (55) hours:

- Fire Battalion Chief (Suppression)
- Fire Captain (Suppression)
- Fire Engineer (Suppression)
- Firefighter (Suppression)

Eligible employees in the following classifications on October 18, 2022, will receive a one-time leave bank contribution of thirty-seven (37) hours:

- Fire Battalion Chief (Admin)
- Fire Captain (Admin)
- Fire Engineer (Admin)
- Fire Investigator II
- Fire Investigator I
- Senior Fire Prevention Officer
- Fire Prevention Officer II
- Fire Prevention Officer I
- Fire Prevention Officer Trainee

This Paid City Leave shall not expire, and shall have no cash value except as follows:

- (1) Employees receiving the Paid City Leave contribution described in Section 17.9 (a) may make an irrevocable election to receive a cash payment in-lieu of using the leave. Notification of the election to receive this cash payment must be made to the Payroll Division, Department of Finance, in writing by November 30, 2022. Employees making the irrevocable election shall receive the payment on the paycheck representing the first pay period following their election at the straight time rate of pay they are receiving at the time of payment, less ordinary payroll deductions.
  - (2) Upon separation from City service, employees with a balance of the Paid City Leave described in Section 17.9 (a) shall receive a payment for the Paid City Leave balance at the straight time rate of pay they are receiving at the time of the payment less ordinary payroll deductions.
- b. Employees who are still employed in a classification represented by Local 522 on October 31, 2022, shall receive a one-time leave bank contribution of Paid City Leave in the same number of hours listed in Article 17.9 (a) that will become available for use on the first paycheck in January 2023. This leave shall not expire and shall have no cash value except as follows:
- (1) Employees receiving the Paid City Leave contribution described in Section 17.9 (b) may make an irrevocable election to receive a one-time cash payment by foregoing the hours of Paid City Leave in 2023. Notification of the election must be made to the Payroll Division, Department of Finance, in writing by November 30, 2022. This cash payment will be made to the employee on the last paycheck in March 2023. Payment shall be made at the straight time rate of pay the employee is receiving at the time payment is made less ordinary payroll deductions. If the employee making the irrevocable election separates from City employment for any reason prior to December 31, 2022, the employee forfeits both the right to receive the cash payment and the hours of leave.
  - (2) Upon separation from City service, employees with a balance of the Paid City Leave described in Section 17.9 (b) shall receive a payment for the Paid City Leave balance at the straight time rate of pay they are receiving at the time of their separation, less ordinary payroll deductions.

## **ARTICLE 18 – SPECIAL ALLOWANCES**

### **18.1 OUT-OF-CLASSIFICATION**

- a. When a temporary vacancy or vacancies arise above the classification of Firefighter, and it has been predetermined that said vacancy or vacancies will not exceed four (4) hours, the Fire Chief may make out-of-classification assignments to the higher classification from personnel within the affected station. During such out-of-classification assignments the individual so assigned shall receive the salary of the first step of that higher classification or five percent (5%) of the employee's regular base salary, whichever is greater but not to exceed the maximum of the higher classification.
- b. Vacancies exceeding four (4) hours shall be filled in accordance with the provisions of Section 12.5, Overtime and Call-Back Pay. Employees of equal rank to the position, which caused the recall, shall be assigned for replacement before an out-of-classification assignment.
- c. For the purposes of training the classification of Firefighter only, vacancies exceeding eight (8) hours shall be filled in accordance with the provisions of Section 12.5, Overtime and Call-Back Pay.

### **18.2 MILEAGE**

- a. When employees are ordered by the City to drive their own four-wheeled vehicles on details or assignments, and they so utilize their own vehicles in traveling directly and uninterruptedly from one assigned work location to another assigned work location, they shall be compensated at the Internal Revenue Service (IRS) rate.
- b. The City shall provide parking at the parking lot behind the 13th and "I" Building for Fire Suppression employees assigned to Station #2.

### **18.3 TUITION REIMBURSEMENT**

The City agrees to reimburse career employees for the cost of tuition, books, fees, excluding parking, up to a maximum of \$1500.00 per calendar year, pursuant to the City's existing policy for such education reimbursement. This provision shall not apply to employees eligible for an education incentive program.

## **ARTICLE 19 – LAYOFFS**

### **19.1 DEFINITIONS**

- a. Layoff A layoff shall be defined as the dismissal or displacement of at least one employee due to lack of work, lack of funds, abolishment of position, or for other reasons not reflecting discredit on an employee.

b. Seniority

- (1) **Classification Seniority:** Classification seniority shall be defined as the effective date of probationary appointment to the employee's present job classification including any time spent in a higher job classification, but less any time spent in a lower job classification due to a downgrade. The term higher classification shall mean a job classification in which the top rate of pay is greater than the top rate of pay of the employee's present job classification. For any employee who has not served a probationary period in their present job classification, or any employee whose position has been reallocated in accord with applicable Civil Service Rules, classification seniority shall be mutually established by the City and Union. For those classifications which have flexible staffing as defined in the Civil Service Rules and provided for in the classification specifications, classification seniority shall be defined as the effective date of probationary appointment to the lowest classification in the classification series. Since Fire Recruits are not part of the Fire Department Unit, time served in the training academy as a Fire Recruit does not apply to classification seniority date. For an employee who has downgraded, computation of classification seniority for a job classification lower than that in which the employee holds permanent status, the following seniority shall be counted:

- (a) classification seniority in any higher classification, and
- (b) previous classification seniority in the job classification in which the employee is currently working, and
- (c) present time spent in the job classification in which the employee is currently working.

For a part-time career employee, classification seniority shall be prorated.

- (2) **City Service Seniority:** City service seniority shall be defined as the effective date of appointment to the employee's first permanent career position, or as the effective date of appointment to the employee's first full-time position (or positions) which immediately preceded an appointment to a permanent career position, whichever is greater.

For a part-time career employee, City seniority shall be prorated.

- (3) **Fire Department Unit Seniority:** Fire Department Unit seniority shall be defined as the date first placed on the payroll of the Fire Department as a full-time employee in the Fire Department Unit.

For a part-time career employee, Fire Department Unit seniority shall be prorated.

- (4) Hire Date Seniority: Hire date seniority shall be defined as the employee's first date of hire to any position with the City.
- (5) Seniority Adjustments: Classification seniority, City service seniority, and Fire Department Unit seniority shall be adjusted (reduced) in calendar days to reflect time spent on layoff from City service. There shall be no adjustment for time spent on an approved leave of absence.
- (6) Termination of Seniority: Termination of classification seniority, City service seniority, and Fire Department Unit seniority shall occur upon:
  - (a) Resignation, except that any employee who is appointed from a reemployment list and completes the required probationary period in the position to which they were reemployed may count the seniority which they accumulated prior to resignation.
  - (b) Discharge.
  - (c) Retirement.
  - (d) Layoff in excess of five (5) consecutive years out of the City service.
  - (e) Failure to comply, report, or respond to a recall notice within thirty (30) calendar days from the date of postmark on the recall notice.
- c. Downgrade/Bump: The term downgrade or bump may be used interchangeably throughout this Agreement. A downgrade shall be defined as a change in job classification to which the top rate of pay is the same or less than the top rate of pay of the employee's present classification, due to a layoff. A downgrade shall only be allowed to a previously held position in the Fire Department Unit.

## 19.2 LAYOFFS

- a. In the event layoffs (reduction in force) are made pursuant to Article 3 of this Agreement, such layoffs shall be based on the inverse order of classification seniority as provided in the Fire Department seniority list. Dismissals hereunder shall be on a classification seniority basis so that employees with the least seniority shall be laid off first. Provided however that employees laid off in the classifications of Fire Battalion Chief, Fire Captain, Fire Engineer, and Fire Investigator II and I shall have the right to "bump" employees in the lower classification having less seniority and in which such Fire Battalion Chief, Fire Captain, Fire Engineer, and Fire Investigator II and I had held status; and provided further that employees laid off in the classifications of Senior Fire Prevention Officer and Fire Prevention Officer I/II shall have the right to "bump" employees in the Fire Prevention classifications having less



seniority and in which such Senior Fire Prevention Officer or Fire Prevention Officer I/II had held status. Classification seniority for the purpose of bumping shall be based on the date of appointment to the lower classification to which an employee has bumping rights. For those classifications which have flexible staffing as defined in the Civil Service Rules and provided for in the classification specifications, classification seniority shall be defined as the effective date of probationary appointment to the lowest classification in the classification series. No employee shall have bumping rights into a classification from which they have been demoted. An employee who bumps to a lower classification shall be assigned to a fire station as determined by Fire Administration.

- b. An employee may accept layoff in lieu of the opportunity to bump by notifying Labor Relations within forty-eight (48) hours of receiving notice of layoff. Where the employee accepts a layoff in lieu of a bump, said employee shall forfeit all recall rights except to a vacancy within the same classification from which the employee was laid off.
- c. In the event of a layoff, the City shall send by certified mail a layoff notice to all affected employee(s). Such notice shall be postmarked at least fourteen (14) calendar days in advance of the effective date of layoff. Such layoff notice shall be mailed to the employee's address currently printed on the employee's paycheck and shall be deemed appropriate notice. The employee(s) who is on a paid or unpaid leave shall be affected by the layoff in accordance with the provisions of this Article in the same manner as all other employees.
- d. Employees laid off shall be paid sick leave, vacation, holiday accrual, longevity, and similar benefits per applicable ordinances and rules. Employees being recalled shall have the uncompensated portion of their sick leave balance restored. Employees laid off who are enrolled in City insurance programs may continue elected coverage limited to the City's medical and dental plans for a period up to six (6) months or the period of time permitted by Consolidated Omnibus Budget Reconciliation Act (COBRA), whichever is greater, by advanced personal remittance for each month's total premium for the cost of such coverage at the time of layoff.

### 19.3 RECALLS

- a. When vacancies occur within five (5) years thereafter, such reduced and/or laid off employees shall be recalled to their former classification from the established layoff eligibility list on the basis of classification seniority and prior to the employment of any new employees in the classification; provided, however, that such reduced or laid off employees meet the physical and other qualifying standards in effect at the time they had been previously appointed to the classification into which they seek to be returned. When a recall list exists and an employee is on a reinstatement list due to a medical leave of absence, the employee will be merged with employees on the established

layoff eligibility list based upon seniority. If any such reduced or laid off employees fail to report for duty within thirty (30) days after the mailing to him/her of a written notice by registered mail to the last known address, they shall lose their right to be rehired or advanced hereunder.

- b. Employees who are laid off in the classifications of Fire Battalion Chief, Fire Captain, Fire Engineer, Fire Investigator I and II, Senior Fire Prevention Officer, Fire Prevention Officer I and II, and Firefighter shall have a physical examination prior to, or at the time of layoff, and upon their recall, if in excess of six (6) months. If the employee's physical condition at the time of layoff is such that it does not require termination or retirement, the employee being recalled shall meet the same physical condition which they were in, as judged by a physical examination, at the time of layoff. The employee laid off or recalled may appeal any adverse decision by presenting to the Department of Human Resources the written opinion of another physician which contradicts the findings and conclusions of the City physician. The cost of this second medical report shall be borne entirely by the employee. Upon receipt of a timely appeal in proper form, the Department of Human Resources shall refer the matter to a third physician mutually agreed upon by the employee and the Department of Human Resources. The decision of the third physician shall be final and binding. The cost of the third medical examination shall be borne by the City. The Director of Human Resources may, upon recommendation of any of the above-mentioned physicians, grant a reasonable period in which to clear up, cure, or remove any condition which is temporary or curable in nature.
- c. An employee who voluntarily demotes shall have no bumping or recall rights to the classification from which they demoted.
- d. A probationary Firefighter who is recalled within six (6) months from the date of layoff shall be required to serve the balance of the probationary period. A probationary Firefighter who is recalled between six (6) months and twenty-four (24) months from the date of layoff shall be required to serve the balance of the probationary period or a six (6) month probationary period, whichever is greater. A probationary Firefighter who is recalled between twenty-four (24) months and within five (5) years from the date of layoff shall be required to serve a new probationary period of twelve (12) months.
- e. Probationary employees in the classifications of Fire Battalion Chief, Fire Captain or Fire Engineer who are laid off or downgraded in lieu of layoff shall be recalled the same as permanent career employees in the classification, pursuant to subsection (a) above.
- f. When a laid off or downgraded probationary employee in the classification of Fire Battalion Chief, Fire Captain or Fire Engineer is recalled to the classification from which they were laid off, if the employee is recalled within six (6) months from the date of layoff, they shall be required to serve the

balance of the probationary period; if recalled between six (6) months and twenty-four (24) months from the date of layoff, they shall be required to serve the balance of the probationary period or three (3) months, whichever is greater; and if recalled between twenty-four (24) months and within five (5) years from the date of layoff, they shall be required to serve a new probationary period of six (6) months.

~~g. The City or the Union shall have the right, at any time during the term of this Agreement, to initiate discussions on possible alternatives to layoff to correct any adverse impact a proposed layoff would have on minorities and women employees in the Unit. If such discussions are initiated but the parties fail to reach agreement, the present layoff procedure shall continue in full force and effect.~~

## ARTICLE 20 – DEPARTMENT SENIORITY LIST

### 20.1 DEPARTMENT SENIORITY LIST

- a. Employees shall be placed on the classification seniority list in accordance with Article 19. When two (2) or more employees are assigned to the payroll on the same date, preference in placement on the list shall be given based on relative standing on the eligibility list for the applicable rank in the case of firefighting personnel.
- b. Lateral employees shall begin accruing classification seniority based on the date of appointment to the classification and shall include time spent in the training academy. In the event a classification seniority tie must be resolved, the tie shall be broken based on the scores established and assigned to the employee on the eligible list used to offer employment and to make the appointment of the lateral hire. If two (2) or more employees were assigned identical scores on the eligible list, the tie shall be broken by a coin toss.
- c. Employees taken over by the City from other fire departments as a result of absorbing such department shall be placed on the seniority list in accordance with the date they were first placed on the payroll of such fire department as full-time employees. City agrees that it will not take over on a permanent basis more employees from an acquired department than the number that can reasonably be absorbed to perform the work that will within a reasonable time be available after acquisition of the department. If under this provision two (2) or more employees shall have identical seniority, preference in placement on the list shall be determined by chance method.
- d. A copy of the seniority lists shall be available on the common drive and updated within fourteen (14) days of any change in staffing that affects seniority.

## **ARTICLE 21 – TRANSFERS**

### **21.1 REQUESTS FOR TRANSFER**

The station transfer policy shall be as follows:

- a. It shall be within the discretion of the Fire Chief or designee to make any station transfer as in their judgment will best meet the organizational, operational and personnel needs of the Department and the stations and shifts involved. All permanent transfers shall be in writing and, except for emergencies, there shall not be less than twelve (12) calendar days between an employee's receipt of written notification and the effective date of a permanent transfer from one permanently-assigned fire station and/or shift to another.
- b. Provided, however, that the Chief or designee shall not exercise this right in an arbitrary and capricious manner, and provided further that with respect to a vacancy caused by retirement, death, removal, resignation or promotion, a notice of any such vacancy shall be published at least two (2) weeks before such vacancy shall be regularly filled. Employees qualified for such vacancy may then make a request through the chain of command to the Chief or designee to be assigned to such vacancy, which requests shall be considered in making the assignment. Seniority in rank shall be the prime factor in transfer assignments.
- c. A vacancy or vacancies resulting from an assignment made hereunder shall not be subject to this procedure.

## **ARTICLE 22 – DETAIL POOL**

### **22.1 DETAIL POOL**

- a. The detail pool shall consist of personnel arranged by seniority. The detail assignments shall be made in order of reverse seniority.
- b. After completing basic recruit training, probationary employees shall be assigned on a rotating basis to a specific crew for increments not to exceed four (4) months during the first year for proper training and evaluation. When a permanently assigned employee is displaced by a temporarily assigned trainee, the permanent employee will be assigned on a temporary duty assignment to another company for a period not to exceed two (2) months. At the end of this assignment, the permanent employee will return to their original assignment. For purposes of this Article, no company on any given shift shall be utilized for training of probationary employees in excess of four (4) months during any twelve (12) month period. After the completion of their probationary period, employees would enter the detail pool for normal operations and in order of reverse seniority.

- c. The personnel in this pool shall be housed by seniority according to Company priority. The employees with the least seniority shall be housed at the Company with the lowest priority. Once through the detail pool, personnel will not normally be detailed.
- d. Personnel who have completed probation have the right to bid vacant spots and be removed from the detail pool.

## ARTICLE 23 – SAFETY AND HEALTH

### 23.1 SAFETY

- a. The City shall continue to provide for the safety of employees during the hours of their employment. In this regard, the City agrees that it will receive and consider written recommendations with respect to unsafe working conditions or other safety ideas in the areas of working conditions from any employee or the Union; and the employees and the Union agree that they will afford their safety recommendations and ideas to the City.
- b. The City shall take all reasonable and readily available precautions when employees' assigned duties are performed under generally known extraordinarily life endangering conditions not normally associated with firefighting and fire safety and prevention activities.
- c. To the extent reasonably ascertainable by the City, firefighting equipment provided and maintained by the City shall be reasonably safe and adequate for its normal and intended use. Provided however that nothing herein is to be construed to mean that the City assumes the liability of any other party, or waives any rights, defenses to liability or causes of action that it may have in law or equity.

### 23.2 JOB-RELATED INJURIES

- a. When an employee incurs a job-related injury and is examined or treated by a physician, all subsequent examination/treatment shall be scheduled on the employee's duty time. ~~or the employee shall be paid at the rate of time and one-half for a minimum of three (3) hours pay.~~
- b. Exceptions to this policy are limited to the following: (1) while the employee is disabled from said injury and is unable to perform their assigned duties; (2) while the employee has control of the choice of physician or schedule; or (3) when the employee requests or arranges a non-duty time appointment.

### 23.3 LIGHT OR LIMITED DUTY

In the event an employee is unable to perform their duties as a result of an injury, they shall be assigned to "light or limited" duty as authorized to do so by a physician,

and upon the needs of the department. In no event, however, shall an employee return to "light or limited" duty in connection with an off-the-job injury or illness unless authorized to do so by a physician. When assigned to "light or limited" duty, they shall be assigned to such duties that they are capable of performing during a forty (40) hour week, Monday through Friday. In no event shall such assigned employee be required to work more hours per week than on their regularly assigned shift.

#### 23.4 DISPUTES: ON-THE-JOB INJURIES

- a. In the event the employee disagrees with the opinion of the City-assigned physician to either return the employee to work on a "light or limited" duty basis or not to return on a "light or limited" duty basis, they shall have the right to have an examination by another physician of the employee's choice.
- b. In the event that the two physician's opinions are in conflict, a third opinion shall be obtained by a physician mutually acceptable to both parties. The third opinion shall be binding.

#### 23.5 GENERAL

- a. Nothing contained herein shall be construed as adding to, or subtracting from, any rights or provisions given the employee by the State Labor Code.
- b. Costs of all examinations shall be borne by the City only in connection with the injuries incurred on the job. In cases where the employee is directed to a City-assigned physician, costs of such examination shall be borne by the City.

#### 23.6 EXPOSURE TO CONTAGIOUS DISEASE IN THE COURSE AND SCOPE OF EMPLOYMENT

When an employee has been exposed to a contagious disease during the course and scope of their employment, the nature and circumstances of such exposure shall be promptly reported through the Fire Captain to the Fire Battalion Chief, who after such medical investigation as they deem appropriate, shall advise the Fire Captain whether the employee should be requested to remain off-duty for an appropriate period of quarantine. In such event the employee will be compensated for their regularly-scheduled shifts in the normal manner and will not be charged for sick leave.

#### 23.7 MEDICAL EXAMINATIONS

- a. If the City institutes disability retirement without the consent and concurrence of the employee or reassigns the employee out of the Fire Department or otherwise acts to terminate, reduce in rank, remove or otherwise significantly adversely change their conditions of employment because of medical reasons, such employee shall be granted reasonable time off with pay for medical examination by a doctor of the employee's choice at the employee's expense.

- b. If the City expressly requires an employee to secure other than a Class C driver's license, the related medical examination shall be scheduled during the employee's on-duty time.

## **ARTICLE 24 – RETIREMENT**

### **24.1 PUBLIC EMPLOYEE'S RETIREMENT SYSTEM (PERS) RETIREMENT CONTRIBUTION**

- a. Member Contribution to PERS Retirement Plan – Classic Members
  - (1) Classic members shall pay twelve percent (12%) of the employer's contribution to the PERS retirement plan. If necessary, the contract with PERS shall be amended to reflect the proper allocation of funds.
  - (2) The City shall pay nine percent (9%) of the member contribution to the PERS retirement plan on behalf of fire safety employees. The City's payments to the member contribution shall be reported to PERS as additional compensation for the purpose of retirement benefit calculations, to the extent allowed by law.
  - (3) To the extent permitted by law, the employee payments in this Article will be deducted on a pre-tax basis and applied toward the employer's contribution pursuant to IRS Code section 414(h)(2) and Government Code section 20516 and maintained in the employee's PERS account.
  - (4) The parties agree to use their best efforts to promptly effectuate the cost-sharing provisions of this Article so that bargaining unit members' payment of the employer's contribution shall be applied towards the employee's retirement account.
  - (5) In the event that the employees fail to ratify the cost share agreement described in this Article, or other PERS requirements are not met, the parties agree that the employee's cost share will be deducted from the employee's pay via a payroll deduction on a pre-tax basis to the extent permitted by law. Deduction via this approach will not be maintained in the employee's PERS account. The tax status of this deduction shall be based on IRS requirements. The City makes no representation as to the taxable nature of this deduction. The City and each employee shall retain liability for their respective tax obligations.
  - (6) In the event there is a change in California law requiring employees to pay the member contribution to PERS, the employee's cost-sharing agreement shall decrease in an amount equal to the required employee contribution to PERS.



b. Member Contribution to PERS Retirement Plan – New Members

New members shall be in the PERS on terms consistent with the Public Employees' Pension Reform Act (PEPRA), as amended. New members shall contribute fifty percent (50%) of the total normal cost of the PERS retirement plan.

## 24.2 PERS RETIREMENT PLAN

Fire safety employees are covered by the following Public Employees Retirement System (PERS) plans:

### Tier I

- Modified 3% at age 55
- One-year highest compensation
- 2% COLA
- 50% survivor continuation
- 50% industrial disability
- Military service credit
- Peace Corps service credit
- Employer Paid Member Contribution by resolution
- Sick leave conversion

### Tier II

- Modified 3% at age 55
- One-year highest compensation
- 3% COLA
- 50% survivor continuation
- 50% industrial disability
- Military service credit
- Peace Corps service credit
- Employer Paid Member Contribution by resolution
- Sick leave conversion

### Tier III

- Modified 3% at age 55
- One-year highest compensation
- 2% COLA
- 50% survivor continuation
- 50% industrial disability
- Military service credit
- Peace Corps service credit
- Employer Paid Member Contribution by resolution

- Sick leave conversion

Tier IV: Applicable to “New Members” Defined in Government Code section 7522.04

- Modified 2.7% at age 57
- Final compensation calculated on 36 consecutive months
- 2% COLA
- 50% survivor continuation
- 50% industrial disability
- Military service credit
- Peace Corps service credit
- Sick leave conversion

## **ARTICLE 25 – TRANSPORTATION**

### **25.1 SACRAMENTO REGIONAL TRANSIT DISTRICT (SRTD)**

Full-time career employees who utilize the Sacramento Regional Transit District (SRTD) for home-to-work transportation are eligible for an eighty percent (80%) price discount on an SRTD monthly pass. Part-time career employees shall be eligible for a fifty percent (50%) price discount. The employee must notify the Revenue Division on or before the fifth day of the month to obtain the monthly pass discount for that month.

### **25.2 OTHER BUS TRANSPORTATION**

Eligible full-time career employees as described above, who regularly utilize other bus or mass transportation services regulated by the Public Utilities Commission (i.e. buses, vanpools, rail) for home-to-work commuting are eligible for up to eighty percent (80%) of the cost of the monthly pass. Eligible part-time employees, as described above, shall be eligible for a fifty percent (50%) monthly reimbursement. The employee must present the required proof of purchase to the Revenue Division by the fifth day of the month to obtain reimbursement. The amount of monthly reimbursement shall not exceed one hundred and twenty dollars (\$120).

### **25.3 DOWNTOWN PARKING SUBSIDY**

The City shall provide a ninety dollar (\$90) per month parking subsidy to eligible full-time career employees who are regularly assigned to work in the downtown area who do not have free parking. Eligible part-time career employees who are regularly assigned to work in the downtown area will receive a sixty dollar (\$60) per month parking subsidy. The subsidy will be included in the employee’s bi-weekly paycheck, subject to applicable state and federal taxes.

## 25.4 DISCOUNTED PARKING RATES

Discounted parking will be available to employees, on a first-come, first-serve basis, for parking spaces in the Memorial Garage, located at 14<sup>th</sup> and H Streets, at seventy percent (70%) of the regularly monthly Lot “I” rate. This means that the employee discounted rate is thirty percent (30%) off the full monthly rate. This provision will remain in effect until further notice by the City.

## 25.5 DRIVER LICENSE REQUIREMENTS

- a. Employees shall possess valid California driver licenses and endorsements as required by the job specifications. Employees are responsible for maintaining a valid report of medical examination on file with the CA Department of Motor Vehicles in order to maintain valid Class A, B or C firefighter endorsed licenses. Failure to maintain a proper driver’s license shall subject employees to disciplinary action pursuant to the Civil Service Rules.
- b. Employees who work overtime in a classification having a higher driver license requirement and/or endorsements must have such license and endorsements in order to be eligible for the overtime work, which requires completing and signing an authorization form allowing their enrollment in the California Department of Motor Vehicles Employer Pull Notice System.

# ARTICLE 26 – DISCIPLINE

## 26.1 EMPLOYEE RIGHTS

This section recognizes that the Firefighters Procedural Bill of Rights Act (California Government Code 3250 et seq) applies to Firefighters, Fire Engineers, Fire Captains and Fire Battalion Chiefs; that the Public Safety Officers Procedural Bill of Rights Act (California Government Code 3300 et seq) applies to Fire Investigators; and that Fire Prevention Officers are covered under applicable State and Federal law.

When an employee is the subject of an investigation or fact-finding that could lead to discipline, consistent with those rights mentioned above the interview/interrogation of that employee shall be conducted under the following circumstances:

- a. The employee shall be advised that they have the right to Union representation at the interview/interrogation and shall be given a reasonable amount of time to contact and obtain representation. The representative shall not be a person subject to the same investigation. This section shall not apply to any interview of an employee in the normal course of duty, counseling, instruction, or informal verbal admonishment by a supervisor, or an investigation concerned solely and directly with alleged criminal activities.
- b. The interview/interrogation shall be conducted at a reasonable hour, preferably when the employee is on duty, and if during off-duty hours the

employee shall be paid overtime unless the employee waives such overtime to accommodate their representative.

- c. The employee shall be informed of the nature of the investigation or fact-finding part of the interview so that the employee may prepare for it.
- d. The employee being interviewed/interrogated shall not be subjected to offensive language or threatened with discipline except to be informed that failure to answer questions directly related to the investigation or fact-finding may result in disciplinary action for insubordination.
- e. The interview/interrogation of an employee may be recorded by the Department and/or by the employee or representative and shall have the right to bring their own recording device and record any and all aspects of the interview. The employee shall have access to the tape if any further proceedings are contemplated or prior to any further interview at a subsequent time.
- f. If, prior to or during the interrogation of a firefighter, it is contemplated that they may be charged with a criminal offense, they shall be immediately informed of their constitutional rights. The Department shall provide to the firefighter a formal grant of immunity from criminal prosecution before they may be compelled to respond to questions related to a criminal offense.
- g. No employee shall have any adverse comment entered into their personnel file without the opportunity to read and sign it. The employee shall have 30 days to file a written response to any adverse comment and the written response shall be attached to the adverse comment.
- h. No employee shall be compelled to submit to a polygraph examination.
- i. Lockers or other space for storage that are owned or leased by the Department are subject to search, although no employee shall have their locker, or other space for storage that may be assigned to them searched except in their presence, or with their consent, or unless a valid search warrant has been obtained or where the employee has been notified that a search will be conducted.
- j. With certain exceptions, no punitive action, nor denial of promotion on grounds other than merit, shall be undertaken for any act, omission, or other allegation of misconduct if the investigation of the allegation is not completed within one year of the department's discovery by a person authorized to initiate an investigation of the allegation of an act, omission, or other misconduct.
- k. No employee shall be subjected to punitive action, or denied promotion, because of the exercise of the rights listed above.

- I. Nothing in this section shall constitute a waiver, limitation or reduction of any member's rights under Federal law, California law, or City and Departmental policies.

## 26.2 REMOVAL OF DISCIPLINARY RECORDS

- a. It shall be the policy of the Sacramento Fire Department that all records of disciplinary action contained in personnel files be removed as follows subject to the following criteria:
  - (1) Documented counseling - after twelve (12) months.
  - (2) Letters of reprimand - after eighteen (18) months from date the letter is served on the employee.
  - (3) Suspensions [two (2) shifts or less] - after five (5) years from date the final letter imposing discipline is served on the employee. This includes withholding of in-grade increase, grade reduction, and paid time-off taken in lieu of suspension.
  - (4) Suspensions [three (3) shifts or more] - after ten (10) years from date the final letter imposing discipline is served on the employee. This includes withholding of in-grade increase, grade reduction, and paid time-off taken in lieu of suspension.
  - (5) Demotions - after ten (10) years from date the final letter imposing discipline is served on the employee.
- b. The time periods for removal described in subsection (a) above shall restart if the employee has any further disciplinary action.
- c. The provisions of this Article will be subject to all requirements as described in government codes, City codes and resolutions, as amended.

## 26.3 APPEAL OF LETTERS OF REPRIMAND

A letter of reprimand issued shall not be appealable to the Civil Service Board, ~~however, except~~ the employee shall ~~be entitled to have~~ an administrative review of the reprimand by submitting a request in writing within seven (7) days of issuance to the ~~Manager of Labor Relations~~~~Director of Human Resources~~. The ~~Manager~~~~Director~~ or designee will schedule a ~~private~~ meeting within seven (7) calendar days of receipt of the written request to hear the employee's response. A final written decision will be rendered by the ~~Manager~~~~Director~~ or designee within seven (7) calendar days of the meeting. Time limits may be extended by mutual agreement between the ~~Manager~~~~Director~~ or designee and the Union or employee, as applicable. This Section shall not be subject to the grievance procedure. For removal of Letters of Reprimand refer to Section 26.2.

## 26.4 DISCIPLINE APPEALS REFERRED TO ACCELERATED ARBITRATION PROCEEDINGS OR FORMAL ARBITRATION PROCEEDINGS

- a. This arbitration process shall be the exclusive appeal procedure applicable to employees who have completed the probationary period.
- b. The term “parties” as used in this Agreement are the City and the Union. If an individual employee covered by this Agreement files an appeal of discipline to the Civil Service Board, and the Union does not pursue such appeal, the appeal process shall default to an Administrative Law Judge (ALJ) hearing under the Civil Service Rule 12.10. An employee rejecting the ALJ hearing and choosing to pursue their appeal through the arbitration process will assume all of the rights and responsibilities of the Union in the appeal process pursuant to this agreement, including but not limited to the cost of the arbitrator and the court reporter if used as outlined in subsection (c) below.
- c. The fees of the arbitrator, the court reporter, if used, and the transcript shall be shared equally between the City and the Union or the employee if the employee is pursuing the appeal on their behalf. If the arbitrator requests a copy of the transcript, the cost shall be shared equally between the City and the Union or the employee if the employee is pursuing the appeal on their behalf.
- d. The parties may participate in mediation in an attempt to settle the case before a hearing is scheduled with the arbitrator. Either party may request mediation. If the parties agree to mediation, they will request a mediator from the State Mediation and Conciliation Service. All mediation proceedings shall be private. The mediator shall make no public recommendation nor take any public position at any time concerning the issues.
- e. The Director of Human Resources or designee, and the Union President or designee, shall meet each month at a regularly scheduled time to review the appeals which the Union desires to arbitrate. The parties shall discuss the merits of all appeals and strive to identify those appeals the parties mutually agree should be resolved through the Accelerated Arbitration Process, and the appeals that should be resolved through the Formal Arbitration Process. Appeals that will be heard through the arbitration process shall be in writing and shall include the issue(s) submitted, stipulation of facts, modifications of the hearing procedures, if any, and the date of arbitration.

## 26.5 ACCELERATED ARBITRATION PROCESS

- a. Accelerated Arbitration shall consist of a three-member panel, the Union President or designee, the Director of Human Resources or designee, and a neutral arbitrator which shall be mutually selected by the parties.
- b. The mutually agreed upon neutral arbitrator shall serve a one-year term. In the event of the mutually selected neutral arbitrator’s resignation or continued

unavailability, the parties shall meet promptly to agree upon a successor. Either party may request a change in arbitrator by giving a sixty (60) day notice in writing to the other party. Each party may only request a change of arbitrator once in a one-year period.

- c. The Accelerated Arbitration Panel shall meet monthly at a regularly scheduled time, on such days as may be scheduled by mutual agreement, to resolve cases which have been referred to Accelerated Arbitration. Hearings shall alternate between City and Union offices or at a mutually agreed-upon neutral location.
- d. The Accelerated Arbitration Panel shall hear whichever case(s) the parties mutually agreed to schedule for that hearing date. In the event the parties begin, but do not complete a case scheduled for a particular hearing date, the Arbitration Panel at the next regularly scheduled Accelerated Arbitration hearing shall complete such case. Any case which cannot be initiated at the scheduled date shall be rescheduled by mutual agreement.
- e. The hearing shall be conducted pursuant to the procedures of Rule 12.1 through 12.8 of the Rules and Regulations of the Civil Service Board. The Accelerated Arbitration Panel shall have no authority to modify, vary, alter, amend, add to or take away from, in whole or in part, any of the terms or provisions of the Agreement. The Accelerated Arbitration Panel may only sustain, modify, or deny the discipline appealed.
- f. The parties agree that the decision of the majority of the Accelerated Arbitration Panel shall be final and binding on both parties. The parties agree that the Accelerated Arbitration Panel's decision shall become the jointly recommended proposed decision to the Civil Service Board. Any dispute of the jointly recommended proposed decision to the Civil Service Board shall be limited to the grounds specified in Sections 1286.2 of the California Code of Civil Procedure.
- g. The Hearing Process
  - (1) Each party shall have one and one-half (1-1/2) hours to present its case, including whatever time it takes to reserve for rebuttal, unless otherwise modified by the parties in writing in advance of the hearing or as so modified by the neutral arbitrator. The presentation of evidence shall be made by submitting a statement of facts stipulated by the parties and/or the presentation of witness and documentary evidence. A court reporter shall transcribe the proceedings, but a transcript shall be prepared only upon the request of either party. After the parties have presented the evidence, each party shall have an opportunity for oral argument before the Accelerated Arbitration Panel for a period of not more than fifteen (15) minutes. No written briefs shall be submitted.



- (2) Following each case, the Accelerated Arbitration Panel shall meet in executive session. The neutral arbitrator shall moderate the discussion with the objective of achieving agreement between the parties. If the parties cannot agree, the neutral arbitrator shall determine the award.
- (3) The neutral arbitrator shall announce the award orally to the parties, including the grievant. The award shall be documented at the hearing but shall not include a written opinion. A court reporter shall transcribe the proceedings, but a transcript shall be prepared only upon request of either party.
- (4) The award shall be final and binding upon both parties, but shall not be used as a precedent in any other case. The parties shall share the fees and expenses of the neutral arbitrator, court reporter if used, and transcripts equally. The City agrees that employees shall not suffer loss of compensation for time spent as a witness at a discipline arbitration hearing held pursuant to this procedure. The Union agrees that the number of witnesses requested to attend and their scheduling shall be reasonable.

## 26.6 FORMAL ARBITRATION PROCESS

- a. The Formal Arbitration Board shall consist of three (3) persons, one appointed by the Union and one appointed by the City. The two (2) so appointed shall mutually select a qualified arbitrator. The Union and the City appointments shall be made and each party shall notify the other of their respective appointment within ten (10) calendar days from the date the matter was appealed. If the Union and City appointments fail to select an arbitrator within ten (10) calendar days after the notices of their appointment are given, the parties shall prepare a joint request to the State Mediation and Conciliation Service for a list of five (5) qualified arbitrators. The parties shall each strike alternately two (2) names from the list and the remaining person shall be accepted as the arbitrator. The first party to strike will be determined by the flip of a coin.
- b. The issue to be submitted to the Formal Arbitration Board shall be limited to the appeal submitted in writing and the response of the City thereto, and unless otherwise agreed in writing, the jurisdiction of the Formal Arbitration Board shall be limited to the determination of said issue. The Formal Arbitration Board shall have no authority to modify, vary, alter, amend, add to or take away from, in whole or in part, any of the terms or provisions of the Agreement.
- c. The rulings of the Formal Arbitration Board with respect to the procedure and all objections to the exclusion or inclusion of evidence shall be binding on the parties.

- d. The hearing shall be held at a mutually agreeable location, which shall be determined by the parties. The City shall make available appropriate facilities for such hearings.
- e. The hearing shall be conducted pursuant to the procedures of Rule 12.1 through 12.8 of the Civil Service Rules.
- f. The Formal Arbitration Board's decision, and opinion if any, shall be in writing and shall be submitted within ten (10) calendar days from the conclusion of the hearing unless such time is extended by a majority of the Formal Arbitration Board. The decision of the majority of the Formal Arbitration Board shall be final and binding on the parties.
- g. The parties agree the arbitrator's decision becomes the basis for a settlement agreement which shall be prepared within ten (10) days of receipt of the arbitrator's decision, and which shall withdraw and resolve the appeal consistent with the award.

## 26.7 TRIAL PERIOD

- a. An employee or a former employee appointed to a career classification as a non-career employee shall serve a trial period. A former employee is a person who was previously employed with the City but terminated such employment for any reason including the expiration of a limited-term appointment.
- b. The trial period shall be a six (6) month period beginning with the first day the employee reports to work or until the employee has worked one thousand forty (+1,040) straight-time hours, whichever occurs last.
- c. A non-career employee may be released from their position at the discretion of the appointing authority at any time during the trial period without right of appeal to the Civil Service Board. Such release shall be confirmed in writing.
- d. This provision shall not be used to circumvent the civil service system in respect to the City's testing practices.

## 26.8 EMPLOYEE PERFORMANCE COUNSELING

- a. The Fire Department shall have the right to conduct performance counseling of employees at top step.
- b. Employees shall be counseled at least annually.
- c. A career employee who disagrees with a performance counseling may within ten (10) workdays from the date of the counseling:
  - (1) Write a rebuttal statement for attachment to the performance counseling form; or

- (2) Informally appeal to the supervisor of the reviewer, but in no case higher than the department head.
- d. Performance counselings are not subject to the grievance procedure.
- e. The performance counseling form shall be maintained in the personnel file of the employee's Fire Battalion Chief or equivalent for one (1) year from the date of the counseling meeting. Thereafter, it shall be removed and returned to the employee.
- f. Performance counseling reports shall not affect terms and conditions of employment.

## 26.9 PROBATIONARY PERIOD EXTENSION

- a. If, prior to the completion of the probationary period of a new employee, a problem is identified which would result in a decision by the Department to release the employee from the probationary position, the Department may, at its discretion, extend the probationary period for a fixed period of time, not to exceed an additional six (6) months.
- b. If the Department elects to extend the probationary period, the specific problem(s) that are the basis for the Department's decision not to pass the employee on probation shall be provided to the employee in writing. The Department shall provide the employee appropriate remedial training and sufficient time to correct the deficiencies.
- c. The Department shall notify the Union of the decision to extend the probationary period.

## ARTICLE 27 – MISCELLANEOUS

### 27.1 NON-DISCRIMINATION

The Union and the City agree not to discriminate against any employee for Union activity, race, color, age, sex or national origin under the terms and provisions of this Agreement.

### 27.2 REPAIR OR REPLACEMENT OF DAMAGED ITEMS OF PERSONAL PROPERTY

Employees shall be reimbursed for the repair or replacement of personal property damaged in the course of employment and performance of their assigned duties consistent with the Policy provisions attached hereto and incorporated herein as Exhibit "B."

### 27.3 SAVINGS CLAUSE

If any Article or provision of this Agreement or any portion thereof is in conflict or inconsistent with applicable laws or is otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction such Article, provision, or portion thereof shall be suspended and superseded by such applicable law and the remainder of the Agreement, including the remainder of such Article, provision, or portion thereof shall not be affected thereby.

### 27.4 FIRE RECRUIT

The City shall have the right to establish a non-career, unrepresented classification of Fire Recruit.

### 27.5 PAYROLL ERRORS

a. In the event an error has been made in the payment of an employee's salary compensation, including but not limited to, wages, overtime payment, healthcare contributions, incentives, or leave accruals, balances and/or usages, the City shall, for purposes of future compensation, adjust such compensation to the correct amount, giving written notice to the employee.

b. In the event an employee received an overpayment in wages, reimbursement to the City shall be accomplished by:

(1) Lump sum payment by the employee;

(2) A one-time deduction from usable vacation or holiday credit available accrued leave balances, except sick leave, equivalent to the overpayment at the employee's current hourly rate;

(3) A repayment schedule through payroll deduction; and/or

(4) Other means, as may be mutually agreed between the parties.

No repayment schedule shall exceed fifty-two (52) pay periods in duration, except that if the employee does not agree to a voluntary repayment schedule, the overpayment collection shall not exceed twenty-six (26) pay periods. The time period may be extended by a signed agreement between the City and the employee.

c. No action shall be taken to enforce repayment of an overpayment, or to correct an underpayment, unless action is taken within two years from the ending date of the pay period in which the error is discovered. "Action is taken" as used in this Section shall mean written notice to the employee in the case of an overpayment, or written or oral notice to the City in the case of an underpayment error.

## 27.6 STATION EXPENSES

- a. The City will fund the annual station expense account (481230) based on the following:
  - (1) two hundred dollars (\$200) per year for each budgeted Battalion Chief, Captain, Engineer, and Firefighter position assigned to Fire Suppression;
  - (2) three hundred dollars (\$300) for each single company house;
  - (3) The total of (1) and (2), above, will be multiplied by 130% and the amount will be budgeted in the station expense account (481230).
- b. The total station expense account will be paid out annually in equal shares to all Battalion Chiefs, Captains, Engineers, and Firefighters who are employed as of the last day of the first pay period in January. The annual payment will be made to those employees on the first paycheck in February.
- c. The intent of the annual payment to firehouse staff is to cover furnishings, and household items not provided by the City for the fire stations.
- d. The City shall continue to provide the following furnishings and household items for the firehouses:
  - (1) Beds and Mattresses.
  - (2) Dining Room Table and Chairs.
  - (3) Major kitchen appliances (stove, four (4) refrigerators per station, dishwasher, garbage disposals) as existing in the firehouses on (date of contract agreement) or as originally constructed for stations not in existence as of the date of this agreement.
  - (4) Exercise equipment (treadmill, elliptical machine, kettleballs and rubber bumper plates as purchased by Wellness Grant). These items will only be maintained as one time funds become available, ie. grants and carryover.
  - (5) Non-riding gas powered lawn-mowers and other yard maintenance equipment as currently identified in FiPs identified in Exhibit C.
  - (6) All current station supplies, including: cleaning, maintenance, office, and general hygiene supplies as currently provided in FiPs identified in Exhibit C.

- e. All existing items previously purchased with station expense funds will continue to be utilized for the life of the item(s) and will not be maintained, reimbursed or replaced with City funds.

## 27.7 DEFERRED COMPENSATION PLAN

Career employees may participate in the City's Deferred Compensation 457 Plan, to the extent provided by law.

Each participant in the Plan shall contribute an administrative fee of one dollar and fifty cents (\$1.50) per month from their plan balance to the Plan's administrative allowance account. Funds accumulated by the administrative fee will be utilized as prescribed in the Defined Contribution Plans Committee's Fee and Expense Policy.

## 27.8 REMOTE WORK POLICY

Employees may participate, at the discretion of the appointing authority or designee, in the City's Remote Work Policy.

Employees assigned to suppression are ineligible for remote work assignments.

This Section 27.8 and any decision(s) made pursuant to the Remote Work Policy are not subject to the grievance procedure.

## 27.9 TERM

- a. This Agreement shall remain in full force from ~~January 1, 2022~~March 25, 2023, to and including ~~March 24, 2023~~September 30, 2024, or until such time as it is superseded by a new Agreement between the parties, whichever occurs later.
- b. The provisions of this Agreement shall be effective on the effective date stated above except as otherwise specifically provided.

DATED: November 20, 2023

SACRAMENTO AREA FIRE  
FIGHTERS UNION LOCAL #522  
INTERNATIONAL ASSOCIATION OF  
FIRE FIGHTERS, AFL CIO

CITY OF SACRAMENTO

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Trevor Jamison  
President

---

Shelley Banks-Robinson  
Director of Human Resources

---

Ryan Henry  
City Vice President

---

Aaron Donato  
Labor Relations Manager

---

John Collins  
Negotiating Member

---

Leslie Wisniewski  
Chief Negotiator

---

Brandon Doughty  
Negotiating Union Member

---

Tilden Billiter  
Bargaining Team Member

---

Jeremy Gardella  
Negotiating Union Member

---

Amber Foster  
Bargaining Team Member

---

Fergus Johnson  
Negotiating Union Member

---

Chee Khang  
Bargaining Team Member

---

Zachary Zadrozna  
Negotiating Union Member

---

Leila Menor  
Bargaining Team Member



Approved as to form:

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Brett M. Witter  
Assistant City Attorney

## EXHIBIT A – Employee Payroll Deduction Authorization And Request

### EMPLOYEE PAYROLL DEDUCTION AUTHORIZATION AND REQUEST FOR FIREFIGHTERS UNION LOCAL 522

(Front side of form to be completed and executed by employee and Secretary-Treasurer)

I, \_\_\_\_\_, hereby request and authorize the City of Sacramento to deduct from my earnings and transmit to the Secretary-Treasurer of Firefighters Union Local 522, 3720 Folsom Boulevard, Sacramento, California, the amount per month required for payment of the items initialed below, which amount, and any subsequent changes therein, shall be certified to the Director of Human Resources of the City of Sacramento in writing by the Secretary-Treasurer of the Union:

\_\_\_ UNION DUES

\_\_\_ LIFE INSURANCE PREMIUMS

\_\_\_ DISABILITY INSURANCE PREMIUMS

\_\_\_ MEDICAL/HOSPITAL INSURANCE PREMIUMS

\_\_\_ CHARITABLE CONTRIBUTION

\_\_\_ DENTAL INSURANCE PREMIUMS

\_\_\_ AUTOMOBILE INSURANCE PREMIUMS

I understand that this authorization is subject to the terms and conditions as indicated on the reverse side hereof. I further understand that this authorization may be used by the Union as its authorization to represent me in matters concerning the terms and conditions of my employment with the City.

Employee Signature \_\_\_\_\_ Classification \_\_\_\_\_ DATE \_\_\_\_\_

Firefighters Union Local 522 agrees to and does hereby, indemnify, defend, and hold the City, its officers, agents, and employees harmless against any claims made, liability incurred, and any suits instituted against them or any one of them on account of the payroll deduction herein authorized and requested.

Accepted on behalf of Firefighters Union Local 522:

By: \_\_\_\_\_  
Secretary-Treasurer

(The Reverse Side of Employee Payroll Deduction Authorization and Request for Firefighters #522)

PLEASE READ

I understand and agree that:

1. Neither the City of Sacramento, nor any of its officers, agents or employees, make any representations of any kind or nature concerning such insurance plan or plans; or charitable programs; and that the City of Sacramento is simply providing payroll deductions as a benefit to those eligible employees who choose to avail themselves of this service and who have decided that they wish to be covered by a plan or plans.

2. The City of Sacramento, and its officers, agents and employees assume no liability on account of payroll deductions made or any action taken or not taken pursuant to this authorization and request.

3. The City of Sacramento will not make the herein authorized and requested deduction from my earnings in the event that my earnings for the pay period from which the said deduction would ordinarily be made are not sufficient after other legally required deductions are made, nor will the City in such event make the said payroll deduction for such period at a later date, nor will the City accept a deposit from me of my contribution for such period for transmittal to the Union.

4. This authorization and request shall remain in full force and effect throughout the duration of this Agreement, and that if I wish to revoke this authorization during this period, I must do so in writing, properly delivered or mailed to the Secretary-Treasurer of the Union, with a copy of such revocation delivered to the City's Labor Relations Manager. Provided however, that this authorization shall be automatically revoked when my present employment with the City of Sacramento terminates for any reason, or when this payroll deduction benefit is no longer included in an effective Agreement between the Union and the City, or when the Union ceases to be certified as a recognized employee organization under applicable City law, whichever occurs first.

5. PLEASE NOTE: It is my responsibility to check my payroll stub to verify that the proper payroll deductions I am hereby authorizing and requesting have in fact been made.

## **EXHIBIT B – Repair or Replacement of Damaged Personal Property**

### **1. Policy**

- a. Employees will be reimbursed for the loss, repair or replacement of personal property damaged in the course of employment and performance of their assigned duties.
- b. The option to repair or replace damaged items, and to determine whether replaced property will be returned to the employee, rests with the City.
- c. The intent of this regulation is to permit reimbursement for the repair or replacement of such items as eyeglasses, hearing aids, dentures, watches or personal professional equipment if necessarily worn or carried by the employee in the course of their employment. Reimbursement shall be authorized only when the damage is caused by extraordinary circumstances which arise out of the employment, and not from normal hazards or ordinary wear and tear. This policy extends to both field and office personnel.

### **2. Exclusions: This Policy shall not apply to:**

- a. Losses of precious or semi-precious stones from settings in watches, eyeglasses and other normally utilitarian items or losses to pieces of personal jewelry.
- b. Losses to any automobile, vehicles, trailer, motorcycle or any equipment thereto.
- c. Losses to employee's property while in the care, custody and control of others.
- d. Losses to the property of others while in the care, custody and control of the employee.
- e. Losses of money.
- f. Losses resulting from acts of negligence or deliberate destructive acts on the part of the employee.
- g. Losses resulting from ordinary wear and tear incidental to normal use and employment.

### **3. Misrepresentation**

The provisions of this policy shall not apply if the employee has concealed or misrepresented any material fact or circumstance concerning the subject of the loss, their interests therein, or in the case of any fraud or false statements by the employee relating thereto.

4. Valuation

Upon acceptance of a claim, the City shall not be liable beyond the actual cash value of the employee's property at the time any loss or damage occurs, and the loss or damage shall be ascertained or estimated according to such actual cash value with proper deduction for depreciation, however caused, and shall in no event exceed what it would then cost to repair or replace the same with material of like kind or quality.

5. Recovery

If in the event of any loss or damage, the employee shall acquire any right of action against any individual, firm or corporation for loss or damage to property covered by this policy, the employee assigns and transfers to the City, at the City's option, all such rights of action to the extent of the amount paid, and will permit suit to be brought in the employee's name under the direction of and at the expense of the City.

6. Insurance

In the event the employee has insurance covering a loss to which this policy applies, the benefits afforded by this policy shall apply only as excess benefits over such others as are paid under such insurance.

7. Liability Limits

Notwithstanding any of the above, an individual employee shall recover no more than \$200 in any calendar year as a result of this policy. Items of theft, or mysterious disappearance, shall be reported to the Police Department prior to the preparation of any loss claim.

## **EXHIBIT C – City Provided Items Per Article 27.6, Station Expenses**

1. Electrical - #20327 – 7 Watt – CF7DS/827, EA
2. Electrical - #20329 – 9 Watt – CF9DS/827, EA
3. Electrical - #20331 – 13 Watt – CFD13DS/827, EA – Replaced by #20691
4. Electrical - #20671 – 13Watt – CF13DD/E/835, EA
5. Electrical - #20683 – 18Watt – CD18DD/E/827, EA
6. Electrical - #20691 – 13Watt – CD13DD/827, EA
7. Electrical - #39380 – F32TBX840/AMP, EA
8. Electrical – 50Watt, 50R20/DFL, EA.
9. Electrical – 7 Watt – PL-S, G23, EA
10. Electrical – Appliance Bulb, (Oven), -40 Watt, EA
11. Electrical – Bulbs – 1 Watt, blue, LED, EA
12. Electrical – Bulbs – 1 Watt, Red, LED, EA
13. Electrical – Bulbs – 100 Watt, EA
14. Electrical – Bulbs – 34 Watt, EA
15. Electrical – Bulbs – 60 Watt, EA
16. Electrical – Bulbs – 75 Watt, EA
17. Electrical – Bulbs – 90 Watt, EA
18. Electrical – Cord, Extension, 50 ft, EA
19. Electrical – Fluorescent, 27 Watt CFL, 4 Prong, EA
20. Electrical – Fluorescent Rnd, FC8T9/CW (Van), EA
21. Electrical – Fluorescent – 24”, FO17/841/ECO, EA
22. Electrical – Fluorescent – 36” – FO25/735/ECO
23. Electrical – Fluorescent – 48” – GE#-F32T8/SP41, EA
24. Electrical – Halogen- 300Watt, EA
25. Electrical – Halogen – 500 Watt, EA
26. Electrical – Par 56 – 300 Watt, EA
27. Electrical – PL-C, 18 Watt (27), G24DZ, EA
28. Electrical – PL-S, 7 Watt (27), G23, EA
29. Electrical – PLC\*15MM/22W/27, EA
30. Electrical – SATCO – 50 Watt, Mr 16, GX 5.3, Bi-Pin, EA
31. Flagpole Halyard, EA
32. Flags, EA
33. Garden/Weed Killer, Round-Up/Ranger Pro, Pre-Mix, Per Gallon
34. Garden/Yard – Hornet & Wasp Spray, EA
35. Garden/Yard – Garden Rake (Roadrake), EA
36. Garden/Yard – Hand Hedge Trimmer, EA
37. Garden/Yard – Hand Pruner, EA

38. Garden/Yard – Hoe, EA
39. Garden/Yard – Loppers, EA
40. Garden/Yard – Nozzles, Spray Trigger, ¾" EA
41. Garden/Yard – Shovel, Round Point, EA
42. Garden/Yard – Shovel, Square Point, EA
43. Garden/Yard – Yard Rake, EA
44. Garden/Yard- Garden Hose, EA
45. Janitorial Supplies – Ajax with Bleach, 21 oz can, Ea
46. Janitorial Supplies – Bleach, Gallon, EA
47. Janitorial Supplies- Blocks, Deodorant, for urinals, EA
48. Janitorial Supplies – Blocks, Deodorant, wired for bowls, ea
49. Janitorial Supplies - Bottle, Plastic, Trigger Spray, EA
50. Janitorial Supplies – Broom, Floor, 18", Without handle, EA
51. Janitorial Supplies – Broom, house, Janitor, (Corn Broom), EA
52. Janitorial Supplies – Brush, Toilet bowl, EA
53. Janitorial Supplies – Counter Brush, EA
54. Janitorial Supplies – Disinfectant, Formulation 64-YL. (Replaces Lemon), Per gallon
55. Janitorial Supplies – Dust Mop Frame – 24 In, EA
56. Janitorial Supplies – Dust Mop Handle, EA
57. Janitorial Supplies – Dust mop heads – 24 in. EA
58. Janitorial Supplies – Floor Broom handle, Metal Threads, EA
59. Janitorial Supplies – Floor Stripper, Gallon, EA – not for stations 5,20,30,43
60. Janitorial Supplies – Floor Wax, Gallon, EA – not for stations 5,20,30,43
61. Janitorial Supplies – Glass, Non-streaking, gallon, EA
62. Janitorial Supplies – Kleen Screens (Urinal Screens) EA
63. Janitorial Supplies – Liners, Garbage, large, 42"x47", per box
64. Janitorial Supplies – Liners, Garbage, medium, 33"x39", 33 gallon, per box
65. Janitorial Supplies – Liners, Garbage, Small, 24"x23", 7-10 gallon per box
66. Janitorial Supplies – Liquid, multi-purpose (ph), for the floors, stations 5,20,30 only per gallon
67. Janitorial Supplies – Mop bucket and wringer, per unit
68. Janitorial Supplies – Mop head, Cotton, 6", EA
69. Janitorial Supplies – Multi-fold towel dispense, EA
70. Janitorial Supplies – NAB toilet cleaner, per 32 oz. Bottle
71. Janitorial Supplies – Odor eliminator, per qt
72. Janitorial Supplies – Pan, Dust, #10, Plastic , EA
73. Janitorial Supplies – Plunger, Type Force Cups, EA
74. Janitorial Supplies – Sanitaire Vacuum Cleaner belt, EA
75. Janitorial Supplies – Soap, Liquid, Hand, Pink, per gallon
76. Janitorial Supplies – Soap, Liquid, TKO, per gallon, (replaces LAVA)



77. Janitorial Supplies – Spic & Span, per box – not for station 43
78. Janitorial Supplies – Sponges, Cellulose, EA
79. Janitorial Supplies – Sponges, Scrub, Abrasive, EA – not for station 43
80. Janitorial Supplies – Tissue, Toilet Seat Covers, ½” fold, per box
81. Janitorial Supplies – Tissue, Toilet, --per roll—
82. Janitorial Supplies – Towels, Paper, Multi-fold, white, --per box—
83. Janitorial Supplies- Towels, Paper, Single-fold, Brown, -- per box—
84. Janitorial Supplies – Wet Mop, Handle EA
85. Janitorial Supplies – Z-Green (Replaces simple green), per gallon
86. MP HD Metal protector, Per can
87. Polish, Furniture, per can
88. Protector, Eye, Clear, EA
89. Silicone Spray, Per Can
90. Spray Grease, Red, Per Can
91. 2 Cycle Oil, EA
92. Battery- 12V, A23, 2 per pack, order per pack, for garage door openers
93. Battery, 9V Per box of 12 EA
94. Battery, AA, Per box of 24 EA
95. Battery, AAA, per box of 24 EA
96. Battery, C, Per box of 12 EA
97. Battery, D, per box of 12 EA
98. Chain Saw Grease, EA
99. Cleaning Supplies- 10” Scrub Brush, EA
100. Cleaning Supplies – Auto Wax, EA/Gallon Container
101. Cleaning Supplies- Bucket Utility, EA
102. Cleaning Supplies- Car Was & Wax, EA/Per gallon Container
103. Cleaning Supplies – Car Wash Brush, EA
104. Cleaning Supplies – Fender Brush, EA
105. Cleaning Supplies- Floor Broom handle, Metal Threads, EA
106. Cleaning Supplies – Galaxy Tire Dressing, EA/Gallon Container
107. Cleaning Supplies- Leather Cleaner, EA/QT Container
108. Cleaning Supplies – Orange – E (Replaces Power Foam), per gallon
109. Cleaning Supplies – Rags, Per bag
110. Cleaning Supplies- Slick, EA/QT
111. Cleaning Supplies – Steel (Wire) Brush, EA
112. Cleaning Supplies – Super Shine – Blue, per Bottle
113. Cleaning Supplies – Super Shine – Green, per bottle
114. Cleaning Supplies- Wash Mitts, EA
115. Duct Tape, Per Roll
116. Flares, per box of 72 EA

117. Foam – Fire Ade Class :A"/AFFF Foam, EA/5 Gallon Container
118. Freeway broom tapered handle, EA
119. Freeway broom without handle, EA
120. Fuel Stabilizer, EA
121. Gas Can – 2.5 Gallon, Poly EA
122. Gas Can – 3 Gallon Safety, EA
123. Oil – Chain & bar, EA
124. Painting Supplies- Aerosol – Flat Black, EA
125. Painting Supplies – Aerosol – Gloss Black, EA
126. Painting Supplies- Aerosol – Primer, EA
127. Painting Supplies – Color Code & number: \_\_\_\_\_, per PT (Enter Paint Code#)
128. Painting Supplies- Emery Cloth – course – EA
129. Painting Supplies – Emery Cloth – fine, EA
130. Painting Supplies- Emery Cloth – Medium, EA
131. Painting Supplies- Paint Brush – 1" Throw away, EA
132. Painting Supplies- Paint Brush – 2" Throw away, EA
133. Painting Supplies – Paint Brush – Artist, EA
134. Painting Supplies – Sandpaper, 120G, EA
135. Painting Supplies – Sandpaper, 180G, EA
136. Painting Supplies – Sandpaper, 80G, EA
137. Painting Supplies – Steel Wool - #0, per bag
138. Painting Supplies – Steel Wool - #00, per bag
139. Painting Supplies – Steel Wool - #000, per bag
140. Painting Supplies – Steel Wool - #1, Per bag
141. Painting Supplies – Steel Wool - #2, per bag
142. Painting Supplies – Steel Wool - #3, per bag
143. Painting Supplies – Tape, Masking 1 inch, per roll
144. Painting Supplies- Tape, Masking 2 inch, per roll
145. Pig – Epoxy Stick, repair putty, per stick
146. Plug & Dike, per oz. (16 oz-32oz-64oz)
147. Sheeting – Clear Polyethylene – 12ft x 100ft, per roll
148. Tape, Fire Line, EA
149. Water Cooler, 3 Gallon, EA
150. WD-40, EA
151. Wescodyne – 1 Pt. (Scott Multiwash)

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## Fire Battalion Chief | 005170 | L522

A FR56 007	43.779376	58.668551	127485.54	170842.82	43.779376	45.968345	48.266762	50.680100	53.214105	55.874810	58.668551
A FR56 007	45.311654	60.721950	131947.54	176822.32	45.311654	47.577237	49.956099	52.453904	55.076599	57.830429	60.721950

## Fire Battalion Chief (Admin) | FA7 | L522

A FR40 FA	61.291127	82.135971	127485.54	170842.82	61.291127	64.355683	67.573467	70.952140	74.499747	78.224734	82.135971
A FR40 FA	63.436315	85.010730	131947.54	176822.32	63.436315	66.608131	69.938538	73.435465	77.107238	80.962600	85.010730

## Fire Captain | 005020 | L522

A FR56 002	34.946500	46.831652	101764.21	136373.77	34.946500	36.693825	38.528516	40.454942	42.477689	44.601573	46.831652
A FR56 002	36.169629	48.470760	105325.96	141146.85	36.169629	37.978110	39.877015	41.870866	43.964409	46.162629	48.470760

## Fire Captain (Admin) | FA5 | L522

A FR40 FA	49.619230	66.494514	103208.00	138308.59	49.619230	52.100192	54.705202	57.440462	60.312485	63.328109	66.494514
A FR40 FA	51.355903	68.821822	106820.28	143149.39	51.355903	53.923698	56.619883	59.450877	62.423421	65.544592	68.821822

## Fire Engineer | 005050 | L522

A FR56 003	30.911171	41.423925	90013.33	120626.47	30.911171	32.456730	34.079566	35.783544	37.572721	39.451357	41.423925
A FR56 003	31.993061	42.873762	93163.79	124848.40	31.993061	33.592714	35.272350	37.035968	38.887766	40.832154	42.873762

## Fire Engineer (Admin) | FA3 | L522

A FR40 FA	43.920952	58.858277	91355.58	122425.22	43.920952	46.117000	48.422850	50.843992	53.386192	56.055502	58.858277
A FR40 FA	45.458186	60.918317	94553.03	126710.10	45.458186	47.731095	50.117650	52.623533	55.254710	58.017445	60.918317

## Fire Investigator I | 005067 | L522

A FR40 004	44.144547	59.157916	91820.66	123048.46	44.144547	46.351774	48.669363	51.102831	53.657973	56.340872	59.157916
A FR40 004	45.689607	61.228443	95034.38	127355.16	45.689607	47.974087	50.372791	52.891431	55.536003	58.312803	61.228443

## [ New ] Fire Investigator I (42hr wk) | 005069 | L522

A FR42 003	43.513911	58.312803	95034.38	127355.16	43.513911	45.689607	47.974087	50.372791	52.891431	55.536003	58.312803
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## [ New ] Fire Investigator I (Admin) | FA9 | L522

A FR40 FA	50.030120	67.045145	104062.65	139453.90	50.030120	52.531626	55.158207	57.916117	60.811923	63.852519	67.045145
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## Fire Investigator II | 005068 | L522

A FR40 005	49.880447	66.844569	103751.33	139036.70	49.880447	52.374469	54.993192	57.742852	60.629994	63.661494	66.844569
A FR40 005	51.626262	69.184129	107382.62	143902.99	51.626262	54.207575	56.917954	59.763852	62.752045	65.889647	69.184129

# Redline Report

Print Date:11/15/2023

[Sal Plan](#) [Grade](#) [Hourly Min/Max](#) [Annual Min/Max](#) [Step 1](#) [Step 2](#) [Step 3](#) [Step 4](#) [Step 5](#) [Step 6](#) [Step 7](#) [Step 8](#) [Step 9](#) [Step 10](#) [Step 11](#) [Step 12](#)

## Fire Prevention Officer I | 005065 | L522

A FR40 002	35.724484	47.874225	74306.93	99578.39	35.724484	37.510708	39.386243	41.355555	43.423333	45.594500	47.874225
A FR40 002	36.974841	49.549823	76907.67	103063.63	36.974841	38.823583	40.764762	42.803000	44.943150	47.190308	49.549823

## Fire Prevention Officer II | 005066 | L522

A FR40 003	38.557282	51.670445	80199.15	107474.53	38.557282	40.485146	42.509403	44.634873	46.866617	49.209948	51.670445
A FR40 003	39.906787	53.478911	83006.12	111236.14	39.906787	41.902126	43.997232	46.197094	48.506949	50.932296	53.478911

## Firefighter | 005010 | L522

A FR56 001	26.013689	34.860832	75751.86	101514.74	26.013689	27.314373	28.680092	30.114097	31.619802	33.200792	34.860832
A FR56 001	28.943480	38.787032	84283.41	112947.84	28.943480	30.390654	31.910187	33.505696	35.180981	36.940030	38.787032

## Firefighter (Admin) | FA1 | L522

A FR40 FA	36.927230	49.486020	76808.64	102930.92	36.927230	38.773591	40.712271	42.747885	44.885279	47.129543	49.486020
A FR40 FA	41.086159	55.059382	85459.21	114523.52	41.086159	43.140467	45.297490	47.562365	49.940483	52.437507	55.059382

## Sacramento Fire EMT | 005180 | L522

A FR42 001	23.412320	28.457822	51132.51	62151.88	23.412320	24.582936	25.812083	27.102687	28.457822		
A FR42 001	24.231752	29.453846	52922.15	64327.20	24.231752	25.443340	26.715507	28.051282	29.453846		

## Sacramento Fire Paramedic | 005181 | L522

A FR42 002	26.924168	32.726495	58802.38	71474.66	26.924168	28.270376	29.683895	31.168090	32.726495		
A FR42 002	27.866513	33.871922	60860.46	73976.28	27.866513	29.259839	30.722831	32.258973	33.871922		

## Senior Fire Prevention Officer | 005159 | L522

A FR40 007	42.437089	56.869757	88289.14	118289.10	42.437089	44.558943	46.786890	49.126234	51.582546	54.161673	56.869757
A FR40 007	43.922386	58.860198	91358.56	122429.21	43.922386	46.118505	48.424430	50.845651	53.387934	56.057331	58.860198

## L522 (Contract Term 03/24/23 - 09/30/24)

Description	Percent/Dollar	FTE	FY2022/23 (3 months)	FY2023/24 (12 months)	FY2024/25 (3 months)	FY2024/25 (12 months)
03/24/2023 - Salary Adjustments, G/MU Fund	3.50%	667.00	842,188	3,830,243	957,561	3,830,243
Additional OT Costs (Based on 3 Yrs Avg Actuals), G/MU Fund			181,366	725,464	181,366	725,464
Medical (Starting January 1, 2024), G/MU Fund				584,256	292,128	1,168,512
Medic Assignment Pay, G/MU Fund	7.50%	352.00		919,117	229,779	919,117
Captain and Engineer Paramedic Incentive, G/MU Fund	7.5%/8.5%	233.00		1,743,685	435,921	1,743,685
<b>Cost / (Savings) for G/MU Funds</b>			<b>1,023,554</b>	<b>7,802,764</b>	<b>2,096,755</b>	<b>8,387,020</b>
<b>Impact of 522 Proposal to the City</b>			<b>PERS Rates</b>			
			<u>Fiscal Year</u>	<u>Sworn Rate</u>	<u>% Increase</u>	
<b>Total Contract Cost</b>	<b>\$ 10,923,073</b>		21/22	53.500%		
<b>Total Cost FY2022/23 - FY2024/25</b>	<b>\$ 19,310,094</b>		22/23	55.600%	2.100%	
<b>Annual Ongoing Cost</b>	<b>\$ 8,387,020</b>		23/24	56.500%	3.000%	
			24/25	57.500%	4.000%	
			25/26	57.100%	3.600%	

Adopted by the Sacramento City Council  
November 20, 2023

**Approving of the Memorandum of Understanding between the  
City of Sacramento and the Sacramento Area Firefighters,  
Local 522; the Letter of Understanding between the City of  
Sacramento and Sacramento Area Firefighters, Local 522; and  
the Citywide Salary Schedule**

**BACKGROUND**

- A. The 2021-2023 Memorandum of Understanding (MOU) between City of Sacramento (City) and Sacramento Area Firefighters, Local 522 (Local 522) expired on March 24, 2023. The City entered into successor negotiations with Local 522 which represents employees in the Fire Department Unit (Representation Unit 05). The negotiations resulted in a new MOU that will expire on September 30, 2024. The City has been informed by Ryan Henry, Vice President of Local 522, that ratification meetings were held, and that Local 522 Unit members successfully ratified the terms of the MOU.
- B. The City of Sacramento and Local 522 met and conferred regarding the rescission of the Settlement of Paramedic Assignment Grievance (FD-2-01-3). The negotiations resulted in a Letter of Understanding (LOU).
- C. The California Code of Regulations requires that the City Council adopt the City's salary schedules at a public meeting (2 CCR § 570.5). This obligation arises whenever salary ranges are changed.
- D. These publicly adopted rates are used by California Public Employees' Retirement System (CalPERS) to determine the appropriate compensation earnable for each City employee when calculating their pension benefit.
- E. The salary schedules attached to this Resolution as Exhibit C are posted to ensure that salary ranges are transparent and publicly available.

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

- Section 1. The MOU with Local 522 attached to this Resolution as Exhibit A is approved.
- Section 2. The LOU with Local 522 is attached to this Resolution as Exhibit B is approved.

- Section 3. The salary schedule attached to this Resolution as Exhibit C is adopted.
- Section 4. The City Manager is authorized to make minor changes or adjustments to Exhibits A through C to correct omissions and errors.
- Section 5. Exhibits A through C are part of this Resolution.
- Section 6. The City Manager is authorized to amend the FY2023/24 Approved Budget and to conduct budget adjustments and transfers from fund balance as necessary to implement the terms of the agreements.

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- Exhibit A – Local 522 MOU
- Exhibit B – Local 522 LOU
- Exhibit C – Salary Schedule



*City of*  
**SACRAMENTO**

---

**and**



**Labor Agreement  
Covering Employees  
in the Fire Department Unit**

*2023-2024*

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## **PREAMBLE**

This AGREEMENT, hereinafter referred to as the Agreement, entered into by the CITY OF SACRAMENTO, hereinafter referred to as the City, and SACRAMENTO AREA FIRE FIGHTERS, LOCAL 522, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, AFL-CIO, hereinafter referred to as the Union, has as its purpose the promotion of harmonious labor relations between the City and the Union, establishment of an equitable and peaceful procedure for the resolution of differences and the establishment of wages, hours, and other terms and conditions of employment.

## **ARTICLE 1 – RECOGNITION**

### **1.1 RECOGNITION**

- a. The City hereby recognizes the Union as the exclusive bargaining agent for all employees in the Fire Department Unit, as defined in the City's Employer-Employee Relations Policy, and agrees to meet and confer and otherwise deal exclusively with the Union on all matters relating to the scope of representation pertaining to the said employees as authorized by law.
- b. The Union will not object to the State Mediation and Conciliation Service or the American Arbitration Association conducting any election pursuant to the City's Employer-Employee Relations Policy.

## **ARTICLE 2 – PREVAILING RIGHTS**

### **2.1 PREVAILING RIGHTS**

- a. The parties agree that this Agreement constitutes the entire agreement between the parties and concludes meeting and conferring on any subject, except as mutually agreed upon herein, or as otherwise mutually agreed upon, whether included in this Agreement or not.
- b. The City reserves the right to make organizational changes with notification to the Union. If the result of such changes affects wages, hours and/or conditions of employment, the City agrees to meet and confer regarding the impact of such changes.
- c. No alteration or variation of the terms of this Agreement shall be valid unless made in writing and signed by the parties hereto, and no oral understanding or agreement not incorporated here shall be binding on any of the parties hereto.
- d. If any provision of this Agreement shall be held invalid by operation of law, or by any tribunal of competent jurisdiction or, if compliance with or enforcement

of any such provision should be restrained by any said tribunal, the remainder of this Agreement shall not be affected thereby.

### **ARTICLE 3 – CITY RIGHTS**

#### **3.1 CITY RIGHTS**

The City retains the exclusive rights, among others, provided by and in accordance with and subject to applicable laws, civil service, City Charter and other regulations, and the provisions of this Agreement, including the grievance procedure herein: (a) to direct employees of the Fire Department; (b) to hire, promote, transfer and assign employees in positions within the Department consistent with applicable classification specifications; (c) to dismiss employees because of lack of work or for other reasonable and just cause; (d) to reprimand, demote, suspend or discharge employees for proper cause; (e) to determine the mission of the Department, its budget, its organization, the number of employees, and the methods and technology of performing its work; and (f) to take whatever action may be appropriate to carry out its mission in situations of emergency.

### **ARTICLE 4 – UNION AND EMPLOYEE RIGHTS**

#### **4.1 USE OF OFFICIAL CITY PAID TIME FOR CONDUCTING ACTIVITIES OF INTEREST TO UNION**

a. Time Off to Participate in Scheduled Meeting and Conferring Sessions With City Management Representatives

In accordance with California Government Code 3505.3, and Article 4 of the City's Employer-Employee Relations Policy, the Union's duly designated "meet and confer" representatives shall be released from their duty assignments without loss of pay or other employment benefits, and without the obligation to furnish replacement personnel, in order to attend such scheduled "meet and confer" sessions with the City's management representatives.

b. Union Release Time Off

The Union shall be provided a "pool" of release time up to four thousand (4,000) hours per fiscal year for participating in activities not prohibited by law subject to the following conditions and limitations:

- (1) Such time off may be utilized by employees who are members of the Union.
- (2) There shall be no limitation on the number of hours that may be used by one person nor on the times during which these hours may be used.



- (3) Employees shall, no later than twenty-four (24) hours before the use of pool hours, notify the Fire Chief or their designated representative in writing thereof.
- (4) The members of the Union using such time shall charge their use of release time to Telestaff, using the appropriate code.
- (5) Should the Union exceed the four thousand (4,000) hours, the Union shall reimburse the City for all excess hours no later than forty-five (45) days following written notice from the City to be paid at the rate of 1.43 times the employee's regular hourly rate of pay.

c. Time Off for Principal Executive Officer of IAFF #522

In addition to the release time described in Section 4.1(b), above, the City agrees to allow the Principal Executive Officer of IAFF #522 unlimited shift trades with unlimited waivers by members so trading. In connection with shift repayments and waivers for the Principal Executive Officer time, the Union hereby agrees to indemnify, defend and hold the City and its agents harmless for liability, suits, and costs incident to such replacement and waiver to the extent authorized by law.

- (1) The employee shall, no later than twenty-four (24) hours before the use of such time, notify the Fire Chief or their designated representative thereof.
- (2) Time traded shall be in increments of a minimum of twenty-four (24) hours.
- (3) This Article shall not apply to any employee serving a probationary period. Said employee shall have permanent status in any of the following ranks: Firefighter, Fire Prevention Officer I and II, Senior Fire Prevention Officer, Fire Investigator I and II, Fire Engineer, Fire Captain, or Fire Battalion Chief.

## 4.2 PAYROLL DEDUCTIONS

- a. In addition to continuing existing payroll deductions under plans to which the City now is or shall hereafter be a contracting party, the City agrees to establish payroll deductions for members of the Union for: (1) the normal and regular monthly Union membership dues; (2) monthly insurance premiums for plans sponsored by the City or the Union, not to exceed three (3) insurance deductions per member; and (3) charitable contributions for the Firefighters Burn Institute.

- b. All the above payroll deductions shall be subject to the following conditions:
- (1) Such deductions shall be made only upon submission by the Union to the Payroll Division, Department of Finance, of the authorization form (Refer to Exhibit A-1).
  - (2) The Union is responsible for submitting the agreed upon dues authorization form to the Payroll Division, Department of Finance, any changes in the amounts to be payroll deducted from the paychecks of employees who have so authorized.
  - (3) Dues deductions shall occur over twenty-four (24) pay periods per year, which shall be the first two (2) pay periods each month.
  - (4) Unless notified in writing by the Union of an employee's request to cancel their Union dues deduction(s), the City will continue to deduct dues, and/or any additional deduction(s) noted. Notification will be made to the Payroll Division, Department of Finance, using the authorization form and notating that it is for dues cancellation.
  - (5) The Union agrees to indemnify, defend and hold the City harmless against any claims made of any nature whatsoever, and against any suit instituted against the City arising from its deductions for dues or insurance or other programs sponsored by the Union. This hold harmless and indemnity agreement shall include, but not be limited to, employee legal action of any sort or nature against the City based upon or related to this Section.
  - (6) All career employees who are paid one (1) or more hours of salary, including injury-on-duty under the City Charter, during a bi-weekly pay period, shall have the option to become members of the Union.
  - (7) The City will remit to the Union a check for all of the deductions.

#### 4.3 BI-WEEKLY WARRANTS AND DEDUCTIONS

- a. Except for payroll deductions requested by the employee in writing and duly authorized by the City as hereinafter provided or required to be deducted by law or court order, the employee's entire pay warrant shall be made payable to the employee.
- b. Salaries shall be paid on a bi-weekly basis.
- c. Changes in salary shall be reflected in the second regularly-issued pay warrant following the effective date of the change.
- d. The City shall mail the pay warrant to an employee if the employee (1) submits to the designated Fire Department payroll clerk in writing a signed request to

the effect which shall include the following statement: "I hereby indemnify and hold the City, its officers, agents and employees harmless against any claim made or any loss or liability I or others incur on account of this request"; and (2) the employee provides the payroll clerk with a stamped, self-addressed 9-1/2 x 4 inch envelope in which to mail the pay warrant.

#### 4.4 BULLETIN BOARDS

The Union may, at its own expense, place one bulletin board not to exceed approximately 2' x 3' in size, in each fire station for the purpose of communicating normal and usual Union business to the membership. Specific placement of such boards within a station shall be subject to the approval of the Fire Chief. The officially designated Union representative in each station shall be responsible for maintaining such board. The Fire Chief reserves the right to prohibit the posting, and order the removal of, material that they reasonably conclude will be disruptive of the operations of the Fire Department. Claims of arbitrariness by the Fire Chief in this regard shall fall under the grievance procedure hereinafter provided. The Union will keep the Fire Chief notified in writing of the names of its designated representatives in each station.

#### 4.5 COMMUNICATION SYSTEM ANNOUNCEMENTS

Announcements of Union meetings and official business will be allowed over the communication system of the Fire Department. Such announcements will be held to a minimum and preferably made at noontime. Requests for such announcements will be made with ample time in writing to the Department. If time is a factor, requests may be made orally.

### ARTICLE 5 – GRIEVANCE PROCEDURE

No matter shall be considered as a grievance under this Article unless it is presented in writing within thirty (30) calendar days after occurrence of the events on which the grievance is based. With the consent of the City's third step representative the thirty (30) calendar day time limit for filing grievance may be extended.

#### 5.1 PURPOSE

- a. This grievance arbitration procedure shall be the exclusive process to resolve grievances as that term is defined under subsection (a) of Section 5.2 below.
- b. The purposes of this procedure are:
  - (1) To resolve grievances informally at the lowest possible level.
  - (2) To provide an orderly procedure for reviewing and resolving grievances promptly.

## 5.2 DEFINITIONS

- a. A grievance is a good faith complaint of one or a group of employees, or a disagreement between the City and the Union, regarding the interpretation, application or enforcement of the express terms of this Agreement, or such provisions of the City's ordinances, resolutions, and Rules and Regulations of the Civil Service Board (Civil Service Rules), and such directives of the Fire Department, as fall within the scope of representation, except to the extent that the City Charter vests jurisdiction elsewhere, in which event only such Charter-provided procedure may be used; and provided that disputes as to whether a matter is subject to this procedure shall not be determined pursuant to the provisions of this procedure.
- b. As used in this procedure the term "immediate supervisor" means the individual who assigns, reviews and directs the work of an employee.
- c. As used in this procedure the term "party" means an employee, the Union, the City or their authorized representatives.
- d. As used in this procedure, the term "Fire Chief" means the Fire Chief or their designee.
- e. Employees retain all rights conferred by Section 3500 et seq. of the California Government Code and Civil Service Rules unless waived by the employee.

## 5.3 TIME LIMITS

- a. Each party involved in a grievance shall act quickly so that the grievance may be resolved promptly. Every effort should be made to complete action within the time limits contained in the grievance procedure, but with the written consent of all parties the time limitation for any step may be extended.
- b. If the City does not meet time limits required in Steps 1 or 2, the Union may process the grievance to the third step of the grievance procedure, and a meeting will be held within fourteen (14) calendar days. If the City fails to respond to the third step within the appropriate time limits and no mutual agreement to extend the time limits in writing has been made, then the grievance will be automatically moved to arbitration. The grievant may be represented by the Union during the arbitration process.

## 5.4 PRESENTATION

An employee and/or a Union representative, may present a grievance while on duty, provided such use of on-duty time shall be kept to a reasonable minimum.

## 5.5 APPLICATION

The resolution of grievances as defined in Section 5.2 shall utilize this procedure unless the City Charter vests jurisdiction elsewhere.

## 5.6 INFORMAL DISCUSSION

The grievance initially shall be personally discussed between the grievant and their immediate supervisor. The grievant may have in attendance, and be represented by, a Union representative. Within fourteen (14) calendar days, the immediate supervisor shall give their decision or response, subject to the approval of the Fire Chief or the Fire Chief's designee.

## 5.7 FORMAL GRIEVANCE - STEP 1

If, after discussions with the immediate supervisor, the grievant does not feel the grievance has been properly resolved, the employee or union representative may reduce the grievance to writing, using the prescribed form. The grievance statement shall include the following:

- a. A statement of the grievance clearly identifying the matter in dispute and the controlling article(s) and section(s) of this Agreement, or such City ordinances, Resolutions, Civil Service Rules and such Fire Department directives that apply as applicable under Section 5.2(a) above.
- b. The remedy or correction requested of the City.
- c. The grievance form shall be signed and dated by the grievant. The grievance form shall be signed and dated by the Fire Deputy Chief in charge of Human Resources or their designee upon receipt. If the grievant is to be represented by the Union, the President of the Union or designee shall also sign the grievance form to substantiate acceptance of such representation.
- d. The Fire Deputy Chief shall assign the Step 1 review to the employee's Fire Battalion Chief, or Fire Assistant Chief if applicable, who will give their response in writing to the grievance within fourteen (14) calendar days from the date of receipt. The written response shall include:
  - (1) A statement of the Fire Battalion Chief's, or Fire Assistant Chief if applicable, position and the facts upon which it is based.
  - (2) Subject to the approval of the Fire Chief or Fire Chief's designee, the remedy or correction which has been offered, if any.

## 5.8 FORMAL GRIEVANCE - STEP 2

- a. If the grievant is not satisfied with the City's response at Step 1, the grievant may appeal the decision within fourteen (14) calendar days to the Fire Chief,

or designee. Within fourteen (14) calendar days, the parties to the grievance shall meet in an effort to resolve the grievance. The grievant may be represented by a Union representative at the Step 2 meeting.

- b. Within fourteen (14) calendar days of the second step meeting, the Fire Chief, or designee, shall respond in writing to the grievant.
- c. If the grievant is not satisfied with the City's Step 2 response, the grievant may appeal the City's response within fourteen (14) calendar days to Labor Relations.

## 5.9 FORMAL GRIEVANCE - STEP 3

- a. The Union's representative and the designated representative of Labor Relations will meet to discuss a grievance appealed to the third step. Unless the parties otherwise agree, the third step meeting shall be held within fourteen (14) calendar days after the appeal to the third step of the grievance procedure.
- b. The City shall provide a written response stating its position within fourteen (14) calendar days after the third step meeting.

## 5.10 ARBITRATION

- a. If the City's designated representative fails to respond in writing as provided in Step 3, or if the response is not satisfactory to the grievant, the grievant shall have the right to refer the matters to binding arbitration. Such referral shall be made by written demand submitted to Labor Relations within fourteen (14) calendar days of receipt of the third step response.
- b. An arbitrator may be selected by mutual agreement between the Union representative and the City's representative.
- c. Should the representatives fail to mutually agree on an arbitrator they shall make a joint request to the American Arbitration Association or the State Mediation and Conciliation Service for a list of five (5) qualified arbitrators. The parties shall each strike two (2) names from the list and the remaining person shall be accepted as the arbitrator. The first party to strike will be determined by the flip of a coin.
- d. It is understood that the arbitrator will only interpret this Agreement or documents as cited in Section 5.2(a) above, and will in no instance add to, delete from, or amend any part thereof.
- e. Subject to the exceptions outlined in California Code of Civil Procedure section 1286.2, the arbitrator's decision shall be final and binding on the City, the Union and grievant.

- f. All fees and costs of the arbitrator and court reporter, if any, will be borne equally by the parties.
- g. Either party to this Agreement shall, upon receipt of a written grievance, have the right to refuse to handle such grievance if the aggrieved party has not followed the steps outlined in this Article for processing a grievance.

#### 5.11 GENERAL

- a. The Union representative shall have the authority to settle grievances for the Union or employees at any point in the grievance procedure.
- b. At each step of the formal grievance procedure, a copy of the City's written response shall be sent to the Union or other authorized representative at the same time as the response is sent to the grievant.

### ARTICLE 6 – SALARY ADJUSTMENTS

#### 6.1 2023 SALARIES

Effective March 25, 2023, all salary steps shall be increased by three and one-half percent (3.5%).

Employees who were on payroll during the retroactive period will receive retroactive pay for all paid hours within ninety (90) calendar days following adoption by the City Council of this Agreement. Employees who are involuntarily separated from City service as a result of disciplinary action during the retroactive period are ineligible for this payment.

#### 6.2 FIREFIGHTER ONE-TIME WAGE ADJUSTMENT

Effective December 2, 2023, the seven and one-half percent (7.5%) Medic Assignment Pay incentive for Firefighter provided in Article 15.2(c) is being eliminated. Concurrently, the salary schedule for the classification of Firefighter shall be increased by seven and one-half percent (7.5%).

The seven and one-half percent (7.5%) wage increase provided in this Section 6.2 is ineligible for retroactive pay.

After implementation of Section 6.1 and 6.2, the salary schedule for Firefighter shall be:

Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Firefighter	28.943480	30.390654	31.910187	33.505696	35.180981	36.940030	38.787032
Firefighter (admin)	41.086159	43.140467	45.297490	47.562365	49.940483	52.437507	55.059382



### 6.3 LOCAL COMPARABLE AGENCIES

For negotiations on successor agreements, the parties shall use the following agencies for purposes of Sacramento metropolitan comparable agency compensation analysis:

City of Folsom  
 Consumnes Community Services District  
 Sacramento Metropolitan Fire District

This Section, 6.3, does not interpret or supersede any of the impasse provisions provided in the Employer-Employee Relations Policy (EERP) or the Sacramento City Charter.

## ARTICLE 7 – SALARY ADMINISTRATION

### 7.1 ORIGINAL APPOINTMENT COMPENSATION RATE

The rate of compensation upon original appointment shall normally be Step 1, however, the City Manager, or designee, retains the discretion to make an appointment at any step in the applicable salary range. This provision shall apply to original appointments to career positions and appointments to non-career positions.

### 7.2 ADVANCEMENT IN RATE OF COMPENSATION

#### a. Advancement in Steps

- (1) Upon successful completion of twenty-six (26) weeks (1,040 hours or 1,456 hours for suppression) of service, an employee shall be advanced to the next higher step of the salary range of the classification. Employees who thereafter maintain a normally satisfactory level of performance shall be advanced automatically at fifty-two (52) week (2,080 hours or 2,912 for suppression) intervals to succeeding steps of the assigned salary range.
- (2) Time spent on leave of absence without pay of ten (10) or less consecutive workdays, four (4) shifts for suppression, shall not affect the step increase eligibility date. For leaves in excess of ten (10) consecutive working days, or four (4) shifts for suppression, all leave time shall not count toward step increases.
- (3) An employee who has completed the required probationary period in their current classification and who is at a salary step lower than top step may be advanced to any higher step in the salary range for that classification at any time. This provision shall not be subject to the grievance procedure and shall be at the sole discretion of the appointing authority.

(4) This Section shall not apply to non-career employees.

b. Denial of Step Increase and Reduction in Grade

Employees who do not maintain a satisfactory level of performance may be denied advancement and may be reduced within grade upon approval of the appointing authority. Employees in the civil service who are denied advancement, or who are reduced in grade, shall have the right to appeal to the Civil Service Board in accordance with its rules and regulations. This subsection shall not apply to non-career employees.

c. Effective Date of Step Increases/Payroll Changes

All payroll changes shall be effective on the first day of the bi-weekly pay period following the date the employee became eligible for a pay increase, which bi-weekly pay period shall begin at 12:01 a.m. Saturday of the first week, and end at 12:00 midnight on the Friday of the second week.

d. Effective Date of Salary Step Increase Upon Extension of Probationary Period

- (1) If the probationary period is extended due to light duty, sick leave, or injury-on-duty time, the salary step increase will be delayed for the period of the extension. However, the probationary period shall only be extended if the time exceeds thirty (30) consecutive calendar days.
- (2) For an employee in a classification with a six (6) month probationary period who successfully completes the extended probationary period, the period of the extension shall be included in determining the eligibility date for the salary step increase. For example, an employee is appointed on January 4, 1986, and works in the regular assignment until April 11, 1986. On April 12, 1986, the employee is on injury-on-duty time until July 4, 1986, and returns to the regular assignment on July 5, 1986. The employee successfully completes the probationary period on September 26, 1986. The effective date of the salary step increase is July 5, 1986, because the period April 12, 1986, to July 4, 1986, is included in determining the salary step eligibility date.
- (3) When the probationary period is extended for an employee in a classification with a twelve (12) month probationary period who has successfully completed less than twenty-six (26) weeks of service, the employee shall be eligible for a salary step increase upon successful completion of twenty-six (26) weeks of service, excluding the period of the extension. The period of the extension, however, shall be included in determining the eligibility date for the salary step increase. The effective date of the salary step increase is determined in accordance with the example given above.

- (4) When the probationary period is extended for an employee in a classification with a twelve (12) month probationary period who has successfully completed more than twenty-six (26) weeks of service and who successfully completes the extended probationary period, the period of the extension shall be included in determining the eligibility date for the next salary step increase. The effective date of the salary step increase is determined in accordance with the example given above, except fifty-two (52) weeks is required rather than twenty-six (26) weeks
- (5) If a probationary period is extended due to an unpaid leave of absence, the period of such extension is excluded in determining the eligibility date for a salary step increase.

### 7.3 EFFECT OF CLASSIFICATION CHANGE ON RATE OF COMPENSATION

#### a. Movement to a Higher Classification

When an employee moves from one classification to another which has a higher salary, through examination, appointment to an exempt position, temporary appointment in the absence of an eligible list, or reallocation, the employee shall receive an increase at least equal to a full in-grade salary step five percent (5%) or Step 1, as applicable, of the higher classification, whichever is greater, but not to exceed the maximum rate of the higher classification.

When a Firefighter receiving Paramedic License Pay, pursuant to Article 15.2(b)(2), is promoted to a Fire Engineer or Fire Captain, the step placement shall recognize the reduction of the Paramedic License Pay and salary shall be set to cover that reduction as well as an increase of approximately five percent (5%), but not to exceed the maximum rate of the higher classification.

#### b. Movement to Another Position in the Same Classification or to a Classification With the Same Salary Range

When an employee moves to another position in the same classification or to another classification with the same salary range, the employee shall maintain the same salary and same anniversary date.

#### c. Movement to a Lower Classification

When an employee's position is reallocated to a classification with a lower salary range, the employee shall suffer no reduction in salary, and the Y-rate provisions of this Agreement shall apply. The salary of an employee who voluntarily demotes shall be that salary step nearest but does not exceed such salary paid in the previous classification.

#### 7.4 EFFECT OF CHANGE OF SALARY RANGE UPON COMPENSATION

Whenever the salary range of a classification is adjusted upward, the salary rate of each employee in the classification shall be adjusted to the step in the new range which corresponds to the step received in the former range, and the employee shall retain the current anniversary date for further increases within the new range.

#### 7.5 RATE OF COMPENSATION UPON RETURN TO CITY SERVICE

- a. An employee recalled after layoff, reinstated after a leave of absence, or reemployed in the same classification after resignation shall return to the same salary step paid at the time of departure.
- b. If the employee is rehired after resignation to a classification lower than that in which last employed, the employee may, within the City's discretion, be placed at any step, but not at a step that exceeds the salary received when last employed. If that step is other than the maximum step of the salary range, the anniversary date for subsequent in-grade adjustments shall be twelve (12) months from the date of reemployment and each year thereafter until the maximum step of the salary range is reached.

#### 7.6 RATES HIGHER THAN STEP TOP STEP (Y-RATE)

Whenever the salary of an employee exceeds the top step of the salary range established for a classification, such salary shall be designated as a "Y-rate." During such time as an employee's salary remains above the top step, the employee shall not receive further salary increases, except that upon promotion to a higher classification, the employee shall immediately advance to the step of the range of the higher classification next above the "Y-rate," and be eligible for advancement to succeeding steps in the range as outlined in this Agreement. In the event an employee is "Y-rated" below top step, as applicable, the employee shall be permitted to advance to the maximum step of the original range.

#### 7.7 LONGEVITY PAY (CONTRACT)

Employees who have completed seventeen (17) years of City Service Seniority shall receive longevity pay in the amount of three percent (3%) of their base rate of pay. Longevity pay shall be additive and shall not be compounded with any other type of pay or incentive.

#### 7.8 LONGEVITY PAY (CITY CHARTER)

An employee's years of service when determining eligibility for longevity pay provided in [Section 108 of the City Charter](#) shall be the same as their City Service Seniority as defined in Article 19, Layoffs, Section 19.1(b)(2). The amount to be paid annually on the second check in July after twenty (20) years of City service shall be one hundred dollars (\$100.00), and after twenty-five (25) years of City service, an additional two hundred dollars (\$200.00), for a total of three hundred dollars

(\$300.00). The parties acknowledge that Longevity Pay in Article 7.8 is provided for in the City Charter and not through this Agreement. In the event that changes are made to the City Charter, those changes shall supersede the provision of this Agreement regarding Longevity Pay.

Longevity Pay as provided in this Section shall be reported to CalPERS in a manner consistent with CalPERS rules for reporting special compensation, as amended.

## **ARTICLE 8 – HEALTH AND WELFARE**

### **8.1 CONTRIBUTION TO FULL-TIME AND PART-TIME CAREER EMPLOYEES**

The City shall administer a Cafeteria Plan (Plan) for employees consistent with Internal Revenue Code (IRS) section 125. The details of Plan eligibility and operational requirements are set forth in Plan documents. The City shall make contributions as described in this Article. One-half (1/2) of the City contribution will be made to eligible employees on each of the first two (2) paychecks (Eligible Paycheck) in each month.

- a. The amount of City contribution as provided in Section 8.3(b)(1-3) and (c) for each of the first two (2) paychecks each month shall be based on the number of hours for which the employee was paid in that bi-weekly pay period: 64 or more hours paid (89.6 hours for suppression) = 100% contribution; 40-63.9 hours paid (56-89.5 hours for suppression) = 50% contribution.
- b. Eligible employees shall receive a City contribution for each Eligible Paycheck on which the employee is paid for forty (40) or more hours. Employees who are paid less than forty (40) hours on an Eligible Paycheck may continue elected coverage limited to the City's medical, dental, and vision insurance plans for up to six (6) months, or the period of time permitted by the Consolidated Omnibus Budget Reconciliation Act (COBRA), whichever is greater, by personal remittance or other arrangement for payment of the full premiums of any insurance elected to be continued.
- c. All terms and conditions of medical, dental, vision, disability, and basic life insurance sponsored by the City will be as outlined in certificates of coverage and related insurance contracts.

### **8.2 CONTRIBUTION TO NON-CAREER EMPLOYEES**

- a. The City agrees to contribute to the employee's purchase of healthcare benefits as provided below, on either a 100% or 50% basis, for non-career (+1,040) employees. Except as provided herein, the City contribution shall be applied toward the premiums for City-sponsored medical, dental, and vision insurance plans for eligible employees and qualified dependents, if any. The amount of City contribution for each of the first two (2) paychecks of each month shall be based on the number of hours for which the employee was

paid in that bi-weekly pay period: 64 or more hours paid (89.6 hours for suppression) = 100% contribution; 40-63.9 hours paid (56-89.5 hours for suppression) = 50% contribution.

- b. To be eligible for the City contribution under this Section, the non-career employee must be paid for a minimum of forty (40) hours (fifty-six (56) for suppression) of work on each paycheck. If the employee fails to be paid for the minimum forty (40) hours (fifty-six (56) hours for suppression) necessary to receive the City contribution, the City shall deduct from the employee's first two (2) paychecks each month the amount needed to pay for the insurance plans which the employee has selected. If this deduction from the employee's first two (2) paychecks each month cannot be made in its entirety, it is the responsibility of the individual employee to pay for the remaining amount. Failure to do so before the end of the calendar month including such paycheck(s) shall automatically drop the employee from the City-sponsored insurance program until the next open enrollment period.

### 8.3 AMOUNT OF CONTRIBUTION FOR EMPLOYEES ENROLLED IN A CITY-SPONSORED MEDICAL PLAN

- a. Employees Enrolled in an Account-Based Health Plan (ABHP) As Defined by the City

- (1) The ABHP is a combination of a High Deductible Health Plan (HDHP) and a Health Savings Account (HSA).
- (2) Employees enrolled in an ABHP shall receive City contributions as defined in Section 8.3(b). To the extent that the premium for the ABHP is less than any City contributions outlined below, any remaining City contribution shall be credited to the employee's HSA, to the extent allowed by law.

- b. Amount of Contribution

- (1) Employee Only

- (a) For full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be \$838.00 per month.
- (b) Effective December 30, 2023, full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be \$955.00 per month.

(2) Employee Plus One (1) Dependent

- (a) Full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent the City contribution shall be \$1,333.00 per month.
- (b) Effective December 30, 2023, full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent, the City contribution shall be \$1,520.00 per month.

(3) Employee Plus Two (2) or More Dependents

- (a) For full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) dependents, the City contribution shall be \$1,777.00 per month.
- (b) Effective December 30, 2023, full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents, the City contribution shall be \$2,026.00 per month.

- c. Employees not enrolled in a City-sponsored medical plan shall receive up to \$721.00 per month to purchase City-sponsored dental and vision coverage.
- d. Part-time employees shall be prorated as indicated in 8.1(a).
- e. Effective the first paycheck of 2025 for plan year 2025, the City shall contribute fifty percent (50%) of the first fifty dollars (\$50.00) of premium increases, up to a total City dollar maximum contribution of twenty-five dollars (\$25.00) per month, toward the cumulative total increase in premiums, from plan year 2024 to plan year 2025, of the benchmarked twenty-five dollar (\$25.00) Kaiser HMO, Delta Dental PPO, and VSP basic vision plans. The employee shall be responsible for any premium increase(s) which exceed this amount.
- f. Employees who are eligible to receive the City contribution who do not provide proof of other group medical coverage or do not enroll in City medical coverage within thirty (30) calendar days of being eligible for the City's contribution shall be enrolled in the lowest cost traditional HMO medical plan for employee only coverage.
- g. Employees shall not receive any unused portion of the City contribution as cash.

#### 8.4 COVERED DEPENDENTS

- a. An employee who has a domestic partner and has a notarized City-provided "Declaration & Understanding of Partnership Status for City of Sacramento Employee Health Benefits" dated on or before December 10, 2019, may cover the domestic partner under the employee's City-sponsored medical plan. The



employee will pay for the premium difference for the domestic partner coverage as an “after-tax” out-of-pocket employee expense. In no event will the City’s monthly health and welfare contribution be used to pay for the cost of the domestic partner’s coverage.

- b. An employee who has a domestic partner, and is registered with the Secretary of State of the State of California, may cover the domestic partner and/or the domestic partner’s children, under the employee’s City-sponsored medical plan. Employees with registered State of California domestic partners shall receive the City contributions as specified in Section 8.3.
- c. The following eligible dependents qualify to be enrolled on a City medical, dental, or vision plan: lawfully married spouse or registered domestic partner; children up to age 26 who are an employee’s natural child, stepchild, adopted child, or the natural or adopted child of an employee’s spouse or registered domestic partner; children up to age 26 who are placed under the legal guardianship of an employee, the employee’s spouse, or employee’s registered domestic partner; children under the age of 26 in which the City has received notice of a Qualified Domestic Relations Order of Required Coverage; and disabled unmarried children over the age of 26 who reside with the employee. The definition of a dependent child for purposes of medical insurance shall also be in accordance with the Patient Protection and Affordable Care Act (PPACA), as amended.
- d. An employee covered as a dependent of another City employee may not enroll in a City medical plan but may enroll in a City dental or vision plan.

## 8.5 CASH-BACK LIMITS

- a. The cash-back of the City contribution from the IRS section 125 Plan shall be limited to \$200.00 per month for career employees who waive City-sponsored medical insurance. Part-time employees shall be pro-rated as indicated in 8.1(a).
- b. New employees or employees who are not receiving the cash back as of January 1, 2016, shall not be eligible for the cash-back option.
- c. Employees transferring to classifications in the Fire Department Unit who are receiving cash-back at the time of transfer may maintain the cash-back option as long as they continuously waive City-sponsored medical insurance.
- d. Cash-back provided to employees who opt-out of City-sponsored medical insurance as provided in this Section shall not be included in the employee’s regular rate of pay when determining such rate for contract overtime.



## 8.6 LIFE INSURANCE

The City will provide basic life insurance in an amount of \$15,000 to each eligible career employee at no charge. Employees may purchase additional life insurance not to exceed a total of \$50,000.00 City-sponsored term life insurance.

## 8.7 FLEXIBLE SPENDING ACCOUNTS

The City shall offer a Flexible Spending Account (FSA) program to employees as permitted by Internal Revenue Service (IRS) regulations for the following:

- a. Out-of-pocket expenses for City-sponsored medical, dental, and vision plans;
- b. Unreimbursed healthcare costs; and
- c. Dependent care reimbursement.

The City shall provide a summary of IRS rules on flexible spending limits during each open enrollment to both the employee and the Union.

## 8.8 RETIREES OR SURVIVOR DEPENDENTS

Eligible City retirees or survivor dependents shall receive City-paid retiree insurance contributions for medical, dental, and vision insurance benefits under the following provisions:

### a. Employees Retiring On or Before June 30, 1992

Retirees shall be eligible to receive the total of the lowest cost twenty-five-dollar (\$25) co-pay medical plan for one (1) plus an additional 5.28% of that cost; the lowest cost PPO dental plan for one (1); and twenty-five (\$25) dollars.

### b. Retirees Retiring On or After July 1, 1992, and Before January 1, 2020, are Eligible to Receive the Following:

- (1) Retirees shall be eligible to receive the total of: the lowest cost twenty-five dollar (\$25) co-pay medical plan for one (1) plus an additional 5.28% of that cost; the lowest cost PPO dental plan for one (1); and twenty-five dollars (\$25).
- (2) Except as provided in Section 8.8(j), to be eligible for the City retiree insurance contribution, the employee must retire from active service with a minimum of ten (10) full years of City service for a service or ordinary disability retirement and be at least age fifty (50).
- (3) Employees retiring with thirty (30) or more years of City service shall be eligible for the City's retiree insurance contribution effective with the date of retirement without regard to age.

- (4) The City's retiree insurance contribution shall be as follows:
    - (a) Employees with a minimum of ten (10) full years of City service but less than fifteen (15) full years of City service shall be eligible for up to a maximum of fifty percent (50%) of the City's retiree insurance contribution identified in subsection (b)(1), above.
    - (b) Employees with a minimum of fifteen (15) full years of City service but less than twenty (20) full years of City service shall be eligible for up to a maximum of seventy-five percent (75%) of the City's retiree insurance contribution identified in subsection (b)(1), above.
    - (c) Employees with a minimum of twenty (20) full years of City service shall be eligible for up to a maximum of one hundred percent (100%) of the City's retiree insurance contribution identified in subsection (b)(1), above.
  - (5) An employee who does not retire from CalPERS within one-hundred twenty (120) days from the date of separation from City service shall not be eligible for the City's retiree insurance contribution and may not enroll in a City medical, dental, or vision plan.
- c. Employees Hired On or Before December 31, 2019, Who Retire On or After January 1, 2020, are Eligible to Receive the Following:
- (1) Retirees shall be eligible to receive the total of: the lowest cost twenty-five dollar (\$25) co-pay medical plan for one (1); the lowest cost PPO dental plan for one (1); and twenty-five dollars (\$25.00).
  - (2) Except as provided in Section 8.8(j), to be eligible for the City retiree insurance contribution, the employee must retire from active service with a minimum of ten (10) full years of City service for a service or ordinary disability retirement and be at least age fifty (50).
  - (3) Employees retiring with thirty (30) or more years of City service shall be eligible for the City's retiree insurance contribution effective with the date of retirement without regard to age.
  - (4) The City's retiree insurance contribution shall be as follows:
    - (a) Employees with a minimum of ten (10) full years of City service but less than fifteen (15) full years of City service shall be eligible for up to a maximum of fifty percent (50%) of the City's retiree insurance contribution identified in subsection (c)(1), above.
    - (b) Employees with a minimum of fifteen (15) full years of City service but less than twenty (20) full years of City service shall

be eligible for up to a maximum of seventy-five percent (75%) of the City's retiree insurance contribution identified in subsection (c)(1), above.

(c) Employees with a minimum of twenty (20) full years of City service shall be eligible for up to a maximum of one hundred percent (100%) of the City's retiree insurance contribution identified in subsection (c)(1), above.

(5) An employee who does not retire from CalPERS within one-hundred twenty (120) days from the date of separation from City service shall not be eligible for the City's retiree insurance contribution and may not enroll in a City medical, dental, or vision plan.

d. Employees Hired On or After January 1, 2020

Unless otherwise required by law, no employee hired on or after January 1, 2020, shall be eligible for any retiree insurance contributions provided by this Section.

e. Transferring Classifications

Employees who voluntarily transfer from a classification not covered by this Agreement to a classification covered by this Agreement on or after January 1, 2020, shall be ineligible for the retiree insurance contributions provided by this Section. This provision does not apply to Fire Recruits who graduate from the Sacramento Fire Academy by July 2020.

Employees whose most recent date of hire is prior to January 1, 2020, who are involuntarily transferred or demoted into a classification covered by this Agreement, shall be eligible for the retiree insurance contributions provided in Section 8.8(c), above.

f. Fire OPEB Trust (Trust)

The City and employees shall discontinue contributions to the Fire OPEB Trust (Trust). The balance of the existing Trust shall be utilized to address post-employment medical benefits.

g. Pre-Medicare Eligible Retirees

Pre-Medicare retirees who are not eligible for Medicare benefits may elect to participate in a City-sponsored medical plan or purchase an individual medical plan. A retiree who elects to purchase an individual medical plan not sponsored by the City shall only be eligible to enroll in a City medical plan if the retiree enrolls with an effective date of coverage which is within two (2) years from the date their prior City medical coverage terminated except in the

event of closure or repeal of the Patient Protection and Affordable Care Act (PPACA).

h. Medicare Retirees

In order to maintain eligibility for the City retiree insurance contribution, each eligible retiree and eligible dependent(s) shall enroll in Medicare Parts A and B immediately after becoming eligible for such benefits. Medicare retirees may elect to participate in a City-sponsored Medicare medical plan or purchase an individual Medicare medical plan.

Medicare retirees who have enrolled in Parts A and B after becoming eligible for such benefits may elect to participate in a City-sponsored Medicare medical plan without restriction to the amount of time the retiree has waived a City-sponsored medical plan. Medicare retirees may only enroll on their City-sponsored Medicare medical plan a Medicare eligible dependent(s) who has enrolled in Parts A and B.

Medicare retirees who are eligible for Medicare Parts A and B and who elect to purchase an individual medical plan shall only be reimbursed the cost of the individual premiums associated with a Medicare Advantage, Medicare Supplemental, and/or Medicare Prescription Drug plan up to their eligible City contribution.

i. Retiree Insurance Contribution Exclusion

Retirees who participate in another (non-City sponsored) group medical plan as an employee or dependent spouse shall not be eligible for the City contribution outlined in this Section.

j. Industrial Disability or Death in Line of Duty Survivors

Retirees who receive industrial disability pensions or death in-line-of-duty survivors will be entitled to one hundred percent (100%) of the City retiree insurance contribution for retirees regardless of years of service. This benefit shall be determined as provided in Section 8.8(a-c).

k. Survivor Dependents Benefits

Survivor dependents of eligible employees or retirees shall be entitled to continue receiving the retiree insurance contribution. The benefit to survivor dependents shall be determined as provided in Section 8.8.

“Eligible dependent,” as used in this Section, is defined as a dependent who was and remains eligible to be enrolled on the employee or retiree’s benefit plan at the time of the employee or retiree’s death.

I. Resuming Retiree or Survivor Dependents for Eligible Personnel who Unretire from City Service November 20, 2023, and Subsequently Re-Retire from City Service

Individuals retired from classifications represented by the Union who are eligible for retiree or survivor dependents benefits under Section 8.8 shall have these benefits suspended if they elect to unretire and return to active employment with the City of Sacramento.

Notwithstanding Section 8.8(d), upon re-retirement from a classification represented by the Union, retirees who were eligible for retiree or survivor dependents benefits under Section 8.8 at the time of their first retirement, shall receive the City contribution to which they were entitled upon their original retirement date. Years of service during the employee's return to active employment will not be used to determine any employee's entitlement to the City's retiree insurance contribution under Section 8.8.

Example: An employee retires from a classification represented by the Union with fifteen (15) years of City service. The employee is eligible for 75% of the City's retiree insurance contribution. The individual unretires and works in a Union-represented classification for another ten (10) years. When the employee re-retires, the employee is only eligible for the fifteen (15) year contribution amount, irrespective of any additional years of service worked for the City.

## 8.9 HEALTH REIMBURSEMENT ARRANGEMENT (HRA)

Following the adoption of this Agreement by the City Council, the City will, as soon as practicable and consistent with the terms of the City's contract with MissionSquare, stop employee contributions to the MissionSquare Retiree Health Savings Account (RHSA) and setup employee contributions to the International Association of Fire Fighters (IAFF) sponsored Medical Expense Reimbursement Plan (MERP), for employees covered by this Agreement as follows:

- a. Employees' existing MissionSquare RHSA balances will remain in their MissionSquare RHSA account and are eligible for use in a manner consistent with the City's contract with MissionSquare and subject to the restrictions in the United States Internal Revenue Code (USIRC) or other applicable law.
- b. Employees hired before January 1, 2020, shall contribute seventy-five dollars (\$75.00) per month to the MERP.
- c. Employees hired on or after January 1, 2020, shall contribute seventy-five dollars (\$75.00) per month to the MERP.
- d. Contributions shall occur over twenty-four (24) pay periods per year, which shall be the first two (2) pay periods of each month.

- e. Employee contributions to the MERP will be mandatory for each group identified in subparagraphs (b) and (c), above. Employee contributions shall be on a pre-tax basis to the extent allowed by law.
- f. There shall be no City contributions to the MERP.
- g. The Union acknowledges that it is solely responsible for the adoption and ongoing administration of the MERP. The Union also represents that the MERP complies with all federal, state, and local laws including, but not limited to, the USIRC and Regulations pertaining to pre-tax deposits to such plans.
- h. The City is not a party to, nor shall it incur any costs associated with the IAFF MERP including, but not limited to, its establishment or administration. The City agrees to deduct and transfer participants' contributions to the IAFF MERP in a manner consistent with this Article. The City has no obligations to the management, regulatory compliance, or performance of the IAFF MERP. In the event the IAFF MERP becomes insolvent or unable to pay, the City has no financial obligation to the IAFF MERP, the employees covered by this Agreement, IAFF MERP participants and their qualified beneficiaries, or the Union. Further, the City has no obligation to provide any IAFF MERP benefits to employees covered by this Agreement or IAFF MERP participants and their qualified beneficiaries.
- i. The Union agrees to defend, indemnify, and hold the City, its agents, officers, and employees harmless from any liability of any nature which may arise as a result of employee, participant, and/or qualified beneficiary participation in the IAFF MERP, including any and all claims or legal proceedings regarding the operation of the IAFF MERP, except for the obligation of the City to deduct and transfer participant contributions to the IAFF MERP as described in this Agreement.

#### 8.10 VESTING OF RETIREE MEDICAL BENEFITS AND WAIVER OF RIGHT TO BARGAIN

The retiree insurance contributions described in Section 8.8(a) for retirees that retire on or before June 30, 1992; the retiree insurance contributions described in Section 8.8(b) for employees that retire on or after July 1, 1992, and before January 1, 2020; and the retiree insurance contributions described in Section 8.8(c) for employees hired on or before December 31, 2019, who retire on or after January 1, 2020, are vested. This means that they are lifelong rights. The City agrees to vest these rights for current retirees and employees in consideration for the Union's agreement that the City will provide no City funded retiree insurance contributions in Section 8.8(d). As a result, the City and the Union waive their right to renegotiate Section 8.8(a), Section 8.8(b), Section 8.8(c), and Section 8.8(d) in future labor negotiations.

## ARTICLE 9 – WORKING CONDITIONS FOR FIRE SUPPRESSION PERSONNEL

### 9.1 DAILY HOUR VALUE

The hour value of a leave day for vacation, sick leave or other leave shall be determined by dividing the average number of regularly-scheduled weekly hours by five (5), which result provides the ratio of hours of all weekly hour schedules to the 5 day-40 hour per week employee. The value of an hour for the 5 day/40-hour schedule shall be 1.4 and a day shall be 11.2 hours. The value of an hour for the 4 day/10-hour schedule shall be 1.4 and a day shall be 14 hours.

### 9.2 WEEKLY ANNUAL REPORT

It is agreed that the gross annual hours for Firefighters, Fire Engineers, Fire Captains and Fire Battalion Chiefs assigned to the fire duty schedule shall be 2,912 hours (56 hours per week times 52 weeks) for each fiscal year.

### 9.3 HOLIDAYS

- a. Firefighters, Fire Engineers, Fire Captains and Fire Battalion Chiefs who are assigned to the fire suppression schedule shall be credited with holiday accrual at the rate of six (6) hours and thirty-two (32) minutes on the first two paychecks of each month. Employees may accumulate twenty-four (24) hours of holiday leave, after which all remaining accruals shall be paid to the employee at the employee's base rate of pay plus applicable incentives identified in Article 15.
- .b. Holiday hours shall be credited to an employee consistent with Article 9.3 (a) only while the employee is in paid status.
- c. Holiday hours shall be used to offset vacation time off as follows:
  - (1) Employees earning 10 vacation days per year: Holiday Earned = 1:36/shift
  - (2) Employees earning 15 vacation days per year: Holiday Earned = 3:00/shift
  - (3) Employees earning 20 vacation days per year: Holiday Earned = 1:36/shift
  - (4) Employees earning 20 vacation days per year and who sell back 1 week in lieu of vacation: Holiday Earned = 3:00/shift

### 9.4 SCHEDULE AND HOURS

- a. Shifts for Firefighters, Fire Engineers, and Fire Captains not assigned to EMS 22 or EMS 23 shall begin at 8:00 a.m., and end at 8:00 a.m. the following morning. Shifts for all Fire Battalion Chiefs on suppression assignment and Fire Captains who are assigned to EMS 22 or EMS 23, shall begin at 7:00 a.m., and end at 7:00 a.m., the following morning. Firefighters, Fire Engineers, Fire Captains, and Fire Battalion Chiefs will be scheduled to be on-duty four



(4) 24-hour periods and off-duty eight (8) 24-hour periods in a 12-day cycle. The duty schedule is as follows:

"X" denotes work day or duty shift

"O" denotes day off or shift off duty

X-X-O-O-O-O-X-X-O-O-O-O

- b. Payroll records will correctly reflect the above work schedule of the said shift employees commencing with the first pay period that begins after the effective date hereof. Example: A twenty-four (24) hour shift beginning at 8:00 a.m. on a Monday and ending at 8:00 a.m. on a Tuesday will show sixteen (16) hours on-duty time on Monday and eight (8) hours on-duty time on Tuesday.
- c. The basic daily work schedule shall be from 8:00 a.m. – 5:00 p.m. However, it is recognized that department operations and training needs may require schedules other than 8:00 a.m. – 5:00 p.m. Where possible and feasible all training and work of a non-emergency nature will be performed between the hours of 8:00 a.m. – 5:00 p.m. and will conform to the job classification specifications as defined by Civil Service Rules.

## **ARTICLE 10 – WORKING CONDITIONS FOR FIRE ADMINISTRATIVE ASSIGNMENT**

This Article applies to the Firefighter, Fire Engineer, Fire Captain, and Fire Battalion Chief classifications while working in an administrative assignment.

### **10.1 ASSIGNMENT TO ADMINISTRATION**

- a. Recruitment notices for administrative assignments must include the job duties and expectations, desired qualifications, and a description of the application and evaluation process. The notice shall be posted for a minimum of ten (10) calendar days before the application closing date.
- b. At a minimum, the evaluation process will consist of a review of applicant resumes and interviews with all qualified candidates.
- c. In the event two (2) or more qualified applicants with equal knowledge, skills, abilities, and experience, seniority will be the tie-breaking factor.
- d. Management shall attempt to fill all administrative assignments with qualified applicants. If no qualified applicants are available, vacancies shall be filled by reverse classification seniority of qualified, permanent employees.
- e. Administrative assignments have a two (2) year term. Management may shorten or extend this term after thirty (30) days written notification to the employee.



## 10.2 WORKWEEK

- a. The workweek for employees covered by this Article shall begin at 12:01 a.m., Saturday and end at 12:00 Midnight the following Friday. The employees' workweek shall consist of eight (8) consecutive hours per day for five (5) consecutive days for a total of forty (40) hours.
- b. An alternative workweek schedule for employees on administrative assignment may established consisting of forty (40) hours in increments of four (4) ten (10) hour workdays or five (5) eight (8) hour workdays, or a 9-80 workweek schedule consisting of four (4) nine (9) hour workdays, four (4) nine (9) hour workdays, and one (1) eight (8) hour workday during an eighty (80) hour bi-weekly period. Management retains the right to determine days off on the schedule and agrees to discuss the schedule with the Union thirty (30) days in advance of changes to the 9-80 workweek schedule. Upon receipt of the written notice, the alternative workweek schedule will be terminated on a date mutually acceptable to the City and the affected employee(s) or thirty (30) calendar days from the date of written notice, whichever occurs first.

## 10.3 HOLIDAY BENEFIT FOR ADMINISTRATIVE ASSIGNMENT PAY

- a. The following shall be the recognized holidays for employees covered by this Article:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Cesar Chavez's Birthday	March 31
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving Day	Friday after Thanksgiving
Christmas Eve (4 hours)	December 24
Christmas Day	December 25
New Year's Eve (4 hours)	December 31

- b. Employees on administrative assignment shall not be eligible for additional holiday benefits pursuant to Section 9.3.
- c. To be eligible for holiday pay, the employee shall work the scheduled workday before and after the recognized holiday. Paid time on vacation, sick leave, or CTO shall be considered hours worked for the purpose of holiday pay eligibility.

- d. If the recognized holiday falls on a Saturday, the preceding Friday shall be considered the employee's holiday.
- e. If the recognized holiday falls on a Sunday, the following Monday shall be considered the employee's holiday.

f. Floating Holidays

(1) Accrual

In addition to the recognized holidays provided in Section 10.2(a) above, employees shall receive the equivalent of two (2) floating holidays per fiscal year on an accrual basis at the rate of forty (40) minutes per pay period on the first two (2) paychecks of each calendar month as long as the employee is in paid status for forty (40) or more hours on the paycheck that the accrual would occur.

(2) Administration

- (a) The scheduling of floating holiday time must be approved in advance by the appointing authority or designated representative.
- (b) An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday. All floating holiday hours accrued and not used in excess of eight (8) hours shall be paid to the employee at the employee's base rate of pay plus applicable incentives identified in Article 15, on the final paycheck of the calendar year in which it was earned.

#### 10.4 CONVERSION OF LEAVE BALANCES

- a. When an employee fills an administrative assignment, all leave balances accrued or earned on a suppression schedule shall be converted by dividing the current balances by the daily hour value of 1.4.
- b. While on an administrative assignment, all leave balances shall be accrued or earned based on a forty (40) hour workweek.
- c. When an employee returns to a suppression schedule from an administrative assignment all leave balances shall be converted by multiplying the current balances by the daily hour value of 1.4.

## 10.5 OVERTIME

- a. When an employee on administrative assignment fills a suppression assigned position of equal rank, the employee shall receive the suppression overtime rate of pay for the position plus incentive pay.
- b. When an employee on administrative assignment fills a suppression assigned position of lower rank, the employee shall receive the suppression overtime rate of pay for that position at the maximum hourly rate of pay plus incentive pay.
- c. The daily hour value shall apply to overtime worked on the administrative 5/8 or 4/10 schedule but shall not apply to suppression schedule hours or overtime hours worked.
- d. Incentive pay shall be additive and not compounded.

## 10.6 COMPENSATORY TIME OFF (CTO)

In lieu of overtime compensation, with the approval of the Fire Chief, or designee, employees on Administrative Assignments may accrue up to eighty (80) hours of Compensatory Time Off (CTO). In accordance with United States Code section 207(o), CTO shall be earned at a rate of one and one-half (1 ½) hours for each hour of employment for which overtime compensation is required. Time worked on a Suppression Assignment is ineligible to be banked as CTO. An employee is ineligible to use CTO leave upon return to a Suppression Assignment. Within thirty (30) days of return to a Suppression Assignment, all CTO time will be paid out at the employee's current Administrative Assignment base rate of pay plus applicable incentives.

# ARTICLE 11 – WORKING CONDITIONS FOR FIRE PREVENTION PERSONNEL

This Article, unless a classification is not referred to or specifically excluded, applies to the classifications of Fire Investigator I and II, Senior Fire Prevention Officer, Fire Prevention Officer I and II, and Fire Prevention Officer Trainee.

## 11.1 FIRE PREVENTION OFFICERS

This Section applies to the Fire Prevention Officer Trainee, Fire Prevention Officer I, Fire Prevention Officer II, and Senior Fire Prevention Officer and classifications in the Fire Department.

### a. Workweek

The workweek for employees covered by this Section shall begin at 12:01 a.m., Saturday and end at 12:00 Midnight the following Friday. The

employees' workweek shall consist of eight (8) consecutive hours per day for five (5) consecutive days for a total of forty (40) hours.

b. Night Shift Premium Pay

- (1) Employees covered by this Section 11.1, who work five-eighths (5/8) or more of their regular shift in the period extending from 6:00 p.m. to 6:00 a.m., shall receive an incentive of five percent (5%) of their base rate of pay for the entire shift. Employees, who work less than five-eighths (5/8) of their regular work shift in the period extending from 6:00 p.m. to 6:00 a.m., shall receive an incentive of five percent (5%) of their base rate of pay for those hours worked (to the nearest one-half hour) within that period.
- (2) An employee shall not receive night-shift premium pay when on vacation or other authorized leave of absence with pay.
- (3) This incentive shall be additive and not compounded with any other pay or incentive.

c. Vacation Administration

The maximum number of Fire Prevention Officer I/II's scheduled to be on vacation, CTO, PTO, holiday credit accrued, or a 9/80 day off each working day shall not exceed fifty percent (50%) of the filled FTEs in each Fire Prevention Unit.

d. Alternative Workweek Schedule

The City has established an alternative workweek schedule for Fire Prevention Officers consisting of eight (8) nine (9) hour workdays, and one (1) eight (8) hour workday during an eighty (80) hour bi-weekly period. The City may establish an alternative work schedule consisting of four (4) ten (10) hour workdays in a seven (7) day FLSA work period. Management retains the right to determine shift start times and days off for any alternative schedule but will discuss any change to the schedule with the Union thirty (30) days in advance. Upon receipt of written notice from the City, the alternative workweek schedule will be terminated on a date mutually acceptable to the City and the affected employee(s) or thirty (30) calendar days from the date of written notice, whichever occurs first.

## 11.2 FIRE INVESTIGATOR I

The City and the Union agree to meet and confer over the salary schedule conversion rates for the topics identified below for the classification of Fire Investigator I. Employees in this classification will work a rotating schedule of one (1) twenty-four (24) hour shift followed by three (3) consecutive 24-hour days off-duty. This classification will be eligible for administrative assignments.

The parties will continue to meet and confer on the rate of pay and salary conversion when moving the annual hours to and from 2080 hours and 2184 hours. The topics of the meet and confer are:

- Conversion of Hourly Wage
- Conversion of Leave Balances
- Conversion of Donated Catastrophic Leave Hours
- Conversion of Daily Hour Value

This Section 11.2 shall apply only to the Fire Investigator I classification.

a. Work Period

The work period for employees in the Fire Investigator I classification shall consist of one hundred forty-seven (147) hours in a twenty-four (24) day work period, consistent with the Fair Labor Standards Act (FLSA) overtime provisions for law enforcement employees.

b. Work Schedule

- (1) Effective as soon as administratively feasible but within sixty (60) calendar days of the adoption of this Agreement by City Council, employees in the Fire Investigator I classification will work a rotating schedule of one (1) twenty-four (24) hour shift followed by three (3) consecutive days off-duty.
- (2) The work schedule described in Section 11.2(b) shall be considered regular work hours paid at straight time consistent with 29 United States Code (USC) 207(k).

c. Holidays

In lieu of accruing leave balances for fourteen (14) holidays per year, employees in the Fire Investigator I classification shall be paid for four (4) hours and forty (40) minutes at their base rate of pay plus applicable incentives on the first two paychecks of each month.

d. Vacation Administration

The vacation schedule shall operate on straight seniority based on the date the employee entered the Fire Department. The employee will select either their vacation or their splits the first time around. After the complete list has been gone through, then the second and third choice will be made under the same procedures.

e. Shift Trades

Shift trades may be permitted at the discretion of the Fire Marshal.

### 11.3 FIRE INVESTIGATOR II

#### Workweek

The workweek for employees in the Fire Investigator II classification shall begin at 12:01 a.m., Saturday and end at 12:00 Midnight the following Friday. The employees' workweek shall consist of eight (8) consecutive hours per day for five (5) consecutive days for a total of forty (40) hours.

### 11.4 OVERTIME COMPENSATION

- a. Employees in the Fire Prevention Officer classifications shall receive overtime pay at one and one-half (1-1/2) times their regular rate of pay when they are required to work in excess of a regularly scheduled work shift, forty (40) hours per workweek, or on a recognized holiday. All paid time shall count as time worked for purposes of calculating overtime with the exception of sick leave. The Fire Investigator I shall not receive overtime on a recognized holiday.
- b. Overtime shall be paid in cash, except an employee may request compensating time off (CTO) as the method of payment. The City reserves the right to deny the CTO request.
- c. CTO shall be computed at the rate of time and one-half the number of overtime hours worked. Any CTO must be approved by the Fire Marshal.
- d. Employees may accrue up to eighty (80) hours of CTO up to the last pay period in June of each year. All CTO not used by this time will be paid to the employee. Any hours of CTO not used by this time will be paid in cash. This cash payment will be included in the second paycheck in July.

### 11.5 HOLIDAY BENEFIT

- a. Except for the Fire Investigator I, the following shall be the recognized holidays for employees covered by this Article:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Cesar Chavez's Birthday	March 31
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving Day	Friday after Thanksgiving
Christmas Eve (4 hours)	December 24

Christmas Day	December 25
New Year's Eve (4 hours)	December 31

- b. To be eligible for holiday pay, the employee must work the scheduled workday before and after the recognized holiday. Paid time on vacation, sick leave, or CTO shall be considered hours worked for the purpose of holiday pay eligibility.
- c. If the recognized holiday falls on a Saturday, the preceding Friday shall be considered the employee's holiday.
- d. If the recognized holiday falls on a Sunday, the following Monday shall be considered the employee's holiday.
- e. Floating Holidays

(1) Accrual

In addition to the recognized holidays provided in (a) above, all employees shall receive the equivalent of two (2) floating holidays per calendar year accrued at the rate of forty (40) minutes per paycheck on each of the first two paychecks of each month. The employee shall accrue floating holiday credit for each paycheck for which the employee is paid forty (40) or more hours of salary.

(2) Administration

- (a) The scheduling of floating holiday time must be approved in advance by the appointing authority or designated representative.
- (b) An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday. All accumulated floating holiday hours accrued and not used in excess of eight (8) hours shall be paid to the employee at the employee's base rate of pay plus applicable incentives identified in Article 15, on the final paycheck of the calendar year in which it was earned.
- (c) An employee who leaves City employment shall be paid for all accrued floating holiday time at the straight-time hourly rate.

## 11.6 VACANCIES

- a. When the Fire Marshal is absent, and with the approval of the Fire Chief, if a qualified Senior Fire Prevention Officer or Fire Investigator II is assigned to, and performs substantially all of, the administrative and other responsibilities of the Fire Marshal, and does so for a minimum of two (2) consecutive hours,

the employee working out-of-classification will be entitled to out-of-classification compensation consistent with Section 18.1 of this Agreement.

- b. When a temporary vacancy exists in the position of Fire Investigator II and a Fire Investigator I is assigned to, and performs substantially all of, the administrative and other responsibilities of the Fire Investigator II and does so for a minimum of two (2) consecutive hours, the Fire Investigator I working out-of-classification will be entitled to out-of-classification compensation consistent with Section 18.1 of this Agreement.
- c. When a temporary vacancy exists in the position of Senior Fire Prevention Officer and a Fire Prevention Officer I/II is assigned to, and performs substantially all of, the administrative and other responsibilities of the Senior Fire Prevention Officer and does so for a minimum of two (2) consecutive hours, the Fire Prevention Officer I/II working out-of-classification will be entitled to out-of-classification compensation consistent with Section 18.1 of this Agreement.
- d. When a vacancy occurs within a job assignment due to expansion, retirement, death, removal, resignation, promotion, or demotion, such job assignment shall be subject to bid by qualified employees in the classifications covered by this Article consistent with the bid processes set out in Section 21.1 of this Agreement.

#### 11.7 MEAL TIME (8-HOUR DAY)

- a. Time allocated for meals will be uninterrupted. Every employee will have a regular unpaid meal period of one hour which shall be scheduled generally in the middle of the work shift.
- b. In the event the meal period is interrupted for Fire Department business, at the option of the employee, and approved by the Fire Marshal, the employee shall be:
  - (1) paid time and one-half for the entire meal period; or
  - (2) given an alternate meal period; or
  - (3) allowed to leave the shift early.

#### 11.8 LOCKERS

Except for Fire Prevention Officer classifications, clothes lockers will be provided for turnout gear.



## 11.9 COVERALLS

The City shall provide one (1) pair of coveralls to employees covered by this Article. The employees shall be responsible for cleaning and maintaining these coveralls.

## 11.10 SAFETY SHOES

- a. For Fire Prevention Officers, the City shall reimburse said employees for the cost of an acceptable safety shoe up to a maximum of \$125.00 per pair, or up to a maximum of \$175.00 per pair if special order is required, and normally no more than two (2) pair per fiscal year. When needed, employees may purchase, and request to be reimbursed for, two (2) pairs of safety shoes at the same time. To be eligible for this reimbursement, the employee must obtain prior authorization from their supervisor before purchasing safety shoes and must submit the receipt to the supervisor to verify the cost and substantiate the reimbursement.
- b. The City maintains the right to specify the type of required safety shoe.
- c. The City shall seek to contract for provision of safety shoes consistent with current Fire practice and the limitations provided herein.

## 11.11 VOLUNTARY WORK FURLOUGH PROGRAM

Pursuant to the Furlough/Reduced Work Week Policy, the City may establish for full-time career employees a voluntary work furlough/reduced work week consisting of a full day of unpaid leave on a variable schedule or a work schedule which is modified on a regular fixed basis to less than forty (40) hours per week. Employees shall apply for participation in the program pursuant to the conditions set forth in the rules and procedures governing this citywide program.

# ARTICLE 12 – ROLL CALL AND CALL-BACK

## 12.1 ROLL CALL PREAMBLE

Roll Call is designed to facilitate staffing for Fire Suppression, Advanced Life Support (ALS) services, and specialty assignments. To that end, the process requires early assignment to vacancies and limits changes once assignments are made. Vacancies will be filled as early as possible to avoid hold-overs and unnecessary moves. The priority is to fill specialty assignments first.

## 12.2 PROJECTED AND DAY OF VACANCIES

- a. All projected full shift and partial shift vacancies created by absences of employees that have been scheduled in advance shall be filled in advance of the shift on which the absence is to occur.

- b. Projected and unprojected vacancies will be filled consistent with the roll call manual.
- c. All unfilled projected and day of vacancies will be filled from the Mandatory List prior to the on-duty callback shift being relieved.

### 12.3 MAXIMUM WORK PERIODS

- a. Employees, including those on mandatory callback, may be required to work up to a maximum of seventy-two (72) hours without a break in service.
- b. Notwithstanding 12.3(a), above, employees may volunteer to work up to a maximum of ninety-six (96) hours without a break in service.
- c. Upon reaching the maximum allowable work period, employees shall be required to remain off-duty for a minimum of twelve (12) hours before being assigned to duty.

### 12.4 AMBULANCE VACANCIES

- a. Firefighters assigned to the medic rotation, while on rotation, shall only shift trade with other Firefighters able to fill the medic position. Firefighters assigned to a medic rotation, while on medic rotation, are not eligible for HAZMAT, Rescue, Boat, or any other specialty, or acting assignments.
- b. Flex Medic Unit(s) shall be staffed by utilizing an available paramedic(s) or a paramedic and EMT who are unassigned after minimum staffing has been completed. Thereafter, the procedures for overtime callback apply.

### 12.5 OVERTIME AND CALL-BACK PAY

- a. Day of call-back staffing will begin at 6:00 a.m. If Fire Administration is unsuccessful in the first attempt to contact an off-duty employee by computerized tracking telephone for call-back purposes, Fire Administration shall proceed to the next name on the call-back list. Such employee shall be charged for the overtime work as a refusal.
- b. All paid time shall count as time worked for purposes of calculating overtime with the exception of sick leave.
- c. When employees are called out of their homes at times they are not regularly scheduled to report to duty, they shall be paid at their straight time base rate of pay or time and one-half, consistent with (b), above, from the time they report to duty at the location they were ordered to report to until relieved at that location from such unscheduled assignment, plus travel time enroute from their home to such location up to a maximum of sixty (60) minutes, except that in no event shall they be compensated for less than three (3) hours for such call-out from their homes.

- d. When it becomes necessary to call employees in to replace employees in non-emergency situations, employees of equal rank to the position which caused the recall shall be called for replacement. This shall occur only after existing eligible register on that shift has been exhausted, except however, that callback to fill the position of Firefighter shall not recognize rank. When an employee of higher rank is called to fill the position of Engineer or Firefighter, the employee so called shall receive overtime at the maximum hourly rate of pay for the position the employee fills. Travel time provided under subsection (c) shall not apply to employees in fire suppression who are recalled and work sixteen (16) hours or more and forty (40) hour per week employees who are recalled and work six (6) hours or more. In no event shall employees be compensated for less than three (3) hours for each such call-out from their homes.
- e. The Fire Battalion Chiefs are exempt from the provisions of the Fair Labor Standards Act (FLSA). The City agrees to pay Fire Battalion Chiefs at their straight time base rate of pay or overtime at the rate of time and one-half, consistent with (b), above, for all hours worked beyond their regularly scheduled twenty-four (24) hour shift or the regularly scheduled fifty-six (56) hour workweek.

## 12.6 NOTIFICATION OF ROLL CALL CHANGES

The City reserves the right to make roll call and callback changes with notification to the Union prior to the change. If the result of such changes affects wages, hours and/or conditions of employment, the City agrees to meet and confer regarding the impact of such changes.

## 12.7 SUPPRESSION VACANCIES BID PROCESS

The intent of this Article is for the purposes of bidding assignments. As open Engine, Truck, or Rescue Company assignments become available, one or both Firefighters assigned to an Engine, Truck, or Rescue Company must be an accredited Paramedic.

- a. Based on seniority, if the first open assignment on an Engine, Truck, or Rescue Company is bid by an EMT-1, the remaining assignment shall be open to an EMT-P exclusively.
- b. Based on seniority, if the first open assignment on an Engine, Truck, or Rescue Company is bid by an EMT-P, the remaining assignment shall be open to an EMT-1 or EMT-P.
- c. This article will be implemented as open Engine, Truck, or Rescue Company assignments become available.

Daily vacancies shall be filled in a manner consistent with paragraph 12.2, above.

## ARTICLE 13 – SHIFT TRADING

### 13.1 SHIFT TRADING

- a. Consistent with the operational requirements of the Fire Department to maintain public health and safety, employees may trade twenty-four (24) hour shifts or incremental portions of four (4) hours in a manner consistent with the Fair Labor Standards Act (FLSA).
- b. The Department reserves the right to deny shift trades for operational or public health and safety reasons.
- c. Trades shall be permitted subject to the following terms and conditions:
  - (1) Unless approved by the Fire Chief or designee, trades shall only be permitted between career employees with at least six (6) months of Firefighter level service with the Sacramento Fire Department and of the same rank.
  - (2) All shift trades shall be entered in Telestaff at least twenty-four (24) hours prior to the trade and reviewed by the employee's immediate supervisor.
  - (3) Fire Assistant Chiefs shall be responsible to approve and supervise shift trades for Fire Battalion Chiefs.
  - (4) Fire Battalion Chiefs shall be responsible to approve and supervise shift trades for Fire Captains.
  - (5) Fire Captains shall be responsible to approve and supervise shift trades for their assigned personnel.
    - (a) For employees not assigned to a suppression unit, the Fire Captain of their medic assignment shall be responsible to approve and supervise their shift trades.
  - (6) The employee replacing the assigned employee shall be responsible for shift coverage.
    - (a) In the event the replacement employee fails to complete the shift trade due to an approved use of sick leave, the replacement employee will have their sick leave balance reduced by the number of hours equal to the hours scheduled to work in the trade.
    - (b) In the event the replacement employee does not have sufficient sick leave hours to cover a missed shift trade due to an employee's approved use of sick leave, the employee will

be required to reschedule themselves for the missed hours. Rescheduling must be completed within fifteen (15) calendar days from the missed trade and the missed hours must be worked within sixty (60) calendar days.

- (7) Consistent with 29 USC 207, as amended, the hours “traded” shall not be considered hours worked for pay purposes and shall not be recorded on the timecard or be used to calculate any employee’s eligibility for overtime compensation pursuant to this MOU or the FLSA.
- (8) Canceling a shift trade(s) is prohibited with less than twenty-four (24) hours’ notice unless the employee’s immediate supervisor approves and Roll Call has been notified.
- (9) If a shift trade is missed due to a Department approved deployment, rescheduling must be completed within fifteen (15) calendar days from the end of the deployment and completed within sixty (60) calendar days from the end of the deployment.
- (10) If the Department transfers an employee to another shift, to special duty, or if the employee is promoted, and as a result of such transfer, special duty, or promotion, a conflict arises relative to the application of this Article, the employee will be required to effect completion, correction, or cancellation if the trade is in excess of thirty (30) calendar days from date of notice of transfer, special duty, or promotion. Thirty (30) calendar days or less from date of notice of transfer, special duty, or promotion will be the responsibility of the City.
- (11) If an employee is to be off work due to a duty injury, they will assume the responsibility for completion, corrections, or cancellation of shift trades that are scheduled beyond the fifteenth (15th) calendar day from the date of duty status change.
- (12) A leave of absence authorized to an employee automatically defers all shift trade activity for the duration of the leave. Rescheduling must be completed within fifteen (15) calendar days from the date the employee returns from their authorized leave of absence and the missed hours must be worked within sixty (60) calendar days from their return from the authorized leave.
- (13) An employee is not eligible to work a shift trade while on light duty or limited duty assignment. Employees returning to full duty from a light duty or limited duty assignment, who were previously scheduled to fill a shift trade assignment, must reschedule the shift trade within fifteen (15) calendar days from their return to full duty and the missed hours must be worked within sixty (60) calendar days of their return to full duty.

- (14) The Union shall indemnify, defend, and hold the City harmless against claims, liability, and suits which may arise as a result of this Section.

## **ARTICLE 14 – UNIFORMS AND COVERALLS**

### **14.1 UNIFORMS**

a. Uniform Allowance

Employees shall receive an allowance of thirty-five dollars (\$35.00) bi-weekly for the purchase of regulation items of uniform that the Fire Department requires to be worn as a condition of employment. There shall be no change in the number, style, and color of uniforms without agreement by the Union.

b. Uniform Replacement

- (1) Reimbursement for the cost of replacing irreparable uniforms damaged in the line of duty, and not due to ordinary wear and tear, shall be made only under the following conditions:
- (a) Damage must be reported during the same shift to the employee's immediate supervisor who shall; (1) verify that the damage occurred in the line of duty, and (2) make an entry in the station log (written statement for assignments outside Fire Suppression) to that effect. Disputed claims of damaged items not reported on the same shift but reported within seven (7) calendar days of occurrence shall be resolved in accordance with Section 14.1(b)(4).
  - (b) The employee must confirm the damage in writing to their immediate supervisor within seven (7) calendar days from the date of occurrence.
  - (c) The claim for replacement reimbursement must be submitted to the Fire Department for review. The Fire Department shall make a determination as to whether the claim should be approved or disapproved in an expeditious manner.
  - (d) Proof of purchase of the replacement article, which includes the employee's name, date of purchase, item of clothing and price, shall be provided with the reimbursement claim.
- (2) Uniform repair and maintenance shall be the responsibility of the employee.
- (3) Reimbursement for replacement shall be at the discretion of the Fire Chief or designee and shall not be subject to the grievance procedure.

- (4) Disputes shall be resolved by a committee consisting of one representative each from Fire Administration, Labor Relations, and the union.

## 14.2 COVERALLS FOR EQUIPMENT SERVICING ACTIVITIES

The City shall provide and maintain coveralls for those employees in the Fire Department Unit whose assigned duties include the mechanical servicing and repair of trucks and engines.

## ARTICLE 15 – INCENTIVE PAY

### 15.1 FIRE EDUCATIONAL INCENTIVE PROGRAM

- a. Fire Battalion Chiefs, Fire Captains, Fire Engineers, Fire Investigators I and II, and Firefighters shall receive incentive compensation in addition to the base rate of pay for the following:

#### Accredited University or College Degree or Certificate

- (1) Fire Science Certificate – 9½ %
  - (2) Bachelor's Degree – 5%
- b. Employees who do not possess an EMT certificate shall be reduced ten percent (10%) (two steps) in base salary on or after the date the Fire Department implements an EMT Certificate training and license testing procedure. Employees who do not possess an EMT certificate prior to the date of implementation shall be reduced seven and one half percent (7.5%) in base salary.
  - c. The Fire Department reserves the right to insure the work force is capable of performing necessary duties associated with the possession of EMT certificates by a sufficient number of employees needed to deliver Emergency Medical services to the public.
  - d. Employees eligible for the Fire Science incentive on July 4, 1987, shall continue to be eligible for such incentives.
  - e. Senior Fire Prevention Officer, and Fire Prevention Officer I and II shall receive nine and one-half percent (9.5%) incentive compensation in addition to the base rate of pay for possession of a Fire Technology Certificate (FT) from a California Community College/State Board of Fire Services approved Fire Technology program. Such employees shall also receive a two and one half percent (2.5%) incentive compensation for an Associate Degree; a five percent (5%) incentive compensation for possession of a Bachelor's Degree



from an accredited university or college; and a five percent (5%) incentive compensation for an EMT Certificate.

- f. Employees hired on or after the effective date of this Agreement must possess a Fire Technology Certificate from a California Community College/State Board of Fire Services approved Fire Technology program in order to be eligible for the Fire Science certificate (FS) incentive.
- g. Incentive pay rates shall not be compounded.
- h. Employees who earn a Certificate or Degree set forth above shall place their Certificate(s) on file with the Fire Department Administration, who will verify and process for appropriate incentive compensation.
- i. Fire Educational Incentives shall be paid to an employee within thirty (30) calendar days of submission of eligibility to the Department.

## 15.2 PARAMEDIC LICENSE PAY AND ADVANCED LIFE SUPPORT (ALS) ASSIGNMENT

The following terms and conditions shall apply to those employees who are eligible to and/or assigned paramedic duties:

- a. Firefighter/paramedics shall be required to possess a Sacramento County EMT-Paramedic License as a condition of continued employment for two (2) years from the date they were appointed to the career Firefighter classification and began probation. Failure to maintain the required Paramedic License during the initial two (2) years of career service shall constitute just cause for disciplinary action, up to and including termination.
- b. EMT-Paramedic License Pay
  - (1) Employees in the Firefighter classification who possess a current, valid California EMT-Paramedic license shall receive an incentive of ten percent (10%) of their base hourly rate of pay.
  - (2) Effective December 2, 2023, employees in the Fire Engineer classification who possess a current, valid California EMT-Paramedic license shall receive an incentive of eight and one-half percent (8.5%) of their base hourly rate of pay.
  - (3) Effective December 2, 2023, employees in the Fire Captain classification who possess a current, valid California EMT-Paramedic license shall receive an incentive of seven and one-half percent (7.5%) of their base hourly rate of pay.



- (4) The EMT-Paramedic License pay shall be additive and not compounded with any other pay or incentive.
- (5) Each employee receiving such EMT-Paramedic License pay may be assigned to paramedic duties on an ambulance, except that the assignment of an on-duty Fire Captain or Fire Engineer will only be made when there is no available paramedic on duty and the mandatory overtime call-back list has been exhausted.

c. Medic Assignment Pay

Effective after adoption by the City Council and upon implementation of the increase provided in Section 6.2, this Article 15.2(c), will be deleted in its entirety from this Agreement.

- (1) Employees in the classification of Firefighter who are regularly scheduled to work on the ambulance shall receive an additional seven and one-half percent (7.5%) incentive on top of base pay.
- (2) Employees in the classification of Firefighter who are on the Medic Relief Team shall receive an additional seven and one-half percent (7.5%) incentive on top of base pay for all regular duty hours worked on the ambulance.
- (3) These incentives shall be additive and not compounded with any other pay or incentive.

d. Preceptor Duty Pay

- (1) The City will assign preceptor duties and responsibilities to Firefighter (Paramedic) for the purpose of monitoring paramedic interns completing a paramedic internship and to otherwise evaluate new employees during the "sign-off" period prior to assignment to the medic rotation.
- (2) A qualified Firefighter (Paramedic) preceptor shall oversee the medical duties of the paramedic intern for a minimum of four hundred and eighty (480) hours, or until the intern is released from the program. The preceptor may be assigned to precept additional hours when the preceptor demonstrates to Fire Administration that additional hours by the paramedic intern will be necessary so as to complete their paramedic internship. Fire Administration will determine and authorize the additional number of hours the preceptor will be assigned to assist the paramedic intern in their completion of the internship.
- (3) A Firefighter (Paramedic), once assigned to perform preceptor duties and who has performed those duties for ninety-six (96) hours or more, shall not be eligible to volunteer out of the assignment until after

completion of precepting the paramedic intern, except in emergency situations and by mutual agreement between the Fire Department and the Firefighter (Paramedic). Firefighter (Paramedics) who have performed less than the minimum ninety-six (96) hours may volunteer out of the assignment if, based on seniority, they are eligible to rotate off the required Medic assignment teams.

- (4) The City retains the right to discontinue the Preceptor Program at any time by providing five (5) days written notice to the Union. A Firefighter (Paramedic) who has performed preceptor duties for two (2) consecutive internships, shall not be assigned to precept again without a break of a minimum of six hundred (600) hours.
- (5) Effective March 1, 2008, Firefighter (Paramedics) who are assigned to precept an intern and to evaluate new employees during the eight (8) shift "sign-off" period prior to assignment to the medic rotation, shall be paid at the rate of nine and one-half percent (9.5%) for each hour assigned to perform preceptor duties and responsibilities which shall be added to the base rate of pay. Preceptor Duty Pay is additive and is not compounded with any other type of pay or incentive.
- e. A qualified Firefighter (PAR) preceptor shall have held, in good standing, a Sacramento County EMT-Paramedic accreditation for no less than three (3) consecutive years, and, shall have served as a paramedic for no less than two (2) years with the Fire Department.
- f. Qualified employees assigned to precept shall be made from volunteers. Seniority shall be a consideration for preceptor assignments.

### 15.3 CONTINUING EDUCATION AND LICENSE FEES

- a. The City will make available continuing education (CE) requirements for the EMT and EMT-Paramedic license while the employee is on duty, and to the extent practicable give notice of the training classes prior to the scheduling of vacations. If an employee fails to attend such CE training, the employee shall be responsible for obtaining the requisite CEs at their own expense and on their own time.
- b. On duty Advanced Cardiovascular Life Support (ACLS) or equivalent training; Pediatric Advanced Life Support (PALS) or equivalent training; and International Trauma Life Support (ITLS) or equivalent training will be provided to employees whose licenses require it. The City will provide a scheduled of upcoming courses at least two (2) months in advance. If an employee fails to attend these courses, or if the employee cancels within forty-eight (48) hours of their scheduled training, the employee shall be responsible for obtaining these requisite CEs at their own expense and on their own time.

- c. The City shall reimburse employees upon proof of payment for EMT-Paramedic License and Accreditation fees:
  - (1) EMT-Paramedic License State fee: \$250.00 every other year.
  - (2) EMT County fee: Sacramento County EMS (SCEMS) \$50.28 application fee and State of California recertification fee \$37.00.
- d. This Section does not apply to Fire Prevention Officer I/II or Senior Fire Prevention Officer.

#### 15.4 HAZARDOUS MATERIALS (HAZMAT) INCENTIVE

- a. The Policies for Hazardous Materials Response Team, dated July 14, 1997, shall be effective immediately.
- b. Employees in the rank of Fire Captain and below who are California State-certified hazardous materials specialists and regularly assigned to a HAZMAT company shall receive an assignment pay of five percent (5%) of their base rate of pay. This assignment pay shall include the certificate pay in subsection (d) below.
- c. Employees in the rank of Fire Captain and below who are California State-certified hazardous materials specialists and who work at a HAZMAT company on a temporary, intermittent, call-back, shift trade or detailed basis shall receive an assignment pay of five percent (5%) of their base rate of pay for all hours actually worked on the HAZMAT company. This assignment pay shall include the certificate pay in subsection (d) below.
- d. In addition to those regularly assigned in subsection (b) above, up to a maximum of sixty (60) employees, on a ratio of 1 Fire Captain, 1 Fire Engineer and 2 Firefighters, who are California State-certified hazardous materials specialists, shall receive a certificate pay of two and one-half percent (2.5%) of their base rate of pay.
- e. Employees in the rank of Fire Captain and below who are ineligible to receive an incentive pursuant to subsections (b), (c), or (d), above, who possess a California state Hazardous Materials Specialist Certificate, and are placed by management on a call for service that requires that certification shall receive five percent (5%) of their base rate of pay for the duration of that call.
- f. Employees in the rank of Fire Battalion Chief who possess a California state Hazardous Materials Incident Commander Certificate shall receive an incentive of one and seventy-five one-hundredths percent (1.75%) of their base rate of pay.
- g. These incentives shall be additive and not compounded with any other pay or incentive.

- h. The Fire Department will continue to provide one HAZMAT 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.

## 15.5 ADMINISTRATIVE ASSIGNMENT PAY

When Fire Administration assigns a suppression employee to an administrative assignment for a period of more than thirty (30) working days, the employee shall receive nine and one-half percent (9.5%) in addition to their base hourly rate of pay. This shall not be applicable to employees on modified or light duty or employees being accommodated from their regular suppression assignment.

## 15.6 RESCUE INCENTIVE

- a. Employees who are regularly assigned to a Department designated Rescue company and who are qualified as defined below to perform Rescue Operations shall receive an assignment pay of five percent (5%) which shall be added to the base rate of pay.
- b. This incentive shall be additive and not compounded.
- c. Employees qualified as defined below and assigned to a Department designated Rescue company on a temporary basis shall receive the incentive compensation for all hours worked at the Rescue company.
- d. Up to fifty (50) employees who have received the required training for rescue certification and are not regularly assigned to a Rescue company shall receive a certification pay of two and one-half percent (2.5%) which shall be added to the base rate of pay. The ratio of these employees shall be fifty percent (50%) Firefighters, twenty-five percent (25%) Fire Engineers and twenty-five percent (25%) Fire Captains.
- e. Qualified employees as mentioned above are those employees who have obtained the California State certificates:
  - (1) Rescue Systems (RS) I OR Structural Collapse Specialist I
  - (2) Rescue Systems (RS) II and III OR Structural Collapse Specialist II
  - (3) Trench Rescue Technician Certificate
  - (4) Rope Rescue Technician
  - (5) Confined Space Rescue Operations Certificate OR Confined Space Rescue Technician Certificate

- (6) Swift Water Rescue Technician Certificate OR River and Flood Rescue Certificate
- (7) Low Angle Rescue Operations Certificate OR Rope Rescue Awareness and Operations Certificate

Only those employees who hold active certificates will be assigned to a Rescue company as mentioned above. The Fire Department shall maintain a “detail pool” of employees eligible for assignment to a Rescue company who have presented a copy of their required certificates to Fire Department administration.

- f. Employees who promote or transfer out of a Rescue company shall no longer be eligible to receive the Rescue assignment pay, except as provided in (c) above.
- g. Employees who no longer possess a Rescue Technician certificate shall not be eligible to receive the Rescue assignment or certification pay and shall be reassigned.
- h. To be eligible for future assignment at a Rescue company upon promotion or transfer, only those employees who possess an active Rescue Technician certificate shall be eligible. Seniority shall be a primary consideration and an employee may only be passed over for cause.

#### 15.7 FIRE BOAT OPERATOR HAZARD PAY

- a. Qualified employees as mentioned above are those employees who have obtained:
  - (1) California Boating and Waterways “Safe Boater Card” and either a Swiftwater Rescue I and II OR River & Flood Rescue Technician OR Water Rescue Technician.
  - (2) Swiftwater Boat Operator OR River & Flood Boat Operator Technician OR Boat Operator Technician.
- b. Consistent with the provisions in Article 21.1 (Requests For Transfer) employees assigned to a designated Fire Boat Company, shall receive additional compensation of two and one-half percent (2.5%) of the employee’s base rate of pay.
- c. Employees assigned to a Fire Boat Rescue Company have additional duties and implement health and safety procedures unique to the assignment which include, but are not limited to, water rescue, island rescue, boat patrol, and marine fire suppression.

- d. Fire Boat Operator Hazard Pay shall be additive and not compounded with any other type of pay or incentive.
- e. Employees who promote or transfer out of a Fire Boat Company shall no longer be eligible to receive the Fire Boat Operator Hazard pay.
- f. Employees who do not possess an active Boat Operator certificate and either a Swift Water Technician I certificate or a River and Flood Rescue Technician certificate shall not be eligible to be assigned to a Fire Boat Company and are ineligible to receive the Fire Boat Operator Hazard Pay. Employees whose certifications expire while assigned to a Fire Boat Company shall be reassigned.
- g. Fire Boat Company vacancies shall be filled by eligible employees using seniority as a primary consideration. Eligible employees may only be passed over for cause.

#### 15.8 MEDICAL QUALITY ASSURANCE TRAINING PAY

- a. Employees in the classification of Firefighter assigned by the Department to support the Emergency Medical Service (EMS) program as a Medical Quality Assurance Officer shall be paid Medical Quality Assurance Pay for all hours worked as a Medical Quality Assurance Officer. The incentive shall be at the rate of nine and one-half percent (9.5%) of base rate of pay. This incentive is additive and will not be compounded with any other incentive.
- b. Employees assigned to Medical Quality Assurance Training shall be responsible for providing guidance, instruction, training, remediation and evaluation of Department EMT and Paramedic personnel as directed by the Department.

#### 15.9 BILINGUAL PAY

- a. The City may authorize bilingual pay when it is determined to be necessary for the operation. The City shall determine what languages are appropriate for such pay and the number of employees to be certified. To be eligible for bilingual pay the employee must be determined to be verbally proficient, and if necessary for the assignment, proficient in the written language. The City will arrange the certification and testing process and authorize the bilingual pay.
- b. Bilingual pay shall be paid at two percent (2%) of the employee's base rate of pay for any pay period in which the employee is certified. An employee who is receiving bilingual pay may be required to provide assistance to any City operation. Bilingual pay shall be additive and shall not be compounded with any other type of pay or incentive.

## **ARTICLE 16 – PHYSICAL PERFORMANCE EXAMINATIONS**

### **16.1 PHYSICAL PERFORMANCE ASSESSMENT/PROGRAMS**

Employees hired on or after June 30, 1990, shall be required, as a condition of continued employment, to participate on an annual basis in a physical performance assessment or participate in the department's Fitness in the Firehouse Program. Refusal to participate shall subject such employee to disciplinary action, up to and including termination. The physical performance assessment and the Fitness in the Firehouse Program will be conducted during on-duty time only. This provision does not apply to Fire Prevention Officers.

## **ARTICLE 17 – LEAVE BENEFITS**

### **17.1 SICK LEAVE**

#### **a. Accrual and Usage**

- (1) A full-time employee shall accrue sick leave at the rate of one day per month (5 hours, 36 minutes for fire suppression personnel and 4 hours for all other employees on each of the first two paychecks each month) of employment which may be used at the discretion of the employee in the event of illness or injury which is not job-related. In accordance with the Rules and Regulations of the Civil Service Board, one-third (1/3) of accrued sick leave may be used after exhaustion of injury-on-duty time; however, the combination of temporary disability payments and sick leave shall not exceed one hundred percent (100%) of the employee's regular rate of pay.
- (2) Employees who have at least four hundred and eighty (480) hours of sick leave on the last day of the pay period ending on or before November 1 in any calendar year, may make an irrevocable election to forego the accrual of not more than twenty-four (24) hours of sick leave during the following calendar year and receive instead a cash payment for the number of sick leave hours designated in the election.
  - (a) Notification of the irrevocable election must be made in writing to the Payroll Division, Department of Finance, between November 1 and November 30 for the following calendar year. The payment will be made on the last paycheck in May of the calendar year following the irrevocable election. Payment shall be made at the hourly rate of pay the employee is receiving at the time the payment is made.
  - (b) If the employee electing the payment separates from City employment before receiving the payment the employee forfeits any right to the payment but will instead have their sick leave



balances credited with the sick leave hours the employee would have accrued from January 1 following the date of election to the last day of employment.

b. Sick Leave Cash-Out/Conversion to PERS

(1) PERS

(a) PERS members hired prior to January 14, 2015, with more than twenty (20) years of City service, shall be eligible to cash out sick leave and/or convert sick leave to PERS service credit as follows:

(i) Eligible employees may elect to receive a cash payment for thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of retirement, resignation, or layoff.

(ii) Eligible employees with an effective retirement date from PERS within one hundred and twenty (120) calendar days of their separation from City service may also convert any or all of their total sick leave credits accrued, less any payment received pursuant to sub-paragraph (i), above, to PERS service credit as of the date of their retirement consistent with law and pursuant to the PERS contract with the City as amended. If the employee converts less than the full balance of sick leave to service credit, the employee may receive payment for thirty-three and one-third percent (33-1/3%) of the remaining sick leave credits after conversion to PERS.

(iii) Individual(s) identified pursuant to California Government Code Section 53245 as being the person designated on the employee's "Designation of Person Authorized to Receive Warrants," or in the absence of an identified person pursuant to California Government Code Section 53245, persons entitled by law to the possession of the estate of a deceased employee who was eligible to cash out sick leave credits pursuant to sub-paragraph (i) above may receive payment for thirty-three and one-third percent (33 1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of the employee's death.

(b) PERS members hired on or after January 14, 2015, shall not be eligible for payment of any portion of accumulated sick leave



credits, although these employees may upon retirement, convert their sick leave balance to service credit consistent with law and pursuant to the PERS contract with the City upon separation of employment for retirement.

- (c) No employee whose services are terminated by reason of discharge for cause shall be eligible for payment of any portion of accumulated sick leave credits.

## (2) SCERS

Upon termination of any employee eligible to accumulate sick leave credits for reasons of retirement, resignation, or layoff after service for a period of not less than two (2) years, or death, such employee (or those entitled by law to the possession of the estate of a deceased employee) shall receive payment for thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of such retirement, resignation, layoff, or death. No employee whose services are terminated by reason of discharge for cause, or by reason of resignation or layoff prior to the completion of two (2) years of service, shall be eligible for payment of any portion of accumulated sick leave credits.

### c. Reinstatement of Sick Leave After Return From Layoff

An employee who is laid off and receives payment for thirty-three and one-third percent (33-1/3%) of their total accumulated sick leave credits shall be credited with the remaining sixty-six and two-thirds percent (66-2/3%) of their accumulated sick leave credits if and when said employee is recalled. If said employee thereafter leaves City service after being recalled and is entitled to payment of their accumulated sick leave credits under this Section, said employee shall only receive payment for thirty-three and one-third percent (33-1/3%) of those sick leave credits which accrued after the date of recall.

- d. Except as provided herein, no payments made or sick leave credits accumulated shall be construed or deemed to constitute retirement benefits payable to employees of the City.
- e. The Rules and Regulations of the Civil Service Board relating to the administration of sick leave privileges and benefits shall apply to all eligible employees.

## 17.2 VACATION ADMINISTRATION

An employee's vacation allowance and approval shall be provided and administered pursuant to Section 107 of the Sacramento City Charter. Additionally, the following shall apply:

- a. Vacation scheduling shall operate on straight seniority (when the employee entered the Fire Department Unit).
- b. Eligible employees shall be entitled to bid for as many hours of vacation as they will accrue in the year for which the bid takes place.
- c. The order of vacation bidding will be determined based upon seniority within each complete platoon.
- d. Number of Suppression Employees on Vacation at One Time

The maximum number of fire suppression employees scheduled to be on vacation each shift shall be fifteen (15). Each November 1, the maximum number of suppression employees that may be scheduled to be on vacation shall be adjusted up or down by one employee whenever the number of budgeted suppression employees has increased or decreased, respectively, by twenty-five (25) from the previous November 1. The base number of suppression employees that supports the fifteen employee maximum shall be four hundred eighty-nine (489).

- e. For the holidays identified below, the maximum number of suppression employees allowed to be on vacation each shift shall be half of the number calculated pursuant to Section 17.2(c)(1), rounded up to the nearest whole number.
  - (1) Fourth of July (July 4)
  - (2) Thanksgiving Day (Fourth Thursday of November)
  - (3) Christmas Eve Day (December 24)
  - (4) Christmas Day (December 25)
  - (5) New Year's Eve Day (December 31)
  - (6) New Year's Day (January 1)
- f. Suppression employees electing to participate in the annual vacation bid shall select vacation in forty-eight (48) hour increments. After all employees have made their first vacation bid, each employee's second and third choices will be made using the same procedures. Eligible employees may sign up to use their prior year's carry-over vacation after all current year vacation bids have been completed.
- g. Vacation Allowances

Consistent with the Sacramento City Charter, as amended, all eligible employees will accrue vacation at the following rates:

- (1) During the first calendar year of employment, and after the completion of at least six (6) months of service, employees shall be entitled to a vacation allowance on a pro rata basis of ten (10) days (112 hours for suppression) per year for the number of months worked prior to the beginning of the first calendar year.
  - (2) Upon the completion of one calendar year and continuing thereafter through the fifth calendar year of employment, all employees shall be entitled to a vacation allowance of ten (10) days (112 hours for suppression) per year.
  - (3) Upon the completion of five (5) calendar years and continuing thereafter through the fifteenth calendar year of employment, all employees shall be entitled to a vacation allowance of fifteen (15) days (168 hours for suppression) per year.
  - (4) Upon the completion of fifteen (15) calendar years of employment and continuing thereafter, all employees shall be entitled to a vacation allowance of twenty (20) days (224 hours for suppression) per year; provided, further that such employees so qualified to receive twenty (20) days (224 hours for suppression) of yearly vacation shall have the option to be exercised not later than the first day of December each year, to receive pro rata payment for five (5) days (56 hours for suppression) of such vacation in lieu of using such five (5) days (56 hours for suppression) for vacation purposes.
- h. The value of a vacation day is set forth in Section 9.1 of this Agreement.
  - i. Trading vacation periods is not permitted.
  - j. An employee who is on leave as a result of an industrial injury during their scheduled vacation period shall have the right to select a new vacation period upon return to work as determined by the employee's seniority rights during the past annual vacation sign-up. If a mutual agreement cannot be reached, the employee shall be allowed to reschedule said vacation during a time in the remainder of the year, of which said employee would have available by seniority, during the normal course of vacation scheduling or said employee shall be allowed to reschedule their vacation during the course of the following year after all normal vacations have been scheduled. Said employee's choice of rescheduled vacation time shall be that of which their seniority would have provided during the previous year. The intent of this provision is to give the affected employee another opportunity to select a new vacation period without placing that employee at a seniority advantage or disadvantage.
  - k. Where a career employee sustains an injury covered by workers' compensation and has utilized all of the statutory one (1) year "Section 4850 time," and consequently is receiving straight workers' compensation

temporary disability payments, the employee will be allowed to utilize (while off work) accrued vacation time in partial day increments in addition to receiving workers' compensation temporary disability payments with the total aggregate payment of temporary disability and vacation pay not to exceed one hundred percent (100%) of the employee's regular rate of pay. As a condition of using such accrued vacation, however, the employee is required to continuously utilize accrued vacation until accrued vacation is exhausted or they return to work. This provision also applies to any accrued leave with the exception as noted in Section 17.1, Sick Leave.

- I. Employees who are eligible to receive a cash payment in-lieu of vacation leave, as provided in Section 107 (d) of the Sacramento City Charter, may make an irrevocable election to receive such payment by foregoing the same number of vacation hours in the calendar year following the election. Notification of the election must be made to the Payroll Division, Department of Finance, in writing by November 30 of each calendar year. The in-lieu payment will be made to the employee on the last paycheck in March of the calendar year following the election. The number of hours used to determine the amount of the in-lieu payment will be based upon the employee's assignment (40 hours for admin and 56 hours for suppression) at the time the payment is made. The in-lieu payment will be made at the straight time hourly rate of pay plus applicable incentives the employee is receiving at the time payment is made. If the employee electing the in-lieu payment separates from City employment for any purpose before receiving the in-lieu payment, the employee forfeits any right to receive the payment, but will instead have their vacation leave balances credited with the amount of hours that would have accrued from January 1 to the last day of employment.

### 17.3 COURT LEAVE

#### a. General

- (1) When an employee is absent from work to serve on a jury or to report for jury duty examination, the employee shall be granted pay for those hours which the employee is absent for such reason. The City may require the employee to elect to be on telephone alert and remain on the job until such time as called to serve jury duty. Fire suppression personnel who are required to be on telephone alert and who are directed to report to work at a fire station shall not be required to respond to calls between the hours of 8:00 a.m. and 3:30 p.m. An extra fire suppression employee shall be added to the fire station during the period when an employee is on telephone alert and is not required to respond to calls or when called to jury duty. Pay for such work time lost shall be computed at the employee's regular rate of pay at the time of such absence. The employee shall return all jury remuneration received, less transportation allowance, to the City.

- (2) To receive pay for work time lost, an employee must provide the City with a statement signed by an official of the court certifying the employee's service as a juror or appearance in court for that purpose, the date or dates of attendance, and the time released from attendance.

b. 40-Hour Week Personnel

If a swing shift or graveyard shift employee has served in excess of four (4) hours on jury duty, they will notify their supervisor in advance of their start time so they can be excused from his/her shift. If the employee is on jury duty less than four (4) hours, they will be required to work.

c. 24-Hour Shift Personnel

- (1) If the jury duty occurs on the same day as the employee's scheduled duty assignment for the Fire Department, the employee will report same to their immediate superior and report directly to the assigned jury duty location. Upon release from jury duty for the day, the employee will report to their assigned duty station for the remainder of the shift.
- (2) If the employee is required to report for jury duty on the day following their assigned Fire Department duty shift, they shall be released from duty ten (10) hours prior to the end of their assigned duty shift for the purpose of assuring rest and alertness in the performance of jury duty.
- (3) When an employee is on jury duty for the entire day, is released from jury duty by the court after 4:30 p.m. and is scheduled to return to jury duty the following day, the employee shall not be required to report to their assigned duty station for the remainder of the shift. If, however, the employee is released by the court prior to 4:30 p.m. the employee shall report to their assigned duty station and shall thereafter be released from duty ten (10) hours prior to the end of their assigned duty shift for the purpose of assuring rest and alertness in the performance of jury duty on the following day.

#### 17.4 COURT LEAVE - NON-DUTY RELATED

- a. When an employee is absent from work to respond to a subpoena from a court of competent jurisdiction to serve as a witness in a matter in which the employee is not a party, the following release provisions shall apply.
- b. The employee is to notify their supervisor of the subpoena on the next regularly scheduled shift after receipt of the subpoena and to contact the subpoenaing party to determine the date and time it is necessary to be present in court to testify. The employee will notify the supervisor of the time scheduled to testify and will be released as follows.

- c. The employee shall return all witness fees and remuneration received, less transportation allowance, to the City.
- d. Non-twenty-four (24) hour shift personnel will be released from duty at the time they are scheduled to appear to testify. If the employee is assigned to a swing or grave shift, release time shall be considered on a case-by-case basis. It is the intent of this Section to ensure the employee receives sufficient time to be properly rested in order to appear in court.
- e. Twenty-Four (24) Hour Shift Personnel
  - (1) Twenty-four (24) hour shift personnel shall report to their assigned duty station at the beginning of the shift unless the subpoena requires the employee's attendance in court at a time near the beginning of the shift. In such cases, the employee may be excused from reporting to their assigned duty station by the Department on a case-by-case basis.
  - (2) Twenty-four (24) hour shift personnel shall be released from responding to calls and provided reasonable travel time in order to arrive at the court at the specified time. An extra fire suppression employee shall only be added to the fire station if the employee is expected to be absent for more than four (4) hours.
  - (3) If the employee is required to appear to testify on the day following a duty shift, the employee will be released from duty at 8:00 p.m. the night before they are scheduled to appear.

## 17.5 PREGNANCY DISABILITY LEAVE

The pregnancy disability benefit shall be applicable to employees who are pregnant as follows:

- a. Full-time career non-suppression employees who are pregnant shall be eligible for a maximum City-paid pregnancy disability leave of four (4) weeks consisting of up to one hundred-sixty (160) hours of continuous paid time off. Full-time career suppression employees who are pregnant shall be eligible for up to two hundred twenty-four (224) hours of continuous City-paid time off during the four (4) week pregnancy disability leave. Part-time career employees who are pregnant shall be eligible for up to eighty (80) hours of continuous City-paid time off. Part-time career suppression employees who are pregnant shall be eligible for up to one hundred twelve (112) hours of continuous City-paid time off during the four (4) week pregnancy disability leave. Unused pregnancy disability leave shall have no cash value and shall be forfeited following the end of the disability period. Non-career employees are not eligible for the four (4) weeks of City-paid pregnancy disability leave.

- b. To be eligible for the paid leave the employee must have completed at least one (1) year of City service from the most recent date of hire preceding the request for pregnancy disability leave.
- c. To obtain pregnancy disability leave, the employee shall submit a request for time off and verification of medical disability for the duration of such leave.
- d. Upon return from pregnancy disability leave on the date previously authorized, employees shall be reinstated in the former department and in the classification last held.
- e. In addition to pregnancy disability leave, an eligible employee may request parental leave for a maximum four (4) months by utilizing their accrued and available hours of paid leave and/or unpaid leave.

#### 17.6 CATASTROPHIC LEAVE PLAN

- a. A benefit-qualified employee may donate to or receive from an unrepresented employee, or a represented employee whose bargaining agreement provides for such donation or receipt, usable vacation, floating holiday, management leave, or CTO hours. Participation in this plan shall be voluntary. Sick leave may not be donated under this plan.
- b. All donations shall be made and accepted in writing using City-provided forms.
- c. The donation in any category must be a minimum of eight (8) hours of usable time.
- d. Donations shall be on an hour-for-hour basis, regardless of the pay rates of the donor and recipient, except hours transferred between employees on the Fire Suppression (56 hours) schedule and the non-Fire Suppression (40 hours) schedule shall be adjusted by a factor of 1.4 to 1.
- e. Hours to be donated shall be kept in a pledge status until used. As needed, pledged hours shall be debited from the donor's leave balance and credited to the recipient's usable vacation accrual balance. Once credited, the donation becomes irrevocable. A donor terminating for any reason shall be paid for pledged but unused leave time.
- f. Management employees may only receive donations from management employees. A non-management employee may not receive donations from a subordinate employee where a direct supervisor/subordinate relationship exists. Any exception to this paragraph must be approved by the City Manager or designee.
- g. To be eligible to use donations, an employee must:



- (1) be incapacitated and unable to work due to a prolonged catastrophic non-industrial illness or injury which is estimated to last for at least thirty (30) calendar days;
  - (2) have exhausted all usable balances, including sick leave;
  - (3) be on an approved leave of absence.
- h. All donated hours must be used on a continuous and uninterrupted basis and will be paid at the rate of pay and normal work schedule of the recipient, along with all usable hours accrued, until the earliest of the following events occurs:
  - (1) All leave balances, including both donated and accrued leave, are exhausted; or
  - (2) The employee returns to work at their normal work schedule; or
  - (3) The employee's employment terminates.
- i. Donations received while a recipient is still utilizing previously donated and related accrued leave time may be used immediately thereafter. Hours donated subsequent to exhausting all donated hours shall be accumulated and utilized along with related accrued leave hours in amounts equal to the recipient's normal bi-weekly work hours.
- j. Used donated leave time shall count toward the application of City service and benefits in the same manner as when the employee is on paid vacation leave.
- k. Used donated leave time shall be subject to the recipient's normal payroll deductions.

## 17.7 PERSONAL TIME OFF

- a. Full-time career employees who have completed ten (10) full years of City service and who are not assigned to suppression shall be credited with twenty-four (24) hours of personal time off (PTO). Eligible employees who are assigned to suppression shall be credited with forty-eight (48) hours of PTO. Part-time career employees shall be credited with a prorated amount of time based on their regular schedule. Eligible employees will receive this PTO each year on the paycheck representing the first full pay period that includes January 1.
- b. Employees who separate service and who are subsequently reemployed into a classification covered by this Agreement, will receive credit toward PTO eligibility for their previous years of City service upon successful completion of probation, on a go-forward basis. For purposes of determining eligibility to receive PTO, pursuant to this paragraph, an employee must be off probation prior to January 1 of the calendar year in which it is provided.



- c. PTO shall not accumulate from calendar year to calendar year and shall have no cash value upon separation from the bargaining unit. If an employee is unable to use all of the time by the end of the calendar year based on operational need, the department may approve carry-over to the next year. In all other cases the time shall be forfeited.
- d. An eligible employee who wishes to use credited PTO shall submit a request to use their PTO no later than a minimum of twenty-four (24) hours in advance. PTO may be approved only on days when the maximum vacation allotment has not been reached.

## 17.8 BEREAVEMENT LEAVE

An employee may receive up to twenty-four (24) hours or two (2) suppression or investigator shifts, as applicable, of City-paid leave for bereavement based on the death of the employee's spouse, parent, sibling, child, grandchild, or grandparent as defined herein. The employee may use sick leave as authorized by Civil Service Rule 16, Sick Leave, for additional time off or to attend to other death, bereavement, or funeral needs.

## 17.9 PAID CITY LEAVE

- a. Within thirty (30) calendar days of adoption by City Council, employees who are still employed in a classification represented by Local 522 on October 18, 2022, by City Council, shall receive a one-time leave bank contribution of Paid City Leave as follows:

Eligible employees in the following classifications on October 18, 2022, will receive a one-time leave bank contribution of fifty-five (55) hours:

- Fire Battalion Chief (Suppression)
- Fire Captain (Suppression)
- Fire Engineer (Suppression)
- Firefighter (Suppression)

Eligible employees in the following classifications on October 18, 2022, will receive a one-time leave bank contribution of thirty-seven (37) hours:

- Fire Battalion Chief (Admin)
- Fire Captain (Admin)
- Fire Engineer (Admin)
- Fire Investigator II
- Fire Investigator I
- Senior Fire Prevention Officer
- Fire Prevention Officer II
- Fire Prevention Officer I
- Fire Prevention Officer Trainee

This Paid City Leave shall not expire, and shall have no cash value except as follows:

- (1) Employees receiving the Paid City Leave contribution described in Section 17.9 (a) may make an irrevocable election to receive a cash payment in-lieu of using the leave. Notification of the election to receive this cash payment must be made to the Payroll Division, Department of Finance, in writing by November 30, 2022. Employees making the irrevocable election shall receive the payment on the paycheck representing the first pay period following their election at the straight time rate of pay they are receiving at the time of payment, less ordinary payroll deductions.
  - (2) Upon separation from City service, employees with a balance of the Paid City Leave described in Section 17.9 (a) shall receive a payment for the Paid City Leave balance at the straight time rate of pay they are receiving at the time of the payment less ordinary payroll deductions.
- b. Employees who are still employed in a classification represented by Local 522 on October 31, 2022, shall receive a one-time leave bank contribution of Paid City Leave in the same number of hours listed in Article 17.9 (a) that will become available for use on the first paycheck in January 2023. This leave shall not expire and shall have no cash value except as follows:
- (1) Employees receiving the Paid City Leave contribution described in Section 17.9 (b) may make an irrevocable election to receive a one-time cash payment by foregoing the hours of Paid City Leave in 2023. Notification of the election must be made to the Payroll Division, Department of Finance, in writing by November 30, 2022. This cash payment will be made to the employee on the last paycheck in March 2023. Payment shall be made at the straight time rate of pay the employee is receiving at the time payment is made less ordinary payroll deductions. If the employee making the irrevocable election separates from City employment for any reason prior to December 31, 2022, the employee forfeits both the right to receive the cash payment and the hours of leave.
  - (2) Upon separation from City service, employees with a balance of the Paid City Leave described in Section 17.9 (b) shall receive a payment for the Paid City Leave balance at the straight time rate of pay they are receiving at the time of their separation, less ordinary payroll deductions.

## **ARTICLE 18 – SPECIAL ALLOWANCES**

### **18.1 OUT-OF-CLASSIFICATION**

- a. When a temporary vacancy or vacancies arise above the classification of Firefighter, and it has been predetermined that said vacancy or vacancies will not exceed four (4) hours, the Fire Chief may make out-of-classification assignments to the higher classification from personnel within the affected station. During such out-of-classification assignments the individual so assigned shall receive the salary of the first step of that higher classification or five percent (5%) of the employee's regular base salary, whichever is greater but not to exceed the maximum of the higher classification.
- b. Vacancies exceeding four (4) hours shall be filled in accordance with the provisions of Section 12.5, Overtime and Call-Back Pay. Employees of equal rank to the position, which caused the recall, shall be assigned for replacement before an out-of-classification assignment.
- c. For the purposes of training the classification of Firefighter only, vacancies exceeding eight (8) hours shall be filled in accordance with the provisions of Section 12.5, Overtime and Call-Back Pay.

### **18.2 MILEAGE**

- a. When employees are ordered by the City to drive their own four-wheeled vehicles on details or assignments, and they so utilize their own vehicles in traveling directly and uninterruptedly from one assigned work location to another assigned work location, they shall be compensated at the Internal Revenue Service (IRS) rate.
- b. The City shall provide parking at the parking lot behind the 13th and "I" Building for Fire Suppression employees assigned to Station #2.

### **18.3 TUITION REIMBURSEMENT**

The City agrees to reimburse career employees for the cost of tuition, books, fees, excluding parking, up to a maximum of \$1500.00 per calendar year, pursuant to the City's existing policy for such education reimbursement. This provision shall not apply to employees eligible for an education incentive program.

## **ARTICLE 19 – LAYOFFS**

### **19.1 DEFINITIONS**

- a. Layoff A layoff shall be defined as the dismissal or displacement of at least one employee due to lack of work, lack of funds, abolishment of position, or for other reasons not reflecting discredit on an employee.

b. Seniority

- (1) **Classification Seniority:** Classification seniority shall be defined as the effective date of probationary appointment to the employee's present job classification including any time spent in a higher job classification, but less any time spent in a lower job classification due to a downgrade. The term higher classification shall mean a job classification in which the top rate of pay is greater than the top rate of pay of the employee's present job classification. For any employee who has not served a probationary period in their present job classification, or any employee whose position has been reallocated in accord with applicable Civil Service Rules, classification seniority shall be mutually established by the City and Union. For those classifications which have flexible staffing as defined in the Civil Service Rules and provided for in the classification specifications, classification seniority shall be defined as the effective date of probationary appointment to the lowest classification in the classification series. Since Fire Recruits are not part of the Fire Department Unit, time served in the training academy as a Fire Recruit does not apply to classification seniority date. For an employee who has downgraded, computation of classification seniority for a job classification lower than that in which the employee holds permanent status, the following seniority shall be counted:

- (a) classification seniority in any higher classification, and
- (b) previous classification seniority in the job classification in which the employee is currently working, and
- (c) present time spent in the job classification in which the employee is currently working.

For a part-time career employee, classification seniority shall be prorated.

- (2) **City Service Seniority:** City service seniority shall be defined as the effective date of appointment to the employee's first permanent career position, or as the effective date of appointment to the employee's first full-time position (or positions) which immediately preceded an appointment to a permanent career position, whichever is greater.

For a part-time career employee, City seniority shall be prorated.

- (3) **Fire Department Unit Seniority:** Fire Department Unit seniority shall be defined as the date first placed on the payroll of the Fire Department as a full-time employee in the Fire Department Unit.

For a part-time career employee, Fire Department Unit seniority shall be prorated.

- (4) Hire Date Seniority: Hire date seniority shall be defined as the employee's first date of hire to any position with the City.
- (5) Seniority Adjustments: Classification seniority, City service seniority, and Fire Department Unit seniority shall be adjusted (reduced) in calendar days to reflect time spent on layoff from City service. There shall be no adjustment for time spent on an approved leave of absence.
- (6) Termination of Seniority: Termination of classification seniority, City service seniority, and Fire Department Unit seniority shall occur upon:
  - (a) Resignation, except that any employee who is appointed from a reemployment list and completes the required probationary period in the position to which they were reemployed may count the seniority which they accumulated prior to resignation.
  - (b) Discharge.
  - (c) Retirement.
  - (d) Layoff in excess of five (5) consecutive years out of the City service.
  - (e) Failure to comply, report, or respond to a recall notice within thirty (30) calendar days from the date of postmark on the recall notice.
- c. Downgrade/Bump: The term downgrade or bump may be used interchangeably throughout this Agreement. A downgrade shall be defined as a change in job classification to which the top rate of pay is the same or less than the top rate of pay of the employee's present classification, due to a layoff. A downgrade shall only be allowed to a previously held position in the Fire Department Unit.

## 19.2 LAYOFFS

- a. In the event layoffs (reduction in force) are made pursuant to Article 3 of this Agreement, such layoffs shall be based on the inverse order of classification seniority as provided in the Fire Department seniority list. Dismissals hereunder shall be on a classification seniority basis so that employees with the least seniority shall be laid off first. Provided however that employees laid off in the classifications of Fire Battalion Chief, Fire Captain, Fire Engineer, and Fire Investigator II and I shall have the right to "bump" employees in the lower classification having less seniority and in which such Fire Battalion Chief, Fire Captain, Fire Engineer, and Fire Investigator II and I had held status; and provided further that employees laid off in the classifications of Senior Fire Prevention Officer and Fire Prevention Officer I/II shall have the right to "bump" employees in the Fire Prevention classifications having less

seniority and in which such Senior Fire Prevention Officer or Fire Prevention Officer I/II had held status. Classification seniority for the purpose of bumping shall be based on the date of appointment to the lower classification to which an employee has bumping rights. For those classifications which have flexible staffing as defined in the Civil Service Rules and provided for in the classification specifications, classification seniority shall be defined as the effective date of probationary appointment to the lowest classification in the classification series. No employee shall have bumping rights into a classification from which they have been demoted. An employee who bumps to a lower classification shall be assigned to a fire station as determined by Fire Administration.

- b. An employee may accept layoff in lieu of the opportunity to bump by notifying Labor Relations within forty-eight (48) hours of receiving notice of layoff. Where the employee accepts a layoff in lieu of a bump, said employee shall forfeit all recall rights except to a vacancy within the same classification from which the employee was laid off.
- c. In the event of a layoff, the City shall send by certified mail a layoff notice to all affected employee(s). Such notice shall be postmarked at least fourteen (14) calendar days in advance of the effective date of layoff. Such layoff notice shall be mailed to the employee's address currently printed on the employee's paycheck and shall be deemed appropriate notice. The employee(s) who is on a paid or unpaid leave shall be affected by the layoff in accordance with the provisions of this Article in the same manner as all other employees.
- d. Employees laid off shall be paid sick leave, vacation, holiday accrual, longevity, and similar benefits per applicable ordinances and rules. Employees being recalled shall have the uncompensated portion of their sick leave balance restored. Employees laid off who are enrolled in City insurance programs may continue elected coverage limited to the City's medical and dental plans for a period up to six (6) months or the period of time permitted by Consolidated Omnibus Budget Reconciliation Act (COBRA), whichever is greater, by advanced personal remittance for each month's total premium for the cost of such coverage at the time of layoff.

### 19.3 RECALLS

- a. When vacancies occur within five (5) years thereafter, such reduced and/or laid off employees shall be recalled to their former classification from the established layoff eligibility list on the basis of classification seniority and prior to the employment of any new employees in the classification; provided, however, that such reduced or laid off employees meet the physical and other qualifying standards in effect at the time they had been previously appointed to the classification into which they seek to be returned. When a recall list exists and an employee is on a reinstatement list due to a medical leave of absence, the employee will be merged with employees on the established

layoff eligibility list based upon seniority. If any such reduced or laid off employees fail to report for duty within thirty (30) days after the mailing to him/her of a written notice by registered mail to the last known address, they shall lose their right to be rehired or advanced hereunder.

- b. Employees who are laid off in the classifications of Fire Battalion Chief, Fire Captain, Fire Engineer, Fire Investigator I and II, Senior Fire Prevention Officer, Fire Prevention Officer I and II, and Firefighter shall have a physical examination prior to, or at the time of layoff, and upon their recall, if in excess of six (6) months. If the employee's physical condition at the time of layoff is such that it does not require termination or retirement, the employee being recalled shall meet the same physical condition which they were in, as judged by a physical examination, at the time of layoff. The employee laid off or recalled may appeal any adverse decision by presenting to the Department of Human Resources the written opinion of another physician which contradicts the findings and conclusions of the City physician. The cost of this second medical report shall be borne entirely by the employee. Upon receipt of a timely appeal in proper form, the Department of Human Resources shall refer the matter to a third physician mutually agreed upon by the employee and the Department of Human Resources. The decision of the third physician shall be final and binding. The cost of the third medical examination shall be borne by the City. The Director of Human Resources may, upon recommendation of any of the above-mentioned physicians, grant a reasonable period in which to clear up, cure, or remove any condition which is temporary or curable in nature.
- c. An employee who voluntarily demotes shall have no bumping or recall rights to the classification from which they demoted.
- d. A probationary Firefighter who is recalled within six (6) months from the date of layoff shall be required to serve the balance of the probationary period. A probationary Firefighter who is recalled between six (6) months and twenty-four (24) months from the date of layoff shall be required to serve the balance of the probationary period or a six (6) month probationary period, whichever is greater. A probationary Firefighter who is recalled between twenty-four (24) months and within five (5) years from the date of layoff shall be required to serve a new probationary period of twelve (12) months.
- e. Probationary employees in the classifications of Fire Battalion Chief, Fire Captain or Fire Engineer who are laid off or downgraded in lieu of layoff shall be recalled the same as permanent career employees in the classification, pursuant to subsection (a) above.
- f. When a laid off or downgraded probationary employee in the classification of Fire Battalion Chief, Fire Captain or Fire Engineer is recalled to the classification from which they were laid off, if the employee is recalled within six (6) months from the date of layoff, they shall be required to serve the



balance of the probationary period; if recalled between six (6) months and twenty-four (24) months from the date of layoff, they shall be required to serve the balance of the probationary period or three (3) months, whichever is greater; and if recalled between twenty-four (24) months and within five (5) years from the date of layoff, they shall be required to serve a new probationary period of six (6) months.

## **ARTICLE 20 – DEPARTMENT SENIORITY LIST**

### **20.1 DEPARTMENT SENIORITY LIST**

- a. Employees shall be placed on the classification seniority list in accordance with Article 19. When two (2) or more employees are assigned to the payroll on the same date, preference in placement on the list shall be given based on relative standing on the eligibility list for the applicable rank in the case of firefighting personnel.
- b. Lateral employees shall begin accruing classification seniority based on the date of appointment to the classification and shall include time spent in the training academy. In the event a classification seniority tie must be resolved, the tie shall be broken based on the scores established and assigned to the employee on the eligible list used to offer employment and to make the appointment of the lateral hire. If two (2) or more employees were assigned identical scores on the eligible list, the tie shall be broken by a coin toss.
- c. Employees taken over by the City from other fire departments as a result of absorbing such department shall be placed on the seniority list in accordance with the date they were first placed on the payroll of such fire department as full-time employees. City agrees that it will not take over on a permanent basis more employees from an acquired department than the number that can reasonably be absorbed to perform the work that will within a reasonable time be available after acquisition of the department. If under this provision two (2) or more employees shall have identical seniority, preference in placement on the list shall be determined by chance method.
- d. A copy of the seniority lists shall be available on the common drive and updated within fourteen (14) days of any change in staffing that affects seniority.



## **ARTICLE 21 – TRANSFERS**

### **21.1 REQUESTS FOR TRANSFER**

The station transfer policy shall be as follows:

- a. It shall be within the discretion of the Fire Chief or designee to make any station transfer as in their judgment will best meet the organizational, operational and personnel needs of the Department and the stations and shifts involved. All permanent transfers shall be in writing and, except for emergencies, there shall not be less than twelve (12) calendar days between an employee's receipt of written notification and the effective date of a permanent transfer from one permanently-assigned fire station and/or shift to another.
- b. Provided, however, that the Chief or designee shall not exercise this right in an arbitrary and capricious manner, and provided further that with respect to a vacancy caused by retirement, death, removal, resignation or promotion, a notice of any such vacancy shall be published at least two (2) weeks before such vacancy shall be regularly filled. Employees qualified for such vacancy may then make a request through the chain of command to the Chief or designee to be assigned to such vacancy, which requests shall be considered in making the assignment. Seniority in rank shall be the prime factor in transfer assignments.
- c. A vacancy or vacancies resulting from an assignment made hereunder shall not be subject to this procedure.

## **ARTICLE 22 – DETAIL POOL**

### **22.1 DETAIL POOL**

- a. The detail pool shall consist of personnel arranged by seniority. The detail assignments shall be made in order of reverse seniority.
- b. After completing basic recruit training, probationary employees shall be assigned on a rotating basis to a specific crew for increments not to exceed four (4) months during the first year for proper training and evaluation. When a permanently assigned employee is displaced by a temporarily assigned trainee, the permanent employee will be assigned on a temporary duty assignment to another company for a period not to exceed two (2) months. At the end of this assignment, the permanent employee will return to their original assignment. For purposes of this Article, no company on any given shift shall be utilized for training of probationary employees in excess of four (4) months during any twelve (12) month period. After the completion of their probationary period, employees would enter the detail pool for normal operations and in order of reverse seniority.

- c. The personnel in this pool shall be housed by seniority according to Company priority. The employees with the least seniority shall be housed at the Company with the lowest priority. Once through the detail pool, personnel will not normally be detailed.
- d. Personnel who have completed probation have the right to bid vacant spots and be removed from the detail pool.

## **ARTICLE 23 – SAFETY AND HEALTH**

### **23.1 SAFETY**

- a. The City shall continue to provide for the safety of employees during the hours of their employment. In this regard, the City agrees that it will receive and consider written recommendations with respect to unsafe working conditions or other safety ideas in the areas of working conditions from any employee or the Union; and the employees and the Union agree that they will afford their safety recommendations and ideas to the City.
- b. The City shall take all reasonable and readily available precautions when employees' assigned duties are performed under generally known extraordinarily life endangering conditions not normally associated with firefighting and fire safety and prevention activities.
- c. To the extent reasonably ascertainable by the City, firefighting equipment provided and maintained by the City shall be reasonably safe and adequate for its normal and intended use. Provided however that nothing herein is to be construed to mean that the City assumes the liability of any other party, or waives any rights, defenses to liability or causes of action that it may have in law or equity.

### **23.2 JOB-RELATED INJURIES**

- a. When an employee incurs a job-related injury and is examined or treated by a physician, all subsequent examination/treatment shall be scheduled on the employee's duty time.
- b. Exceptions to this policy are limited to the following: (1) while the employee is disabled from said injury and is unable to perform their assigned duties; (2) while the employee has control of the choice of physician or schedule; or (3) when the employee requests or arranges a non-duty time appointment.

### **23.3 LIGHT OR LIMITED DUTY**

In the event an employee is unable to perform their duties as a result of an injury, they shall be assigned to "light or limited" duty as authorized to do so by a physician, and upon the needs of the department. In no event, however, shall an employee

return to "light or limited" duty in connection with an off-the-job injury or illness unless authorized to do so by a physician. When assigned to "light or limited" duty, they shall be assigned to such duties that they are capable of performing during a forty (40) hour week, Monday through Friday. In no event shall such assigned employee be required to work more hours per week than on their regularly assigned shift.

#### 23.4 DISPUTES: ON-THE-JOB INJURIES

- a. In the event the employee disagrees with the opinion of the City-assigned physician to either return the employee to work on a "light or limited" duty basis or not to return on a "light or limited" duty basis, they shall have the right to have an examination by another physician of the employee's choice.
- b. In the event that the two physician's opinions are in conflict, a third opinion shall be obtained by a physician mutually acceptable to both parties. The third opinion shall be binding.

#### 23.5 GENERAL

- a. Nothing contained herein shall be construed as adding to, or subtracting from, any rights or provisions given the employee by the State Labor Code.
- b. Costs of all examinations shall be borne by the City only in connection with the injuries incurred on the job. In cases where the employee is directed to a City-assigned physician, costs of such examination shall be borne by the City.

#### 23.6 EXPOSURE TO CONTAGIOUS DISEASE IN THE COURSE AND SCOPE OF EMPLOYMENT

When an employee has been exposed to a contagious disease during the course and scope of their employment, the nature and circumstances of such exposure shall be promptly reported through the Fire Captain to the Fire Battalion Chief, who after such medical investigation as they deem appropriate, shall advise the Fire Captain whether the employee should be requested to remain off-duty for an appropriate period of quarantine. In such event the employee will be compensated for their regularly-scheduled shifts in the normal manner and will not be charged for sick leave.

#### 23.7 MEDICAL EXAMINATIONS

- a. If the City institutes disability retirement without the consent and concurrence of the employee or reassigns the employee out of the Fire Department or otherwise acts to terminate, reduce in rank, remove or otherwise significantly adversely change their conditions of employment because of medical reasons, such employee shall be granted reasonable time off with pay for medical examination by a doctor of the employee's choice at the employee's expense.

- b. If the City expressly requires an employee to secure other than a Class C driver's license, the related medical examination shall be scheduled during the employee's on-duty time.

## **ARTICLE 24 – RETIREMENT**

### **24.1 PUBLIC EMPLOYEE'S RETIREMENT SYSTEM (PERS) RETIREMENT CONTRIBUTION**

- a. Member Contribution to PERS Retirement Plan – Classic Members
  - (1) Classic members shall pay twelve percent (12%) of the employer's contribution to the PERS retirement plan. If necessary, the contract with PERS shall be amended to reflect the proper allocation of funds.
  - (2) The City shall pay nine percent (9%) of the member contribution to the PERS retirement plan on behalf of fire safety employees. The City's payments to the member contribution shall be reported to PERS as additional compensation for the purpose of retirement benefit calculations, to the extent allowed by law.
  - (3) To the extent permitted by law, the employee payments in this Article will be deducted on a pre-tax basis and applied toward the employer's contribution pursuant to IRS Code section 414(h)(2) and Government Code section 20516 and maintained in the employee's PERS account.
  - (4) The parties agree to use their best efforts to promptly effectuate the cost-sharing provisions of this Article so that bargaining unit members' payment of the employer's contribution shall be applied towards the employee's retirement account.
  - (5) In the event that the employees fail to ratify the cost share agreement described in this Article, or other PERS requirements are not met, the parties agree that the employee's cost share will be deducted from the employee's pay via a payroll deduction on a pre-tax basis to the extent permitted by law. Deduction via this approach will not be maintained in the employee's PERS account. The tax status of this deduction shall be based on IRS requirements. The City makes no representation as to the taxable nature of this deduction. The City and each employee shall retain liability for their respective tax obligations.
  - (6) In the event there is a change in California law requiring employees to pay the member contribution to PERS, the employee's cost-sharing agreement shall decrease in an amount equal to the required employee contribution to PERS.

b. Member Contribution to PERS Retirement Plan – New Members

New members shall be in the PERS on terms consistent with the Public Employees' Pension Reform Act (PEPRA), as amended. New members shall contribute fifty percent (50%) of the total normal cost of the PERS retirement plan.

## 24.2 PERS RETIREMENT PLAN

Fire safety employees are covered by the following Public Employees Retirement System (PERS) plans:

### Tier I

- Modified 3% at age 55
- One-year highest compensation
- 2% COLA
- 50% survivor continuation
- 50% industrial disability
- Military service credit
- Peace Corps service credit
- Employer Paid Member Contribution by resolution
- Sick leave conversion

### Tier II

- Modified 3% at age 55
- One-year highest compensation
- 3% COLA
- 50% survivor continuation
- 50% industrial disability
- Military service credit
- Peace Corps service credit
- Employer Paid Member Contribution by resolution
- Sick leave conversion

### Tier III

- Modified 3% at age 55
- One-year highest compensation
- 2% COLA
- 50% survivor continuation
- 50% industrial disability
- Military service credit
- Peace Corps service credit
- Employer Paid Member Contribution by resolution

- Sick leave conversion

Tier IV: Applicable to “New Members” Defined in Government Code section 7522.04

- Modified 2.7% at age 57
- Final compensation calculated on 36 consecutive months
- 2% COLA
- 50% survivor continuation
- 50% industrial disability
- Military service credit
- Peace Corps service credit
- Sick leave conversion

## **ARTICLE 25 – TRANSPORTATION**

### **25.1 SACRAMENTO REGIONAL TRANSIT DISTRICT (SRTD)**

Full-time career employees who utilize the Sacramento Regional Transit District (SRTD) for home-to-work transportation are eligible for an eighty percent (80%) price discount on an SRTD monthly pass. Part-time career employees shall be eligible for a fifty percent (50%) price discount. The employee must notify the Revenue Division on or before the fifth day of the month to obtain the monthly pass discount for that month.

### **25.2 OTHER BUS TRANSPORTATION**

Eligible full-time career employees as described above, who regularly utilize other bus or mass transportation services regulated by the Public Utilities Commission (i.e. buses, vanpools, rail) for home-to-work commuting are eligible for up to eighty percent (80%) of the cost of the monthly pass. Eligible part-time employees, as described above, shall be eligible for a fifty percent (50%) monthly reimbursement. The employee must present the required proof of purchase to the Revenue Division by the fifth day of the month to obtain reimbursement. The amount of monthly reimbursement shall not exceed one hundred and twenty dollars (\$120).

### **25.3 DOWNTOWN PARKING SUBSIDY**

The City shall provide a ninety dollar (\$90) per month parking subsidy to eligible full-time career employees who are regularly assigned to work in the downtown area who do not have free parking. Eligible part-time career employees who are regularly assigned to work in the downtown area will receive a sixty dollar (\$60) per month parking subsidy. The subsidy will be included in the employee’s bi-weekly paycheck, subject to applicable state and federal taxes.

## 25.4 DISCOUNTED PARKING RATES

Discounted parking will be available to employees, on a first-come, first-serve basis, for parking spaces in the Memorial Garage, located at 14<sup>th</sup> and H Streets, at seventy percent (70%) of the regularly monthly Lot “I” rate. This means that the employee discounted rate is thirty percent (30%) off the full monthly rate. This provision will remain in effect until further notice by the City.

## 25.5 DRIVER LICENSE REQUIREMENTS

- a. Employees shall possess valid California driver licenses and endorsements as required by the job specifications. Employees are responsible for maintaining a valid report of medical examination on file with the CA Department of Motor Vehicles in order to maintain valid Class A, B or C firefighter endorsed licenses. Failure to maintain a proper driver’s license shall subject employees to disciplinary action pursuant to the Civil Service Rules.
- b. Employees who work overtime in a classification having a higher driver license requirement and/or endorsements must have such license and endorsements in order to be eligible for the overtime work, which requires completing and signing an authorization form allowing their enrollment in the California Department of Motor Vehicles Employer Pull Notice System.

# ARTICLE 26 – DISCIPLINE

## 26.1 EMPLOYEE RIGHTS

This section recognizes that the Firefighters Procedural Bill of Rights Act (California Government Code 3250 et seq) applies to Firefighters, Fire Engineers, Fire Captains and Fire Battalion Chiefs; that the Public Safety Officers Procedural Bill of Rights Act (California Government Code 3300 et seq) applies to Fire Investigators; and that Fire Prevention Officers are covered under applicable State and Federal law.

When an employee is the subject of an investigation or fact-finding that could lead to discipline, consistent with those rights mentioned above the interview/interrogation of that employee shall be conducted under the following circumstances:

- a. The employee shall be advised that they have the right to Union representation at the interview/interrogation and shall be given a reasonable amount of time to contact and obtain representation. The representative shall not be a person subject to the same investigation. This section shall not apply to any interview of an employee in the normal course of duty, counseling, instruction, or informal verbal admonishment by a supervisor, or an investigation concerned solely and directly with alleged criminal activities.
- b. The interview/interrogation shall be conducted at a reasonable hour, preferably when the employee is on duty, and if during off-duty hours the



employee shall be paid overtime unless the employee waives such overtime to accommodate their representative.

- c. The employee shall be informed of the nature of the investigation or fact-finding part of the interview so that the employee may prepare for it.
- d. The employee being interviewed/interrogated shall not be subjected to offensive language or threatened with discipline except to be informed that failure to answer questions directly related to the investigation or fact-finding may result in disciplinary action for insubordination.
- e. The interview/interrogation of an employee may be recorded by the Department and/or by the employee or representative and shall have the right to bring their own recording device and record any and all aspects of the interview. The employee shall have access to the tape if any further proceedings are contemplated or prior to any further interview at a subsequent time.
- f. If, prior to or during the interrogation of a firefighter, it is contemplated that they may be charged with a criminal offense, they shall be immediately informed of their constitutional rights. The Department shall provide to the firefighter a formal grant of immunity from criminal prosecution before they may be compelled to respond to questions related to a criminal offense.
- g. No employee shall have any adverse comment entered into their personnel file without the opportunity to read and sign it. The employee shall have 30 days to file a written response to any adverse comment and the written response shall be attached to the adverse comment.
- h. No employee shall be compelled to submit to a polygraph examination.
- i. Lockers or other space for storage that are owned or leased by the Department are subject to search, although no employee shall have their locker, or other space for storage that may be assigned to them searched except in their presence, or with their consent, or unless a valid search warrant has been obtained or where the employee has been notified that a search will be conducted.
- j. With certain exceptions, no punitive action, nor denial of promotion on grounds other than merit, shall be undertaken for any act, omission, or other allegation of misconduct if the investigation of the allegation is not completed within one year of the department's discovery by a person authorized to initiate an investigation of the allegation of an act, omission, or other misconduct.
- k. No employee shall be subjected to punitive action, or denied promotion, because of the exercise of the rights listed above.



- I. Nothing in this section shall constitute a waiver, limitation or reduction of any member's rights under Federal law, California law, or City and Departmental policies.

## 26.2 REMOVAL OF DISCIPLINARY RECORDS

- a. It shall be the policy of the Sacramento Fire Department that all records of disciplinary action contained in personnel files be removed as follows subject to the following criteria:
  - (1) Documented counseling - after twelve (12) months.
  - (2) Letters of reprimand - after eighteen (18) months from date the letter is served on the employee.
  - (3) Suspensions [two (2) shifts or less] - after five (5) years from date the final letter imposing discipline is served on the employee. This includes withholding of in-grade increase, grade reduction, and paid time-off taken in lieu of suspension.
  - (4) Suspensions [three (3) shifts or more] - after ten (10) years from date the final letter imposing discipline is served on the employee. This includes withholding of in-grade increase, grade reduction, and paid time-off taken in lieu of suspension.
  - (5) Demotions - after ten (10) years from date the final letter imposing discipline is served on the employee.
- b. The time periods for removal described in subsection (a) above shall restart if the employee has any further disciplinary action.
- c. The provisions of this Article will be subject to all requirements as described in government codes, City codes and resolutions, as amended.

## 26.3 APPEAL OF LETTERS OF REPRIMAND

A letter of reprimand issued shall not be appealable to the Civil Service Board, however, the employee shall be entitled to an administrative review of the reprimand by submitting a request in writing within seven (7) days of issuance to the Manager of Labor Relations. The Manager or designee will schedule a meeting within seven (7) calendar days of receipt of the written request to hear the employee's response. A final written decision will be rendered by the Manager or designee within seven (7) calendar days of the meeting. Time limits may be extended by mutual agreement between the Manager or designee and the Union or employee, as applicable. This Section shall not be subject to the grievance procedure. For removal of Letters of Reprimand refer to Section 26.2.

#### 26.4 DISCIPLINE APPEALS REFERRED TO ACCELERATED ARBITRATION PROCEEDINGS OR FORMAL ARBITRATION PROCEEDINGS

- a. This arbitration process shall be the exclusive appeal procedure applicable to employees who have completed the probationary period.
- b. The term “parties” as used in this Agreement are the City and the Union. If an individual employee covered by this Agreement files an appeal of discipline to the Civil Service Board, and the Union does not pursue such appeal, the appeal process shall default to an Administrative Law Judge (ALJ) hearing under the Civil Service Rule 12.10. An employee rejecting the ALJ hearing and choosing to pursue their appeal through the arbitration process will assume all of the rights and responsibilities of the Union in the appeal process pursuant to this agreement, including but not limited to the cost of the arbitrator and the court reporter if used as outlined in subsection (c) below.
- c. The fees of the arbitrator, the court reporter, if used, and the transcript shall be shared equally between the City and the Union or the employee if the employee is pursuing the appeal on their behalf. If the arbitrator requests a copy of the transcript, the cost shall be shared equally between the City and the Union or the employee if the employee is pursuing the appeal on their behalf.
- d. The parties may participate in mediation in an attempt to settle the case before a hearing is scheduled with the arbitrator. Either party may request mediation. If the parties agree to mediation, they will request a mediator from the State Mediation and Conciliation Service. All mediation proceedings shall be private. The mediator shall make no public recommendation nor take any public position at any time concerning the issues.
- e. The Director of Human Resources or designee, and the Union President or designee, shall meet each month at a regularly scheduled time to review the appeals which the Union desires to arbitrate. The parties shall discuss the merits of all appeals and strive to identify those appeals the parties mutually agree should be resolved through the Accelerated Arbitration Process, and the appeals that should be resolved through the Formal Arbitration Process. Appeals that will be heard through the arbitration process shall be in writing and shall include the issue(s) submitted, stipulation of facts, modifications of the hearing procedures, if any, and the date of arbitration.

#### 26.5 ACCELERATED ARBITRATION PROCESS

- a. Accelerated Arbitration shall consist of a three-member panel, the Union President or designee, the Director of Human Resources or designee, and a neutral arbitrator which shall be mutually selected by the parties.
- b. The mutually agreed upon neutral arbitrator shall serve a one-year term. In the event of the mutually selected neutral arbitrator’s resignation or continued

unavailability, the parties shall meet promptly to agree upon a successor. Either party may request a change in arbitrator by giving a sixty (60) day notice in writing to the other party. Each party may only request a change of arbitrator once in a one-year period.

- c. The Accelerated Arbitration Panel shall meet monthly at a regularly scheduled time, on such days as may be scheduled by mutual agreement, to resolve cases which have been referred to Accelerated Arbitration. Hearings shall alternate between City and Union offices or at a mutually agreed-upon neutral location.
- d. The Accelerated Arbitration Panel shall hear whichever case(s) the parties mutually agreed to schedule for that hearing date. In the event the parties begin, but do not complete a case scheduled for a particular hearing date, the Arbitration Panel at the next regularly scheduled Accelerated Arbitration hearing shall complete such case. Any case which cannot be initiated at the scheduled date shall be rescheduled by mutual agreement.
- e. The hearing shall be conducted pursuant to the procedures of Rule 12.1 through 12.8 of the Rules and Regulations of the Civil Service Board. The Accelerated Arbitration Panel shall have no authority to modify, vary, alter, amend, add to or take away from, in whole or in part, any of the terms or provisions of the Agreement. The Accelerated Arbitration Panel may only sustain, modify, or deny the discipline appealed.
- f. The parties agree that the decision of the majority of the Accelerated Arbitration Panel shall be final and binding on both parties. The parties agree that the Accelerated Arbitration Panel's decision shall become the jointly recommended proposed decision to the Civil Service Board. Any dispute of the jointly recommended proposed decision to the Civil Service Board shall be limited to the grounds specified in Sections 1286.2 of the California Code of Civil Procedure.
- g. The Hearing Process
  - (1) Each party shall have one and one-half (1-1/2) hours to present its case, including whatever time it takes to reserve for rebuttal, unless otherwise modified by the parties in writing in advance of the hearing or as so modified by the neutral arbitrator. The presentation of evidence shall be made by submitting a statement of facts stipulated by the parties and/or the presentation of witness and documentary evidence. A court reporter shall transcribe the proceedings, but a transcript shall be prepared only upon the request of either party. After the parties have presented the evidence, each party shall have an opportunity for oral argument before the Accelerated Arbitration Panel for a period of not more than fifteen (15) minutes. No written briefs shall be submitted.

- (2) Following each case, the Accelerated Arbitration Panel shall meet in executive session. The neutral arbitrator shall moderate the discussion with the objective of achieving agreement between the parties. If the parties cannot agree, the neutral arbitrator shall determine the award.
- (3) The neutral arbitrator shall announce the award orally to the parties, including the grievant. The award shall be documented at the hearing but shall not include a written opinion. A court reporter shall transcribe the proceedings, but a transcript shall be prepared only upon request of either party.
- (4) The award shall be final and binding upon both parties, but shall not be used as a precedent in any other case. The parties shall share the fees and expenses of the neutral arbitrator, court reporter if used, and transcripts equally. The City agrees that employees shall not suffer loss of compensation for time spent as a witness at a discipline arbitration hearing held pursuant to this procedure. The Union agrees that the number of witnesses requested to attend and their scheduling shall be reasonable.

## 26.6 FORMAL ARBITRATION PROCESS

- a. The Formal Arbitration Board shall consist of three (3) persons, one appointed by the Union and one appointed by the City. The two (2) so appointed shall mutually select a qualified arbitrator. The Union and the City appointments shall be made and each party shall notify the other of their respective appointment within ten (10) calendar days from the date the matter was appealed. If the Union and City appointments fail to select an arbitrator within ten (10) calendar days after the notices of their appointment are given, the parties shall prepare a joint request to the State Mediation and Conciliation Service for a list of five (5) qualified arbitrators. The parties shall each strike alternately two (2) names from the list and the remaining person shall be accepted as the arbitrator. The first party to strike will be determined by the flip of a coin.
- b. The issue to be submitted to the Formal Arbitration Board shall be limited to the appeal submitted in writing and the response of the City thereto, and unless otherwise agreed in writing, the jurisdiction of the Formal Arbitration Board shall be limited to the determination of said issue. The Formal Arbitration Board shall have no authority to modify, vary, alter, amend, add to or take away from, in whole or in part, any of the terms or provisions of the Agreement.
- c. The rulings of the Formal Arbitration Board with respect to the procedure and all objections to the exclusion or inclusion of evidence shall be binding on the parties.

- d. The hearing shall be held at a mutually agreeable location, which shall be determined by the parties. The City shall make available appropriate facilities for such hearings.
- e. The hearing shall be conducted pursuant to the procedures of Rule 12.1 through 12.8 of the Civil Service Rules.
- f. The Formal Arbitration Board's decision, and opinion if any, shall be in writing and shall be submitted within ten (10) calendar days from the conclusion of the hearing unless such time is extended by a majority of the Formal Arbitration Board. The decision of the majority of the Formal Arbitration Board shall be final and binding on the parties.
- g. The parties agree the arbitrator's decision becomes the basis for a settlement agreement which shall be prepared within ten (10) days of receipt of the arbitrator's decision, and which shall withdraw and resolve the appeal consistent with the award.

#### 26.7 TRIAL PERIOD

- a. An employee or a former employee appointed to a career classification as a non-career employee shall serve a trial period. A former employee is a person who was previously employed with the City but terminated such employment for any reason including the expiration of a limited-term appointment.
- b. The trial period shall be a six (6) month period beginning with the first day the employee reports to work or until the employee has worked one thousand forty (+1,040) straight-time hours, whichever occurs last.
- c. A non-career employee may be released from their position at the discretion of the appointing authority at any time during the trial period without right of appeal to the Civil Service Board. Such release shall be confirmed in writing.
- d. This provision shall not be used to circumvent the civil service system in respect to the City's testing practices.

#### 26.8 EMPLOYEE PERFORMANCE COUNSELING

- a. The Fire Department shall have the right to conduct performance counseling of employees at top step.
- b. Employees shall be counseled at least annually.
- c. A career employee who disagrees with a performance counseling may within ten (10) workdays from the date of the counseling:
  - (1) Write a rebuttal statement for attachment to the performance counseling form; or

- (2) Informally appeal to the supervisor of the reviewer, but in no case higher than the department head.
- d. Performance counselings are not subject to the grievance procedure.
- e. The performance counseling form shall be maintained in the personnel file of the employee's Fire Battalion Chief or equivalent for one (1) year from the date of the counseling meeting. Thereafter, it shall be removed and returned to the employee.
- f. Performance counseling reports shall not affect terms and conditions of employment.

## 26.9 PROBATIONARY PERIOD EXTENSION

- a. If, prior to the completion of the probationary period of a new employee, a problem is identified which would result in a decision by the Department to release the employee from the probationary position, the Department may, at its discretion, extend the probationary period for a fixed period of time, not to exceed an additional six (6) months.
- b. If the Department elects to extend the probationary period, the specific problem(s) that are the basis for the Department's decision not to pass the employee on probation shall be provided to the employee in writing. The Department shall provide the employee appropriate remedial training and sufficient time to correct the deficiencies.
- c. The Department shall notify the Union of the decision to extend the probationary period.

## **ARTICLE 27 – MISCELLANEOUS**

### 27.1 NON-DISCRIMINATION

The Union and the City agree not to discriminate against any employee for Union activity, race, color, age, sex or national origin under the terms and provisions of this Agreement.

### 27.2 REPAIR OR REPLACEMENT OF DAMAGED ITEMS OF PERSONAL PROPERTY

Employees shall be reimbursed for the repair or replacement of personal property damaged in the course of employment and performance of their assigned duties consistent with the Policy provisions attached hereto and incorporated herein as Exhibit "B."

### 27.3 SAVINGS CLAUSE

If any Article or provision of this Agreement or any portion thereof is in conflict or inconsistent with applicable laws or is otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction such Article, provision, or portion thereof shall be suspended and superseded by such applicable law and the remainder of the Agreement, including the remainder of such Article, provision, or portion thereof shall not be affected thereby.

### 27.4 FIRE RECRUIT

The City shall have the right to establish a non-career, unrepresented classification of Fire Recruit.

### 27.5 PAYROLL ERRORS

a. In the event an error has been made in the payment of an employee's compensation, including but not limited to, wages, overtime payment, healthcare contributions, incentives, or leave accrual balances and/or usages, the City shall, for purposes of future compensation, adjust such compensation to the correct amount, giving written notice to the employee.

b. In the event an employee received an overpayment in wages, reimbursement to the City shall be accomplished by:

- (1) Lump sum payment by the employee;
- (2) A one-time deduction from available accrued leave balances, except sick leave, equivalent to the overpayment at the employee's current hourly rate;
- (3) A repayment schedule through payroll deduction; and/or
- (4) Other means, as may be mutually agreed between the parties.

No repayment schedule shall exceed fifty-two (52) pay periods in duration, except that if the employee does not agree to a voluntary repayment schedule, the overpayment collection shall not exceed twenty-six (26) pay periods. The time period may be extended by a signed agreement between the City and the employee.

c. No action shall be taken to enforce repayment of an overpayment, or to correct an underpayment, unless action is taken within two years from the ending date of the pay period in which the error is discovered. "Action is taken" as used in this Section shall mean written notice to the employee in the case of an overpayment, or written or oral notice to the City in the case of an underpayment error.



## 27.6 STATION EXPENSES

- a. The City will fund the annual station expense account (481230) based on the following:
  - (1) two hundred dollars (\$200) per year for each budgeted Battalion Chief, Captain, Engineer, and Firefighter position assigned to Fire Suppression;
  - (2) three hundred dollars (\$300) for each single company house;
  - (3) The total of (1) and (2), above, will be multiplied by 130% and the amount will be budgeted in the station expense account (481230).
- b. The total station expense account will be paid out annually in equal shares to all Battalion Chiefs, Captains, Engineers, and Firefighters who are employed as of the last day of the first pay period in January. The annual payment will be made to those employees on the first paycheck in February.
- c. The intent of the annual payment to firehouse staff is to cover furnishings, and household items not provided by the City for the fire stations.
- d. The City shall continue to provide the following furnishings and household items for the firehouses:
  - (1) Beds and Mattresses.
  - (2) Dining Room Table and Chairs.
  - (3) Major kitchen appliances (stove, four (4) refrigerators per station, dishwasher, garbage disposals) as existing in the firehouses on (date of contract agreement) or as originally constructed for stations not in existence as of the date of this agreement.
  - (4) Exercise equipment (treadmill, elliptical machine, kettleballs and rubber bumper plates as purchased by Wellness Grant). These items will only be maintained as one time funds become available, ie. grants and carryover.
  - (5) Non-riding gas powered lawn-mowers and other yard maintenance equipment as currently identified in FiPs identified in Exhibit C.
  - (6) All current station supplies, including: cleaning, maintenance, office, and general hygiene supplies as currently provided in FiPs identified in Exhibit C.



- e. All existing items previously purchased with station expense funds will continue to be utilized for the life of the item(s) and will not be maintained, reimbursed or replaced with City funds.

## 27.7 DEFERRED COMPENSATION PLAN

Career employees may participate in the City's Deferred Compensation 457 Plan, to the extent provided by law.

Each participant in the Plan shall contribute an administrative fee of one dollar and fifty cents (\$1.50) per month from their plan balance to the Plan's administrative allowance account. Funds accumulated by the administrative fee will be utilized as prescribed in the Defined Contribution Plans Committee's Fee and Expense Policy.

## 27.8 REMOTE WORK POLICY

Employees may participate, at the discretion of the appointing authority or designee, in the City's Remote Work Policy.

Employees assigned to suppression are ineligible for remote work assignments.

This Section 27.8 and any decision(s) made pursuant to the Remote Work Policy are not subject to the grievance procedure.

## 27.9 TERM

- a. This Agreement shall remain in full force from March 25, 2023, to and including September 30, 2024, or until such time as it is superseded by a new Agreement between the parties, whichever occurs later.
- b. The provisions of this Agreement shall be effective on the effective date stated above except as otherwise specifically provided.

DATED: November 20, 2023

SACRAMENTO AREA FIRE  
FIGHTERS UNION LOCAL #522  
INTERNATIONAL ASSOCIATION OF  
FIRE FIGHTERS, AFL CIO

CITY OF SACRAMENTO

---

Trevor Jamison  
President

---

Shelley Banks-Robinson  
Director of Human Resources

---

Ryan Henry  
City Vice President

---

Aaron Donato  
Labor Relations Manager

---

John Collins  
Negotiating Member

---

Leslie Wisniewski  
Chief Negotiator

---

Brandon Doughty  
Negotiating Union Member

---

Tilden Billiter  
Bargaining Team Member

---

Jeremy Gardella  
Negotiating Union Member

---

Amber Foster  
Bargaining Team Member

---

Fergus Johnson  
Negotiating Union Member

---

Chee Khang  
Bargaining Team Member

---

Zachary Zadrozna  
Negotiating Union Member

---

Leila Menor  
Bargaining Team Member

Approved as to form:

---

Brett M. Witter  
Assistant City Attorney

## EXHIBIT A – Employee Payroll Deduction Authorization And Request

### EMPLOYEE PAYROLL DEDUCTION AUTHORIZATION AND REQUEST FOR FIREFIGHTERS UNION LOCAL 522

(Front side of form to be completed and executed by employee and Secretary-Treasurer)

I, \_\_\_\_\_, hereby request and authorize the City of Sacramento to deduct from my earnings and transmit to the Secretary-Treasurer of Firefighters Union Local 522, 3720 Folsom Boulevard, Sacramento, California, the amount per month required for payment of the items initialed below, which amount, and any subsequent changes therein, shall be certified to the Director of Human Resources of the City of Sacramento in writing by the Secretary-Treasurer of the Union:

\_\_\_ UNION DUES

\_\_\_ LIFE INSURANCE PREMIUMS

\_\_\_ DISABILITY INSURANCE PREMIUMS

\_\_\_ MEDICAL/HOSPITAL INSURANCE PREMIUMS

\_\_\_ CHARITABLE CONTRIBUTION

\_\_\_ DENTAL INSURANCE PREMIUMS

\_\_\_ AUTOMOBILE INSURANCE PREMIUMS

I understand that this authorization is subject to the terms and conditions as indicated on the reverse side hereof. I further understand that this authorization may be used by the Union as its authorization to represent me in matters concerning the terms and conditions of my employment with the City.

Employee Signature \_\_\_\_\_ Classification \_\_\_\_\_ DATE \_\_\_\_\_

Firefighters Union Local 522 agrees to and does hereby, indemnify, defend, and hold the City, its officers, agents, and employees harmless against any claims made, liability incurred, and any suits instituted against them or any one of them on account of the payroll deduction herein authorized and requested.

Accepted on behalf of Firefighters Union Local 522:

By: \_\_\_\_\_  
Secretary-Treasurer

(The Reverse Side of Employee Payroll Deduction Authorization and Request for Firefighters #522)

PLEASE READ

I understand and agree that:

1. Neither the City of Sacramento, nor any of its officers, agents or employees, make any representations of any kind or nature concerning such insurance plan or plans; or charitable programs; and that the City of Sacramento is simply providing payroll deductions as a benefit to those eligible employees who choose to avail themselves of this service and who have decided that they wish to be covered by a plan or plans.

2. The City of Sacramento, and its officers, agents and employees assume no liability on account of payroll deductions made or any action taken or not taken pursuant to this authorization and request.

3. The City of Sacramento will not make the herein authorized and requested deduction from my earnings in the event that my earnings for the pay period from which the said deduction would ordinarily be made are not sufficient after other legally required deductions are made, nor will the City in such event make the said payroll deduction for such period at a later date, nor will the City accept a deposit from me of my contribution for such period for transmittal to the Union.

4. This authorization and request shall remain in full force and effect throughout the duration of this Agreement, and that if I wish to revoke this authorization during this period, I must do so in writing, properly delivered or mailed to the Secretary-Treasurer of the Union, with a copy of such revocation delivered to the City's Labor Relations Manager. Provided however, that this authorization shall be automatically revoked when my present employment with the City of Sacramento terminates for any reason, or when this payroll deduction benefit is no longer included in an effective Agreement between the Union and the City, or when the Union ceases to be certified as a recognized employee organization under applicable City law, whichever occurs first.

5. PLEASE NOTE: It is my responsibility to check my payroll stub to verify that the proper payroll deductions I am hereby authorizing and requesting have in fact been made.

## **EXHIBIT B – Repair or Replacement of Damaged Personal Property**

### **1. Policy**

- a. Employees will be reimbursed for the loss, repair or replacement of personal property damaged in the course of employment and performance of their assigned duties.
- b. The option to repair or replace damaged items, and to determine whether replaced property will be returned to the employee, rests with the City.
- c. The intent of this regulation is to permit reimbursement for the repair or replacement of such items as eyeglasses, hearing aids, dentures, watches or personal professional equipment if necessarily worn or carried by the employee in the course of their employment. Reimbursement shall be authorized only when the damage is caused by extraordinary circumstances which arise out of the employment, and not from normal hazards or ordinary wear and tear. This policy extends to both field and office personnel.

### **2. Exclusions: This Policy shall not apply to:**

- a. Losses of precious or semi-precious stones from settings in watches, eyeglasses and other normally utilitarian items or losses to pieces of personal jewelry.
- b. Losses to any automobile, vehicles, trailer, motorcycle or any equipment thereto.
- c. Losses to employee's property while in the care, custody and control of others.
- d. Losses to the property of others while in the care, custody and control of the employee.
- e. Losses of money.
- f. Losses resulting from acts of negligence or deliberate destructive acts on the part of the employee.
- g. Losses resulting from ordinary wear and tear incidental to normal use and employment.

### **3. Misrepresentation**

The provisions of this policy shall not apply if the employee has concealed or misrepresented any material fact or circumstance concerning the subject of the loss, their interests therein, or in the case of any fraud or false statements by the employee relating thereto.

4. Valuation

Upon acceptance of a claim, the City shall not be liable beyond the actual cash value of the employee's property at the time any loss or damage occurs, and the loss or damage shall be ascertained or estimated according to such actual cash value with proper deduction for depreciation, however caused, and shall in no event exceed what it would then cost to repair or replace the same with material of like kind or quality.

5. Recovery

If in the event of any loss or damage, the employee shall acquire any right of action against any individual, firm or corporation for loss or damage to property covered by this policy, the employee assigns and transfers to the City, at the City's option, all such rights of action to the extent of the amount paid, and will permit suit to be brought in the employee's name under the direction of and at the expense of the City.

6. Insurance

In the event the employee has insurance covering a loss to which this policy applies, the benefits afforded by this policy shall apply only as excess benefits over such others as are paid under such insurance.

7. Liability Limits

Notwithstanding any of the above, an individual employee shall recover no more than \$200 in any calendar year as a result of this policy. Items of theft, or mysterious disappearance, shall be reported to the Police Department prior to the preparation of any loss claim.

**EXHIBIT C – City Provided Items Per Article 27.6, Station Expenses**

1. Electrical - #20327 – 7 Watt – CF7DS/827, EA
2. Electrical - #20329 – 9 Watt – CF9DS/827, EA
3. Electrical - #20331 – 13 Watt – CFD13DS/827, EA – Replaced by #20691
4. Electrical - #20671 – 13Watt – CF13DD/E/835, EA
5. Electrical - #20683 – 18Watt – CD18DD/E/827, EA
6. Electrical - #20691 – 13Watt – CD13DD/827, EA
7. Electrical - #39380 – F32TBX840/AMP, EA
8. Electrical – 50Watt, 50R20/DFL, EA.
9. Electrical – 7 Watt – PL-S, G23, EA
10. Electrical – Appliance Bulb, (Oven), -40 Watt, EA
11. Electrical – Bulbs – 1 Watt, blue, LED, EA
12. Electrical – Bulbs – 1 Watt, Red, LED, EA
13. Electrical – Bulbs – 100 Watt, EA
14. Electrical – Bulbs – 34 Watt, EA
15. Electrical – Bulbs – 60 Watt, EA
16. Electrical – Bulbs – 75 Watt, EA
17. Electrical – Bulbs – 90 Watt, EA
18. Electrical – Cord, Extension, 50 ft, EA
19. Electrical – Fluorescent, 27 Watt CFL, 4 Prong, EA
20. Electrical – Fluorescent Rnd, FC8T9/CW (Van), EA
21. Electrical – Fluorescent – 24”, FO17/841/ECO, EA
22. Electrical – Fluorescent – 36” – FO25/735/ECO
23. Electrical – Fluorescent – 48” – GE#-F32T8/SP41, EA
24. Electrical – Halogen- 300Watt, EA
25. Electrical – Halogen – 500 Watt, EA
26. Electrical – Par 56 – 300 Watt, EA
27. Electrical – PL-C, 18 Watt (27), G24DZ, EA
28. Electrical – PL-S, 7 Watt (27), G23, EA
29. Electrical – PLC\*15MM/22W/27, EA
30. Electrical – SATCO – 50 Watt, Mr 16, GX 5.3, Bi-Pin, EA
31. Flagpole Halyard, EA
32. Flags, EA
33. Garden/Weed Killer, Round-Up/Ranger Pro, Pre-Mix, Per Gallon
34. Garden/Yard – Hornet & Wasp Spray, EA
35. Garden/Yard – Garden Rake (Roadrake), EA
36. Garden/Yard – Hand Hedge Trimmer, EA
37. Garden/Yard – Hand Pruner, EA



38. Garden/Yard – Hoe, EA
39. Garden/Yard – Loppers, EA
40. Garden/Yard – Nozzles, Spray Trigger, ¾" EA
41. Garden/Yard – Shovel, Round Point, EA
42. Garden/Yard – Shovel, Square Point, EA
43. Garden/Yard – Yard Rake, EA
44. Garden/Yard- Garden Hose, EA
45. Janitorial Supplies – Ajax with Bleach, 21 oz can, Ea
46. Janitorial Supplies – Bleach, Gallon, EA
47. Janitorial Supplies- Blocks, Deodorant, for urinals, EA
48. Janitorial Supplies – Blocks, Deodorant, wired for bowls, ea
49. Janitorial Supplies - Bottle, Plastic, Trigger Spray, EA
50. Janitorial Supplies – Broom, Floor, 18", Without handle, EA
51. Janitorial Supplies – Broom, house, Janitor, (Corn Broom), EA
52. Janitorial Supplies – Brush, Toilet bowl, EA
53. Janitorial Supplies – Counter Brush, EA
54. Janitorial Supplies – Disinfectant, Formulation 64-YL. (Replaces Lemon), Per gallon
55. Janitorial Supplies – Dust Mop Frame – 24 In, EA
56. Janitorial Supplies – Dust Mop Handle, EA
57. Janitorial Supplies – Dust mop heads – 24 in. EA
58. Janitorial Supplies – Floor Broom handle, Metal Threads, EA
59. Janitorial Supplies – Floor Stripper, Gallon, EA – not for stations 5,20,30,43
60. Janitorial Supplies – Floor Wax, Gallon, EA – not for stations 5,20,30,43
61. Janitorial Supplies – Glass, Non-streaking, gallon, EA
62. Janitorial Supplies – Kleen Screens (Urinal Screens) EA
63. Janitorial Supplies – Liners, Garbage, large, 42"x47", per box
64. Janitorial Supplies – Liners, Garbage, medium, 33"x39", 33 gallon, per box
65. Janitorial Supplies – Liners, Garbage, Small, 24"x23", 7-10 gallon per box
66. Janitorial Supplies – Liquid, multi-purpose (ph), for the floors, stations 5,20,30 only per gallon
67. Janitorial Supplies – Mop bucket and wringer, per unit
68. Janitorial Supplies – Mop head, Cotton, 6", EA
69. Janitorial Supplies – Multi-fold towel dispense, EA
70. Janitorial Supplies – NAB toilet cleaner, per 32 oz. Bottle
71. Janitorial Supplies – Odor eliminator, per qt
72. Janitorial Supplies – Pan, Dust, #10, Plastic , EA
73. Janitorial Supplies – Plunger, Type Force Cups, EA
74. Janitorial Supplies – Sanitaire Vacuum Cleaner belt, EA
75. Janitorial Supplies – Soap, Liquid, Hand, Pink, per gallon
76. Janitorial Supplies – Soap, Liquid, TKO, per gallon, (replaces LAVA)

77. Janitorial Supplies – Spic & Span, per box – not for station 43
78. Janitorial Supplies – Sponges, Cellulose, EA
79. Janitorial Supplies – Sponges, Scrub, Abrasive, EA – not for station 43
80. Janitorial Supplies – Tissue, Toilet Seat Covers, ½” fold, per box
81. Janitorial Supplies – Tissue, Toilet, --per roll—
82. Janitorial Supplies – Towels, Paper, Multi-fold, white, --per box—
83. Janitorial Supplies- Towels, Paper, Single-fold, Brown, -- per box—
84. Janitorial Supplies – Wet Mop, Handle EA
85. Janitorial Supplies – Z-Green (Replaces simple green), per gallon
86. MP HD Metal protector, Per can
87. Polish, Furniture, per can
88. Protector, Eye, Clear, EA
89. Silicone Spray, Per Can
90. Spray Grease, Red, Per Can
91. 2 Cycle Oil, EA
92. Battery- 12V, A23, 2 per pack, order per pack, for garage door openers
93. Battery, 9V Per box of 12 EA
94. Battery, AA, Per box of 24 EA
95. Battery, AAA, per box of 24 EA
96. Battery, C, Per box of 12 EA
97. Battery, D, per box of 12 EA
98. Chain Saw Grease, EA
99. Cleaning Supplies- 10” Scrub Brush, EA
100. Cleaning Supplies – Auto Wax, EA/Gallon Container
101. Cleaning Supplies- Bucket Utility, EA
102. Cleaning Supplies- Car Was & Wax, EA/Per gallon Container
103. Cleaning Supplies – Car Wash Brush, EA
104. Cleaning Supplies – Fender Brush, EA
105. Cleaning Supplies- Floor Broom handle, Metal Threads, EA
106. Cleaning Supplies – Galaxy Tire Dressing, EA/Gallon Container
107. Cleaning Supplies- Leather Cleaner, EA/QT Container
108. Cleaning Supplies – Orange – E (Replaces Power Foam), per gallon
109. Cleaning Supplies – Rags, Per bag
110. Cleaning Supplies- Slick, EA/QT
111. Cleaning Supplies – Steel (Wire) Brush, EA
112. Cleaning Supplies – Super Shine – Blue, per Bottle
113. Cleaning Supplies – Super Shine – Green, per bottle
114. Cleaning Supplies- Wash Mitts, EA
115. Duct Tape, Per Roll
116. Flares, per box of 72 EA

117. Foam – Fire Ade Class :A"/AFFF Foam, EA/5 Gallon Container
118. Freeway broom tapered handle, EA
119. Freeway broom without handle, EA
120. Fuel Stabilizer, EA
121. Gas Can – 2.5 Gallon, Poly EA
122. Gas Can – 3 Gallon Safety, EA
123. Oil – Chain & bar, EA
124. Painting Supplies- Aerosol – Flat Black, EA
125. Painting Supplies – Aerosol – Gloss Black, EA
126. Painting Supplies- Aerosol – Primer, EA
127. Painting Supplies – Color Code & number: \_\_\_\_\_, per PT (Enter Paint Code#)
128. Painting Supplies- Emery Cloth – course – EA
129. Painting Supplies – Emery Cloth – fine, EA
130. Painting Supplies- Emery Cloth – Medium, EA
131. Painting Supplies- Paint Brush – 1" Throw away, EA
132. Painting Supplies- Paint Brush – 2" Throw away, EA
133. Painting Supplies – Paint Brush – Artist, EA
134. Painting Supplies – Sandpaper, 120G, EA
135. Painting Supplies – Sandpaper, 180G, EA
136. Painting Supplies – Sandpaper, 80G, EA
137. Painting Supplies – Steel Wool - #0, per bag
138. Painting Supplies – Steel Wool - #00, per bag
139. Painting Supplies – Steel Wool - #000, per bag
140. Painting Supplies – Steel Wool - #1, Per bag
141. Painting Supplies – Steel Wool - #2, per bag
142. Painting Supplies – Steel Wool - #3, per bag
143. Painting Supplies – Tape, Masking 1 inch, per roll
144. Painting Supplies- Tape, Masking 2 inch, per roll
145. Pig – Epoxy Stick, repair putty, per stick
146. Plug & Dike, per oz. (16 oz-32oz-64oz)
147. Sheeting – Clear Polyethylene – 12ft x 100ft, per roll
148. Tape, Fire Line, EA
149. Water Cooler, 3 Gallon, EA
150. WD-40, EA
151. Wescodyne – 1 Pt. (Scott Multiwash)

November 17, 2023

Ryan Henry, Vice President  
Sacramento Area Fire Fighters Local 522  
3720 Folsom Boulevard  
Sacramento, California 95816

**RE: Letter of Understanding- Rescind Settlement of Paramedic Assignment Grievance (FD-2-01-3)**

Dear Ryan:

This Letter of Understanding (LOU) confirms the agreement reached between the City of Sacramento (City) and the Sacramento Area Fire Fighters, Local 522 (Local 522) (collectively, the Parties) regarding the above referenced matter.

Specifically, the Agreement is as follows:

1. The December 20, 2002, settlement between the City and Local 522 titled "Settlement of Paramedic Assignment Grievance (FD-2-01-3)" (Settlement Agreement) established the payment of paramedic pay for fire captains and fire engineers and provided that they were not to be regularly assigned as the primary paramedic on an apparatus. Specifically, the settlement established a twenty-five dollar (\$25.00) daily paramedic pay supplement to be paid to a paramedic captain or fire engineer if they were the first paramedic to arrive at a medical scene and they were required to provide advanced life support paramedic services to a patient.
2. This LOU rescinds the Settlement Agreement in its entirety in exchange for new EMT-Paramedic incentives in the 2023 successor Memorandum of Understanding (MOU).
3. This LOU is effective after adoption by the City Council of the 2023 successor MOU between the City and Local 522 and upon implementation of the increased incentives referenced in paragraph Number 2, above.
4. This agreement memorializes and constitutes the entire understanding between the parties as to all matters referred to or included herein.

This agreement does not establish a precedent, nor does it interpret any employee rights under the language of the Labor Agreements, the Rules and Regulations of the Civil Service Board, or any applicable policies and procedures of the Fire Department or the City of Sacramento except as expressly stated herein.

If this is your understanding of the agreement reached, please sign as indicated below and return one (1) original copy to Labor Relations. I have enclosed an additional original for your files.

Sincerely,

Leslie Wisniewski  
Labor Relations Officer

AGREED TO:

Aaron Donato  
Labor Relations Manager

AGREED TO:

Trevor Jamison  
President, Local 522

APPROVED AS TO FORM:

Brett M. Witter  
Brett M. Witter (Nov 17, 2023 17:50 PST)

Brett M. Witter  
Assistant City Attorney

11/17/2023

AGREED TO:

Shelley Banks-Robinson  
Director, Human Resources

AGREED TO:

Ryan Henry  
Ryan Henry (Nov 17, 2023 16:53 PST)

11/17/2023

Ryan Henry  
Vice President, Local 522

Sal Plan	Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>311 Customer Service Agent   016872   L39A</b>															
A	OFFT 140	20.722981	29.159315	43103.80	60651.38	20.722981	21.759130	22.847086	23.989440	25.188912	26.448358	27.770776	29.159315		
<b>311 Customer Svc Specialist   016873   L39A</b>															
A	OFFT 141	23.428010	32.965562	48730.26	68568.37	23.428010	24.599410	25.829380	27.120849	28.476891	29.900736	31.395773	32.965562		
<b>311 Customer Svc Supervisor   015108   L39C</b>															
A	SUPV 068	26.701757	37.572053	55539.66	78149.87	26.701757	28.036845	29.438687	30.910621	32.456152	34.078960	35.782908	37.572053		
<b>311 Manager   001914   MGMT</b>															
A	MGTE 181	46.787233	61.388905	97317.44	127688.92	46.787233	47.956914	49.155837	50.384733	51.644351	52.935460	54.258847	55.615318	57.005701	58.430844
<b>Account Clerk I   016001   L39A</b>															
A	OFFT 001	17.186240	24.182766	35747.38	50300.15	17.186240	18.045552	18.947830	19.895222	20.889983	21.934482	23.031206	24.182766		
<b>Account Clerk II   016002   L39A</b>															
A	OFFT 002	19.821132	27.890323	41227.96	58011.87	19.821132	20.812189	21.852798	22.945438	24.092710	25.297345	26.562212	27.890323		
<b>Accountant Auditor   010821   CONF</b>															
A	CONF 040	35.518314	46.603106	73878.09	96934.46	35.518314	36.406272	37.316429	38.249340	39.205573	40.185712	41.190355	42.220114	43.275617	44.357507
<b>Accountant Auditor   014010   MSUP</b>															
A	MSUP 010	35.518314	46.603106	73878.09	96934.46	35.518314	36.406272	37.316429	38.249340	39.205573	40.185712	41.190355	42.220114	43.275617	44.357507
<b>Accounting Technician   016003   L39A</b>															
A	OFFT 003	21.049630	29.618945	43783.23	61607.41	21.049630	22.102112	23.207218	24.367579	25.585958	26.865256	28.208519	29.618945		
<b>Admin. of Government Relations   021026   MCSU</b>															
U	MCSA 136	41.761052	65.773658	86862.99	136809.21										
<b>Administrative Analyst   010700   CONF</b>															
A	CONF 041	36.118633	47.390776	75126.76	98572.81	36.118633	37.021599	37.947139	38.895817	39.868212	40.864917	41.886540	42.933703	44.007046	45.107222
<b>Administrative Analyst   014000   MSUP</b>															
A	MSUP 001	36.118633	47.390776	75126.76	98572.81	36.118633	37.021599	37.947139	38.895817	39.868212	40.864917	41.886540	42.933703	44.007046	45.107222
<b>Administrative Assistant   010701   CONF</b>															
A	CONF 003	27.767621	36.433525	57756.65	75781.73	27.767621	28.461812	29.173357	29.902691	30.650258	31.416514	32.201927	33.006975	33.832149	34.677953
<b>Administrative Asst (Conf/Ex)   010800   CONF</b>															
A	CONF 018	27.767621	36.433525	57756.65	75781.73	27.767621	28.461812	29.173357	29.902691	30.650258	31.416514	32.201927	33.006975	33.832149	34.677953
<b>Administrative Officer   001702   MGMT</b>															
A	MGTE 006	43.317598	56.836442	90100.60	118219.80	43.317598	44.400538	45.510551	46.648315	47.814523	49.009886	50.235133	51.491011	52.778286	54.097743

Sal Plan	Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Administrative Tech (Conf/Ex)   010807   CONF</b>															
A	CONF 024	27.677968	36.315892	57570.17	75537.06	27.677968	28.369917	29.079165	29.806144	30.551298	31.315080	32.097957	32.900406	33.722916	34.565989
<b>Administrative Technician   010702   CONF</b>															
A	CONF 004	27.677968	36.315892	57570.17	75537.06	27.677968	28.369917	29.079165	29.806144	30.551298	31.315080	32.097957	32.900406	33.722916	34.565989
<b>Animal Care Services Manager   001845   MGMT</b>															
A	MGTE 122	62.843061	82.455542	130713.57	171507.53	62.843061	64.414138	66.024491	67.675103	69.366981	71.101156	72.878685	74.700652	76.568168	78.482372
<b>Animal Care Technician   003647   L39A</b>															
A	OPMT 029	19.629906	27.621250	40830.20	57452.20	19.629906	20.611401	21.641971	22.724070	23.860274	25.053288	26.305952	27.621250		
<b>Animal Control Officer I   003600   L39A</b>															
A	OPMT 073	22.754010	32.017179	47328.34	66595.73	22.754010	23.891711	25.086297	26.340612	27.657643	29.040525	30.492551	32.017179		
<b>Animal Control Officer II   003601   L39A</b>															
A	OPMT 001	23.891711	33.618038	49694.76	69925.52	23.891711	25.086297	26.340612	27.657643	29.040525	30.492551	32.017179	33.618038		
<b>Animal Services Coordinator   010820   CONF</b>															
A	CONF 039	27.677968	36.315892	57570.17	75537.06	27.677968	28.369917	29.079165	29.806144	30.551298	31.315080	32.097957	32.900406	33.722916	34.565989
<b>Applications Developer   010703   CONF</b>															
A	CONF 005	41.448350	54.383828	86212.57	113118.36	41.448350	42.484559	43.546673	44.635340	45.751223	46.895004	48.067379	49.269063	50.500790	51.763310
<b>Aquatic Specialist   016031   L39A</b>															
A	TEMP 073	19.629356	23.366111	40829.06	48601.51										
<b>Aquatics Recreation Coord   016980   L39A</b>															
A	OFFT 143	23.332855	32.831672	48532.34	68289.88	23.332855	24.499498	25.724473	27.010697	28.361232	29.779294	31.268259	32.831672		
<b>Aquatics Recreation Supervisor   015110   L39C</b>															
A	SUPV 070	30.389197	42.760653	63209.53	88942.16	30.389197	31.908657	33.504090	35.179294	36.938259	38.785172	40.724431	42.760653		
<b>Arborist/Urban Forester   017001   L39A</b>															
A	PROF 001	30.476151	42.883007	63390.39	89196.66	30.476151	31.999959	33.599957	35.279955	37.043953	38.896151	40.840959	42.883007		
<b>Architectural Technician I   016214   L39A</b>															
A	OFFT 081	24.373104	34.295404	50696.06	71334.44	24.373104	25.591759	26.871347	28.214914	29.625660	31.106943	32.662290	34.295404		
<b>Architectural Technician II   016215   L39A</b>															
A	OFFT 082	25.591743	36.010151	53230.82	74901.11	25.591743	26.871330	28.214896	29.625641	31.106923	32.662269	34.295382	36.010151		
<b>Architectural Technician III   016216   L39A</b>															
A	OFFT 083	28.150989	39.611267	58554.06	82391.44	28.150989	29.558538	31.036465	32.588288	34.217702	35.928587	37.725016	39.611267		



Sal Plan	Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Archivist   017018   L39A</b>															
A	PROF 010	26.794363	37.702359	55732.28	78420.91	26.794363	28.134081	29.540785	31.017824	32.568715	34.197151	35.907009	37.702359		
<b>Art Museum Registrar   017010   L39A</b>															
A	PROF 006	24.422055	34.364285	50797.87	71477.71	24.422055	25.643158	26.925316	28.271582	29.685161	31.169419	32.727890	34.364285		
<b>Arts Administrator   001703   MGMT</b>															
A	MGTE 007	39.730495	52.129853	82639.43	108430.09	39.730495	40.723757	41.741851	42.785397	43.855032	44.951408	46.075193	47.227073	48.407750	49.617944
<b>Arts Program Assistant   016108   L39A</b>															
A	OFFT 059	21.423690	30.145285	44561.28	62702.19	21.423690	22.494875	23.619619	24.800600	26.040630	27.342662	28.709795	30.145285		
<b>Arts Program Coordinator   016109   L39A</b>															
A	OFFT 060	29.265750	41.179848	60872.76	85654.08	29.265750	30.729037	32.265489	33.878763	35.572701	37.351336	39.218903	41.179848		
<b>Arts Program Specialist   001859   MGMT</b>															
A	MGTE 130	36.118633	47.390776	75126.76	98572.81	36.118633	37.021599	37.947139	38.895817	39.868212	40.864917	41.886540	42.933703	44.007046	45.107222
<b>Assistant Architect   011014   WCOE</b>															
A	WCOE 005	34.825240	49.002610	72436.50	101925.43	34.825240	36.566502	38.394827	40.314568	42.330296	44.446811	46.669152	49.002610		
<b>Assistant Box Office Supv   015010   L39C</b>															
A	SUPV 001	23.242055	32.703905	48343.47	68024.12	23.242055	24.404158	25.624366	26.905584	28.250863	29.663406	31.146576	32.703905		
<b>Assistant Camp Caretaker   009018   TEMP</b>															
D	DALY 001	52.240000	63.200000	19067.60	23068.00	52.240000	57.460000	63.200000							
<b>Assistant Camp Chef   009019   TEMP</b>															
D	DALY 002	52.240000	63.200000	19067.60	23068.00	52.240000	57.460000	63.200000							
<b>Assistant Camp Sacramento Supv   001922   MGMT</b>															
A	MGTE 188	35.020175	45.949505	72841.96	95574.97	35.020175	35.895679	36.793071	37.712898	38.655720	39.622113	40.612666	41.627983	42.668683	43.735400
<b>Assistant City Attorney   020001   EXMG</b>															
U	EXMG 110	71.766846	145.812288	149275.04	303289.56										
<b>Assistant City Auditor   020044   EXMG</b>															
U	EXMG 217	48.054519	75.685865	99953.40	157426.60										
<b>Assistant City Clerk   020002   EXMG</b>															
U	EXMG 010	43.572081	92.599500	90629.93	192606.96										
<b>Assistant City Manager   020003   EXMG</b>															
U	EXMG 210	75.386341	163.852212	156803.59	340812.60										



Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Assistant Civil Engineer   011011   WCOE</b>														
A WCOE 002	34.825240	49.002610	72436.50	101925.43	34.825240	36.566502	38.394827	40.314568	42.330296	44.446811	46.669152	49.002610		
<b>Assistant Code Enforcmnt Ofcr   003912   L39A</b>														
A OPMT 062	20.257171	28.503875	42134.92	59288.06	20.257171	21.270030	22.333532	23.450209	24.622719	25.853855	27.146548	28.503875		
<b>Assistant Director   001896   MGMT</b>														
A MGTE 158	63.240735	82.977323	131540.73	172592.83	63.240735	64.821753	66.442297	68.103354	69.805938	71.551086	73.339863	75.173360	77.052694	78.979011
<b>Assistant Electrical Engineer   011019   WCOE</b>														
A WCOE 010	34.825240	49.002610	72436.50	101925.43	34.825240	36.566502	38.394827	40.314568	42.330296	44.446811	46.669152	49.002610		
<b>Assistant Mechanical Engineer   011021   WCOE</b>														
A WCOE 012	34.825240	49.002610	72436.50	101925.43	34.825240	36.566502	38.394827	40.314568	42.330296	44.446811	46.669152	49.002610		
<b>Assistant Planner   017002   L39A</b>														
A PROF 002	28.624671	40.277787	59539.32	83777.80	28.624671	30.055905	31.558700	33.136635	34.793467	36.533140	38.359797	40.277787		
<b>Assistant Pool Manager   009119   TEMP</b>														
A TEMP 053	16.212631	18.801682	33722.27	39107.50	16.212631	16.617947	17.033396	17.459231	17.895712	18.343104	18.801682			
<b>Assistant WtrCrsConCtrlSpclst   007903   L447</b>														
A WATR 005	31.330404	44.085025	65167.24	91696.85	31.330404	32.896924	34.541770	36.268859	38.082302	39.986417	41.985738	44.085025		
<b>Assistant to the City Manager   020040   EXMG</b>														
U EXMG 081	63.640769	100.234211	132372.80	208487.16										
<b>Associate Architect   011015   WCOE</b>														
A WCOE 006	42.268326	59.475778	87918.12	123709.62	42.268326	44.381742	46.600829	48.930870	51.377413	53.946284	56.643598	59.475778		
<b>Associate Civil Engineer   011012   WCOE</b>														
A WCOE 003	42.268326	59.475778	87918.12	123709.62	42.268326	44.381742	46.600829	48.930870	51.377413	53.946284	56.643598	59.475778		
<b>Associate Curator of Art   017023   L39A</b>														
A PROF 012	26.794363	37.702359	55732.28	78420.91	26.794363	28.134081	29.540785	31.017824	32.568715	34.197151	35.907009	37.702359		
<b>Associate Electrical Engineer   011020   WCOE</b>														
A WCOE 011	42.268326	59.475778	87918.12	123709.62	42.268326	44.381742	46.600829	48.930870	51.377413	53.946284	56.643598	59.475778		
<b>Associate Landscape Architect   011016   WCOE</b>														
A WCOE 007	40.992084	57.679979	85263.54	119974.36	40.992084	43.041688	45.193772	47.453461	49.826134	52.317441	54.933313	57.679979		
<b>Associate Mechanical Engineer   011022   WCOE</b>														
A WCOE 013	42.268326	59.475778	87918.12	123709.62	42.268326	44.381742	46.600829	48.930870	51.377413	53.946284	56.643598	59.475778		

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Associate Planner   017003   L39A</b>														
A PROF 003	35.189188 49.514721	73193.51 102990.62	35.189188	36.948647	38.796079	40.735883	42.772677	44.911311	47.156877	49.514721				
<b>Auditor   001934   MGMT</b>														
A MGTE 207	30.937077 40.592128	64349.12 84431.63	30.937077	31.710504	32.503267	33.315849	34.148745	35.002464	35.877526	36.774464	37.693826	38.636172	39.602076	40.592128
<b>Banking Operations Manager   001837   MGMT</b>														
A MGTE 012	43.199884 56.681993	89855.76 117898.54	43.199884	44.279881	45.386878	46.521550	47.684589	48.876704	50.098622	51.351088	52.634865	53.950737	55.299505	56.681993
<b>Blacksmith Welder   006001   BULT</b>														
A BLDG 001	27.076390 44.921060	56318.89 93435.80	27.076390	29.107119	31.290153	33.636914	36.159683	38.871659	41.787033	44.921060				
<b>Booking Coordinator   016903   L39A</b>														
A OFFT 103	23.393889 32.917550	48659.29 68468.50	23.393889	24.563583	25.791762	27.081350	28.435418	29.857189	31.350048	32.917550				
<b>Budget Analyst   010822   CONF</b>														
A CONF 042	36.118633 47.390776	75126.76 98572.81	36.118633	37.021599	37.947139	38.895817	39.868212	40.864917	41.886540	42.933703	44.007046	45.107222	46.234903	47.390776
<b>Budget Analyst   014011   MSUP</b>														
A MSUP 011	36.118633 47.390776	75126.76 98572.81	36.118633	37.021599	37.947139	38.895817	39.868212	40.864917	41.886540	42.933703	44.007046	45.107222	46.234903	47.390776
<b>Budget Manager   020005   EXMG</b>														
U EXMG 040	59.101129 93.084274	122930.35 193615.29												
<b>Building Inspector I   016011   L39A</b>														
A OFFT 010	30.761990 43.285212	63984.94 90033.24	30.761990	32.300090	33.915095	35.610850	37.391393	39.260963	41.224011	43.285212				
<b>Building Inspector II   016012   L39A</b>														
A OFFT 011	32.300127 45.449522	67184.26 94535.01	32.300127	33.915133	35.610890	37.391434	39.261006	41.224056	43.285259	45.449522				
<b>Building Inspector III   016229   L39A</b>														
A OFFT 095	33.915356 47.722311	70543.94 99262.41	33.915356	35.611124	37.391680	39.261264	41.224327	43.285543	45.449820	47.722311				
<b>Building Inspector IV   016230   L39A</b>														
A OFFT 096	35.611023 50.108287	74070.93 104225.24	35.611023	37.391574	39.261153	41.224211	43.285422	45.449693	47.722178	50.108287				
<b>Building Maintenance Worker   003603   L39A</b>														
A OPMT 002	22.335497 31.428288	46457.83 65370.84	22.335497	23.452272	24.624886	25.856130	27.148937	28.506384	29.931703	31.428288				
<b>Building Monitor   016032   L39A</b>														
A TEMP 069	15.530000 17.941832	32302.40 37319.01												
<b>Building Services Manager   001886   MGMT</b>														
A MGTE 149	43.317598 56.836442	90100.60 118219.80	43.317598	44.400538	45.510551	46.648315	47.814523	49.009886	50.235133	51.491011	52.778286	54.097743	55.450187	56.836442

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12		
<b>Business Services Manager   001709   MGMT</b>																
A MGTE 013	54.796764	71.898101	113977.27	149548.05	54.796764	56.166683	57.570850	59.010121	60.485374	61.997508	63.547446	65.136132	66.764535	68.433648	70.144489	71.898101
<b>Cache Logistics Coordinator   016237   L39A</b>																
A OFFT 155	20.784731	29.246202	43232.24	60832.10	20.784731	21.823968	22.915166	24.060924	25.263970	26.527168	27.853526	29.246202				
<b>Camp Aide   009045   TEMP</b>																
D DALY 007	38.150000	46.160000	13924.75	16848.40	38.150000	41.960000	46.160000									
<b>Camp Caretaker   009046   TEMP</b>																
D DALY 008	84.680000	124.032000	30908.20	45271.68	84.680000	93.140000	102.460000	112.000000	124.032000							
<b>Camp Chef   009024   TEMP</b>																
D DALY 004	84.680000	124.032000	30908.20	45271.68	84.680000	93.140000	102.460000	112.000000	124.032000							
<b>Camp Host   009025   TEMP</b>																
D DALY 005	52.240000	63.200000	19067.60	23068.00	52.240000	57.460000	63.200000									
<b>Camp Program Director   009048   TEMP</b>																
D DALY 009	84.680000	124.032000	30908.20	45271.68	84.680000	93.140000	102.460000	112.000000	124.032000							
<b>Camp Recreation Leader   009022   TEMP</b>																
D DALY 003	43.870000	53.080000	16012.55	19374.20	43.870000	48.250000	53.080000									
<b>Camp Sacramento Supervisor   001912   MGMT</b>																
A MGTE 178	38.522193	50.544456	80126.16	105132.47	38.522193	39.485248	40.472379	41.484188	42.521293	43.584325	44.673933	45.790781	46.935551	48.108940	49.311664	50.544456
<b>Cannabis Manager   001924   MGMT</b>																
A MGTE 192	57.049932	74.854454	118663.86	155697.26	57.049932	58.476180	59.938085	61.436537	62.972450	64.546761	66.160430	67.814441	69.509802	71.247547	73.028736	74.854454
<b>Carpenter   006002   BULT</b>																
A BLDG 002	25.148327	41.722311	52308.52	86782.41	25.148327	27.034451	29.062035	31.241688	33.584815	36.103676	38.811452	41.722311				
<b>Cashier   016018   L39A</b>																
A OFFT 017	16.685954	23.478814	34706.78	48835.93	16.685954	17.520252	18.396265	19.316078	20.281882	21.295976	22.360775	23.478814				
<b>Cashier - Aquatics   009012   TEMP</b>																
A TEMP 012	15.500000	15.500000	32240.00	32240.00	15.500000											
<b>Chief Animal Control Officer   001827   MGMT</b>																
A MGTE 108	46.676879	61.244110	97087.91	127387.75	46.676879	47.843801	49.039896	50.265893	51.522540	52.810603	54.130868	55.484140	56.871244	58.293025	59.750351	61.244110
<b>Chief Assistant City Attorney   020046   EXMG</b>																
U EXMG 219	75.355187	153.102899	156738.79	318454.03												

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12		
Chief Building Official   001712   MGMT																
A MGTE 015	60.241694	79.042323	125302.72	164408.03	60.241694	61.747736	63.291429	64.873715	66.495558	68.157947	69.861896	71.608443	73.398654	75.233620	77.114461	79.042323
Chief Information Officer   020030   EXMG																
U EXMG 085	73.838908	116.296274	153584.93	241896.25												
Chief Investment Officer   001714   MGMT																
A MGTE 017	72.575807	95.225748	150957.68	198069.56	72.575807	74.390202	76.249957	78.156206	80.110111	82.112864	84.165686	86.269828	88.426574	90.637238	92.903169	95.225748
Chief of Staff to the Mayor   021006   MCSU																
U MCSA 070	42.451322	66.860826	88298.75	139070.52												
City Attorney   020006   EXMG																
U COFF 001	85.721240	168.773168	178300.18	351048.19												
City Auditor   020007   EXMG																
U COFF 005	58.948716	112.128861	122613.33	233228.03												
City Clerk   020008   EXMG																
U COFF 002	77.176878	115.764802	160527.91	240790.79												
City Council   023001   MCNL																
U MCNL 002	49.419712	49.419712	102793.00	102793.00												
City Historian   001905   MGMT																
A MGTE 172	56.993908	74.780948	118547.33	155544.37	56.993908	58.418756	59.879225	61.376206	62.910611	64.483376	66.095460	67.747847	69.441543	71.177582	72.957022	74.780948
City Housing Manager   001933   MGMT																
A MGTE 205	55.303614	72.563134	115031.52	150931.32	55.303614	56.686204	58.103359	59.555943	61.044842	62.570963	64.135237	65.738618	67.382083	69.066635	70.793301	72.563134
City Manager   020009   EXMG																
U COFF 003	119.454543	192.621394	248465.45	400652.50												
City Treasurer   020010   EXMG																
U COFF 004	77.176878	131.291885	160527.91	273087.12												
Claims Collector   016104   L39A																
A OFFT 058	21.725967	30.570616	45190.01	63586.88	21.725967	22.812265	23.952878	25.150522	26.408048	27.728450	29.114872	30.570616				
Code Enforcement Manager   001861   MGMT																
A MGTE 131	51.863576	68.049504	107876.24	141542.97	51.863576	53.160165	54.489169	55.851398	57.247683	58.678875	60.145847	61.649493	63.190730	64.770498	66.389760	68.049504
Code Enforcement Officer   016114   L39A																
A OFFT 065	26.416141	37.170163	54945.57	77313.94	26.416141	27.736948	29.123795	30.579985	32.108984	33.714433	35.400155	37.170163				

Sal Plan	Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12		
Code&Housing Enforcement Chief   001917   MGMT																	
A	MGTE 183	57.049932	74.854454	118663.86	155697.26	57.049932	58.476180	59.938085	61.436537	62.972450	64.546761	66.160430	67.814441	69.509802	71.247547	73.028736	74.854454
Community Center Attendant I   003656   L39A																	
A	OPMT 038	18.532822	26.077542	38548.27	54241.29	18.532822	19.459463	20.432436	21.454058	22.526761	23.653099	24.835754	26.077542				
Community Center Attendant II   003657   L39A																	
A	OPMT 039	20.852194	29.341132	43372.56	61029.56	20.852194	21.894804	22.989544	24.139021	25.345972	26.613271	27.943935	29.341132				
Community Engagement Manager   020049   EXMG																	
U	EXMG 220	50.628101	66.428462	105306.45	138171.20												
Community Service Officer I   002037   SPOA																	
A	POAM 010	26.377904	26.377904	54866.04	54866.04	26.377904											
Community Service Officer II   002038   SPOA																	
A	POAM 053	26.377904	32.062507	54866.04	66690.02	26.377904	27.696799	29.081639	30.535721	32.062507							
Community Service Officer III   002036   SPOA																	
A	POAM 015	26.377904	32.062507	54866.04	66690.02	26.377904	27.696799	29.081639	30.535721	32.062507							
Community Service Rep I   016023   L39A																	
A	OFFT 021	20.564146	28.935819	42773.42	60186.50	20.564146	21.592353	22.671971	23.805570	24.995849	26.245641	27.557923	28.935819				
Community Service Rep II   016125   L39A																	
A	OFFT 067	22.786225	32.062507	47395.35	66690.02	22.786225	23.925536	25.121813	26.377904	27.696799	29.081639	30.535721	32.062507				
Concrete Construction Leadwrkr   015104   L39C																	
A	SUPV 060	30.495608	42.910381	63430.86	89253.59	30.495608	32.020388	33.621407	35.302477	37.067601	38.920981	40.867030	42.910381				
Construction Inspector I   016025   L39A																	
A	OFFT 023	27.100470	38.133083	56368.98	79316.81	27.100470	28.455493	29.878268	31.372181	32.940790	34.587830	36.317222	38.133083				
Construction Inspector II   016026   L39A																	
A	OFFT 024	30.463396	42.865056	63363.86	89159.32	30.463396	31.986566	33.585894	35.265189	37.028448	38.879870	40.823863	42.865056				
Construction Inspector III   016027   L39A																	
A	OFFT 025	31.986510	45.008231	66531.94	93617.12	31.986510	33.585835	35.265127	37.028383	38.879802	40.823792	42.864982	45.008231				
Contract and Compliance Spclst   001280   MGMT																	
A	MGTE 173	37.924564	49.760315	78883.09	103501.46	37.924564	38.872678	39.844495	40.840607	41.861622	42.908163	43.980867	45.080389	46.207399	47.362584	48.546649	49.760315
Convention Center General Mgr   001723   MGMT																	
A	MGTE 020	63.326565	83.089942	131719.26	172827.08	63.326565	64.909729	66.532472	68.195784	69.900679	71.648196	73.439401	75.275386	77.157271	79.086203	81.063358	83.089942

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12		
Council Representative   021015   MCSU																
U MCSA 048	18.360000	34.720586	38188.80	72218.82												
Council/Clerk Operations Mngr   021007   MCSU																
U MCSA 080	43.040000	67.798500	89523.20	141020.88												
Crew Leader (Landscp&Learning)   016033   L39A																
A TEMP 070	15.530000	21.169865	32302.40	44033.32												
Cultural&Creative Economy Mgr   001921   MGMT																
A MGTE 187	63.326565	83.089942	131719.26	172827.08	63.326565	64.909729	66.532472	68.195784	69.900679	71.648196	73.439401	75.275386	77.157271	79.086203	81.063358	83.089942
Curator of Art   001727   MGMT																
A MGTE 023	47.649359	62.520088	99110.67	130041.78	47.649359	48.840593	50.061608	51.313148	52.595977	53.910876	55.258648	56.640114	58.056117	59.507520	60.995208	62.520088
Curator of Education   001728   MGMT																
A MGTE 024	47.649359	62.520088	99110.67	130041.78	47.649359	48.840593	50.061608	51.313148	52.595977	53.910876	55.258648	56.640114	58.056117	59.507520	60.995208	62.520088
Curator of History   001899   MGMT																
A MGTE 161	47.649359	62.520088	99110.67	130041.78	47.649359	48.840593	50.061608	51.313148	52.595977	53.910876	55.258648	56.640114	58.056117	59.507520	60.995208	62.520088
Custodial Supervisor   015018   L39C																
A SUPV 006	20.929106	29.449354	43532.54	61254.66	20.929106	21.975561	23.074339	24.228056	25.439459	26.711432	28.047004	29.449354				
Custodian I   003606   L39A																
A OPMT 003	16.685954	23.478814	34706.78	48835.93	16.685954	17.520252	18.396265	19.316078	20.281882	21.295976	22.360775	23.478814				
Custodian II   003922   L39A																
A OPMT 067	17.520034	24.652449	36441.67	51277.09	17.520034	18.396036	19.315838	20.281630	21.295712	22.360498	23.478523	24.652449				
Customer Service Assistant   016971   L39A																
A OFFT 131	19.239953	27.072547	40019.10	56310.90	19.239953	20.201951	21.212049	22.272651	23.386284	24.555598	25.783378	27.072547				
Customer Service Rep   016972   L39A																
A OFFT 132	20.217542	28.448112	42052.49	59172.07	20.217542	21.228419	22.289840	23.404332	24.574549	25.803276	27.093440	28.448112				
Customer Service Specialist   016973   L39A																
A OFFT 133	22.856594	32.161523	47541.72	66895.97	22.856594	23.999424	25.199395	26.459365	27.782333	29.171450	30.630022	32.161523				
Customer Service Supervisor   015098   L39C																
A SUPV 055	26.050494	36.655662	54185.03	76243.78	26.050494	27.353019	28.720670	30.156704	31.664539	33.247766	34.910154	36.655662				
Customer Service Trainee   016914   L39A																
A OFFT 106	17.401050	24.485025	36194.18	50928.85	17.401050	18.271102	19.184657	20.143890	21.151085	22.208639	23.319071	24.485025				

Sal Plan	Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12		
Debt Analyst   001729   MGMT																	
A	MGTE 025	39.464793	51.781229	82086.77	107704.96	39.464793	40.451413	41.462698	42.499265	43.561747	44.650791	45.767061	46.911238	48.084019	49.286119	50.518272	51.781229
Department Systems Spclst I   016217   L39A																	
A	OFFT 084	32.164509	45.258695	66902.18	94138.09	32.164509	33.772734	35.461371	37.234440	39.096162	41.050970	43.103519	45.258695				
Department Systems Spclst II   016218   L39A																	
A	OFFT 085	35.384749	49.789893	73600.28	103562.98	35.384749	37.153986	39.011685	40.962269	43.010382	45.160901	47.418946	49.789893				
Deputy Chief Building Official   001900   MGMT																	
A	MGTE 162	52.869880	69.369863	109969.35	144289.32	52.869880	54.191627	55.546418	56.935078	58.358455	59.817416	61.312851	62.845672	64.416814	66.027234	67.677915	69.369863
Deputy City Attorney I   001730   MGMT																	
A	MGTE 026	47.848082	62.780830	99524.01	130584.13	47.848082	49.044284	50.270391	51.527151	52.815330	54.135713	55.489106	56.876334	58.298242	59.755698	61.249590	62.780830
Deputy City Attorney II   001731   MGMT																	
A	MGTE 027	55.649232	73.016616	115750.40	151874.56	55.649232	57.040463	58.466475	59.928137	61.426340	62.961999	64.536049	66.149450	67.803186	69.498266	71.235723	73.016616
Deputy City Clerk   010705   CONF																	
A	CONF 007	27.713658	36.362720	57644.41	75634.46	27.713658	28.406499	29.116661	29.844578	30.590692	31.355459	32.139345	32.942829	33.766400	34.610560	35.475824	36.362720
Deputy Convntn Ctr General Mgr   001889   MGMT																	
A	MGTE 152	53.827581	70.626450	111961.37	146903.02	53.827581	55.173271	56.552603	57.966418	59.415578	60.900967	62.423491	63.984078	65.583680	67.223272	68.903854	70.626450
Deputy Fire Chief   020025   EXMG																	
A	FM40 002	67.164937	113.914500	139703.07	236942.16												
Deputy Police Chief   020011   EXMG																	
U	PEXM 010	73.303807	124.330500	152471.92	258607.44												
Development Project Manager   001744   MGMT																	
A	MGTE 038	43.532833	57.118851	90548.29	118807.21	43.532833	44.621154	45.736683	46.880100	48.052103	49.253406	50.484741	51.746860	53.040531	54.366544	55.725708	57.118851
Development Services Tech I   016004   L39A																	
A	OFFT 004	25.537543	35.933887	53118.09	74742.48	25.537543	26.814420	28.155141	29.562898	31.041043	32.593095	34.222750	35.933887				
Development Services Tech II   016005   L39A																	
A	OFFT 005	26.814360	37.730498	55773.87	78479.44	26.814360	28.155078	29.562832	31.040974	32.593023	34.222674	35.933808	37.730498				
Development Services Tech III   016006   L39A																	
A	OFFT 006	28.155059	39.616997	58562.52	82403.35	28.155059	29.562812	31.040953	32.593001	34.222651	35.933784	37.730473	39.616997				
Director of Community Developmt   020012   EXMG																	
U	EXMG 180	73.838908	116.296538	153584.93	241896.80												

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Director of Community Response   020045   EXMG</b>														
U EXMG 218	70.370168	110.833009	146369.95	230532.66										
<b>Director of Convntion&amp;Culture   020013   EXMG</b>														
U EXMG 120	73.838908	116.296538	153584.93	241896.80										
<b>Director of Economic Develpmnt   020014   EXMG</b>														
U EXMG 070	67.691509	106.614129	140798.34	221757.39										
<b>Director of Emergency Mgmt   020043   EXMG</b>														
U EXMG 216	59.100908	93.083927	122929.89	193614.57										
<b>Director of Finance   020015   EXMG</b>														
U EXMG 100	73.838908	116.296274	153584.93	241896.25										
<b>Director of Govtal Affairs   020017   EXMG</b>														
U EXMG 080	57.040548	89.838860	118644.34	186864.83										
<b>Director of Human Resources   020018   EXMG</b>														
U EXMG 160	73.838908	116.296538	153584.93	241896.80										
<b>Director of PubSafety Acctblty   020020   EXMG</b>														
U EXMG 060	60.127692	114.345000	125065.60	237837.60										
<b>Director of Public Works   020021   EXMG</b>														
U EXMG 150	73.838908	116.296538	153584.93	241896.80										
<b>Director of Utilities   020022   EXMG</b>														
U EXMG 190	73.838908	116.296538	153584.93	241896.80										
<b>Director of Yth Parks&amp;Comm Enr   020019   EXMG</b>														
U EXMG 130	73.838908	116.296538	153584.93	241896.80										
<b>Dispatcher I   002049   SPOA</b>														
A POAM 020	26.385900	32.072227	54882.67	66710.23	26.385900	27.705195	29.090455	30.544978	32.072227					
<b>Dispatcher II   002050   SPOA</b>														
A POAM 021	32.264051	39.217157	67109.23	81571.69	32.264051	33.877254	35.571117	37.349673	39.217157					
<b>Dispatcher III   002051   SPOA</b>														
A POAM 022	37.748942	45.884074	78517.80	95438.87	37.748942	39.636389	41.618208	43.699118	45.884074					
<b>Dispatcher Recruit   009113   TEMP</b>														
A TEMP 048	25.129429	25.129429	52269.21	52269.21	25.129429									



Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12		
Diversity and Equity Manager   001923   MGMT																
A MGTE 197	55.303614	72.563134	115031.52	150931.32	55.303614	56.686204	58.103359	59.555943	61.044842	62.570963	64.135237	65.738618	67.382083	69.066635	70.793301	72.563134
EMS Coordinator   001913   MGMT																
A MGTE 180	47.649359	62.520088	99110.67	130041.78	47.649359	48.840593	50.061608	51.313148	52.595977	53.910876	55.258648	56.640114	58.056117	59.507520	60.995208	62.520088
Economic Development Manager   001745   MGMT																
A MGTE 039	56.905667	74.665166	118363.79	155303.54	56.905667	58.328309	59.786517	61.281180	62.813209	64.383539	65.993127	67.642955	69.334029	71.067380	72.844064	74.665166
Electrical Constructn Insp I   016039   L39A																
A OFFT 026	25.788000	36.286307	53639.04	75475.52	25.788000	27.077400	28.431270	29.852834	31.345476	32.912750	34.558388	36.286307				
Electrical Constructn Insp II   016040   L39A																
A OFFT 027	28.373125	39.923837	59016.10	83041.58	28.373125	29.791781	31.281370	32.845439	34.487711	36.212097	38.022702	39.923837				
Electrical Constructn Insp III   016041   L39A																
A OFFT 028	30.172309	42.455468	62758.40	88307.37	30.172309	31.680924	33.264970	34.928219	36.674630	38.508361	40.433779	42.455468				
Electrical Design Technician   006268   BULT																
A BLDG 026	31.541393	52.328721	65606.10	108843.74	31.541393	33.906997	36.450022	39.183774	42.122557	45.281749	48.677880	52.328721				
Electrician   006004   BULT																
A BLDG 003	29.036069	48.172265	60395.02	100198.31	29.036069	31.213774	33.554807	36.071418	38.776774	41.685032	44.811409	48.172265				
Electrician Supervisor   006006   BULT																
A BLDG 004	33.690435	55.894086	70076.10	116259.70	33.690435	36.217218	38.933509	41.853522	44.992536	48.366976	51.994499	55.894086				
Electronic Maint Tech I   003615   L39A																
A OPMT 007	29.604974	41.657172	61578.35	86646.92	29.604974	31.085223	32.639484	34.271458	35.985031	37.784283	39.673497	41.657172				
Electronic Maint Tech II   003616   L39A																
A OPMT 008	31.085290	43.740125	64657.40	90979.46	31.085290	32.639555	34.271533	35.985110	37.784365	39.673583	41.657262	43.740125				
Electronic Maint Tech Trnee   003614   L39A																
A OPMT 006	26.913622	37.870168	55980.33	78769.95	26.913622	28.259303	29.672268	31.155881	32.713675	34.349359	36.066827	37.870168				
Emergency Communications Mgr   001746   MGMT																
A MGTE 164	49.382485	64.794100	102715.57	134771.73	49.382485	50.617047	51.882473	53.179535	54.509023	55.871749	57.268543	58.700257	60.167763	61.671957	63.213756	64.794100
Emergency Medical Service Trne   009146   TEMP																
A TEMP 078	18.254436	20.125516	37969.23	41861.07	18.254436	19.167158	20.125516									
Enforcement & Collections Supv   015044   L39C																
A SUPV 021	28.377430	39.929892	59025.05	83054.18	28.377430	29.796301	31.286116	32.850422	34.492943	36.217590	38.028469	39.929892				

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12		
Engineering Manager   001884   MGMT																
A MGTE 147	67.211829	88.187745	139800.60	183430.51	67.211829	68.892125	70.614428	72.379789	74.189284	76.044016	77.945116	79.893744	81.891088	83.938365	86.036824	88.187745
Engineering Technician I   016930   L39A																
A OFFT 110	24.373014	34.295279	50695.87	71334.18	24.373014	25.591665	26.871248	28.214810	29.625551	31.106829	32.662170	34.295279				
Engineering Technician II   016931   L39A																
A OFFT 111	25.591650	36.010023	53230.63	74900.85	25.591650	26.871232	28.214794	29.625534	31.106811	32.662152	34.295260	36.010023				
Engineering Technician III   016939   L39A																
A OFFT 116	28.150989	39.611267	58554.06	82391.44	28.150989	29.558538	31.036465	32.588288	34.217702	35.928587	37.725016	39.611267				
Environmental Hlth & Sfty Mngr   001928   MGMT																
A MGTE 200	55.303614	72.563134	115031.52	150931.32	55.303614	56.686204	58.103359	59.555943	61.044842	62.570963	64.135237	65.738618	67.382083	69.066635	70.793301	72.563134
Environmental Hlth & Sfty Offr   001809   MGMT																
A MGTE 091	47.649359	62.520088	99110.67	130041.78	47.649359	48.840593	50.061608	51.313148	52.595977	53.910876	55.258648	56.640114	58.056117	59.507520	60.995208	62.520088
Environmental Hlth & Sfty Spec   001810   MGMT																
A MGTE 092	43.317598	56.836442	90100.60	118219.80	43.317598	44.400538	45.510551	46.648315	47.814523	49.009886	50.235133	51.491011	52.778286	54.097743	55.450187	56.836442
Equal Employment Manager   001139   MGMT																
A MGTE 189	50.276013	65.966485	104574.11	137210.29	50.276013	51.532913	52.821236	54.141767	55.495311	56.882694	58.304761	59.762380	61.256439	62.787850	64.357546	65.966485
Equal Employment Specialist   001748   MGMT																
A MGTE 040	39.080127	51.276513	81286.66	106655.15	39.080127	40.057130	41.058558	42.085022	43.137148	44.215577	45.320966	46.453990	47.615340	48.805723	50.025866	51.276513
Equipment Maint Supv   015053   L39C																
A SUPV 026	32.403188	45.594540	67398.63	94836.64	32.403188	34.023347	35.724514	37.510740	39.386277	41.355591	43.423371	45.594540				
Equipment Mechanic I   012009   IAMA																
A IAMA 006	25.547543	35.947959	53138.89	74771.76	25.547543	26.824920	28.166166	29.574474	31.053198	32.605858	34.236151	35.947959				
Equipment Mechanic II   012003   IAMA																
A IAMA 002	27.958723	39.340731	58154.14	81828.72	27.958723	29.356659	30.824492	32.365717	33.984003	35.683203	37.467363	39.340731				
Equipment Mechanic III   012004   IAMA																
A IAMA 003	29.532989	41.555880	61428.62	86436.23	29.532989	31.009638	32.560120	34.188126	35.897532	37.692409	39.577029	41.555880				
Equipment Serviceworker   012006   IAMA																
A IAMA 005	19.443342	27.358734	40442.15	56906.17	19.443342	20.415509	21.436284	22.508098	23.633503	24.815178	26.055937	27.358734				
Ethics Program Compliance Ofc   001930   MGMT																
A MGTE 201	49.209762	64.567471	102356.30	134300.34	49.209762	50.440006	51.701006	52.993531	54.318369	55.676328	57.068236	58.494942	59.957316	61.456249	62.992655	64.567471

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Events Associate   009093   TEMP</b>														
A TEMP 042	15.500000	15.500000	32240.00	32240.00	15.500000									
<b>Events Coordinator   016043   L39A</b>														
A OFFT 029	23.242055	32.703905	48343.47	68024.12	23.242055	24.404158	25.624366	26.905584	28.250863	29.663406	31.146576	32.703905		
<b>Events Duty Person   009067   TEMP</b>														
A TEMP 036	22.020000	22.028400	45801.60	45819.07										
<b>Events Services Manager   001749   MGMT</b>														
A MGTE 041	43.823287	57.499950	91152.44	119599.90	43.823287	44.918869	46.041841	47.192887	48.372709	49.582027	50.821578	52.092117	53.394420	54.729280
													56.097512	57.499950
<b>Events Services Supervisor   001750   MGMT</b>														
A MGTE 042	37.249794	48.874957	77479.57	101659.91	37.249794	38.181039	39.135565	40.113954	41.116803	42.144723	43.198341	44.278300	45.385257	46.519888
													47.682885	48.874957
<b>Evidence &amp; Property Technician   016071   L39A</b>														
A OFFT 041	23.825207	33.524459	49556.43	69730.88	23.825207	25.016467	26.267290	27.580655	28.959688	30.407672	31.928056	33.524459		
<b>Executive Assistant (CMO)   022000   EMSU</b>														
U EXMB 010	25.500000	40.173000	53040.00	83559.84										
<b>Executive Assistant (MC)   022001   EMSU</b>														
U MCSB 030	25.500000	40.173000	53040.00	83559.84										
<b>Executive Director SAC CCOMWP   020023   EXMG</b>														
U EXMG 050	59.666264	93.974360	124105.83	195466.67										
<b>Facilities &amp; Real Prop Supt   001751   MGMT</b>														
A MGTE 043	48.485901	63.617704	100850.67	132324.82	48.485901	49.698049	50.940500	52.214012	53.519362	54.857346	56.228780	57.634500	59.075363	60.552247
													62.066053	63.617704
<b>Facilities Manager   001880   MGMT</b>														
A MGTE 143	62.843061	82.455542	130713.57	171507.53	62.843061	64.414138	66.024491	67.675103	69.366981	71.101156	72.878685	74.700652	76.568168	78.482372
													80.444431	82.455542
<b>Finance Manager   001925   MGMT</b>														
A MGTE 193	55.303614	72.563134	115031.52	150931.32	55.303614	56.686204	58.103359	59.555943	61.044842	62.570963	64.135237	65.738618	67.382083	69.066635
													70.793301	72.563134
<b>Financial Services Supervisor   015092   L39C</b>														
A SUPV 049	24.795845	34.890243	51575.36	72571.70	24.795845	26.035637	27.337419	28.704290	30.139504	31.646479	33.228803	34.890243		
<b>Fingerprint Clerk   016974   L39A</b>														
A OFFT 134	21.679941	30.505854	45094.28	63452.18	21.679941	22.763938	23.902135	25.097242	26.352104	27.669709	29.053194	30.505854		
<b>Fire Assistant Chief   001753   MGMT</b>														
A FM40 003	77.106373	101.170243	160381.26	210434.10	77.106373	79.034032	81.009883	83.035130	85.111008	87.238783	89.419753	91.655247	93.946628	96.295294
													98.702676	101.170243

Sal Plan	Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Fire Battalion Chief   005170   L522</b>															
A	FR56 007	45.311654	60.721950	131947.54	176822.32	45.311654	47.577237	49.956099	52.453904	55.076599	57.830429	60.721950			
<b>Fire Battalion Chief (Admin)   FA7   L522</b>															
A	FR40 FA7	63.436315	85.010730	131947.54	176822.32	63.436315	66.608131	69.938538	73.435465	77.107238	80.962600	85.010730			
<b>Fire Captain   005020   L522</b>															
A	FR56 002	36.169629	48.470760	105325.96	141146.85	36.169629	37.978110	39.877015	41.870866	43.964409	46.162629	48.470760			
<b>Fire Captain (Admin)   FA5   L522</b>															
A	FR40 FA5	51.355903	68.821822	106820.28	143149.39	51.355903	53.923698	56.619883	59.450877	62.423421	65.544592	68.821822			
<b>Fire Chief   020024   EXMG</b>															
A	FM40 001	77.196447	137.812500	160568.61	286650.00										
<b>Fire Engineer   005050   L522</b>															
A	FR56 003	31.993061	42.873762	93163.79	124848.40	31.993061	33.592714	35.272350	37.035968	38.887766	40.832154	42.873762			
<b>Fire Engineer (Admin)   FA3   L522</b>															
A	FR40 FA3	45.458186	60.918317	94553.03	126710.10	45.458186	47.731095	50.117650	52.623533	55.254710	58.017445	60.918317			
<b>Fire Investigator I   005067   L522</b>															
A	FR40 004	45.689607	61.228443	95034.38	127355.16	45.689607	47.974087	50.372791	52.891431	55.536003	58.312803	61.228443			
<b>Fire Investigator I (42hr wk)   005069   L522</b>															
A	FR42 003	43.513911	58.312803	95034.38	127355.16	43.513911	45.689607	47.974087	50.372791	52.891431	55.536003	58.312803			
<b>Fire Investigator I (Admin)   FA9   L522</b>															
A	FR40 FA9	50.030120	67.045145	104062.65	139453.90	50.030120	52.531626	55.158207	57.916117	60.811923	63.852519	67.045145			
<b>Fire Investigator II   005068   L522</b>															
A	FR40 005	51.626262	69.184129	107382.62	143902.99	51.626262	54.207575	56.917954	59.763852	62.752045	65.889647	69.184129			
<b>Fire Marshal   001926   MGMT</b>															
A	FM40 004	77.106373	101.170243	160381.26	210434.10	77.106373	79.034032	81.009883	83.035130	85.111008	87.238783	89.419753	91.655247	93.946628	96.295294
<b>Fire Prevention Officer I   005065   L522</b>															
A	FR40 002	36.974841	49.549823	76907.67	103063.63	36.974841	38.823583	40.764762	42.803000	44.943150	47.190308	49.549823			
<b>Fire Prevention Officer II   005066   L522</b>															
A	FR40 003	39.906787	53.478911	83006.12	111236.14	39.906787	41.902126	43.997232	46.197094	48.506949	50.932296	53.478911			
<b>Fire Prevention Officer Trnee   005064   L522</b>															
A	FR40 001	28.006268	29.406581	58253.04	61165.69	28.006268	29.406581								

Sal Plan	Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Fire Recruit   009017   TEMP</b>															
A	TEMP 076	25.134000	25.134000	52278.72	52278.72										
<b>Fire Service Worker   012014   IAMA</b>															
A	IAMA 009	22.020570	30.985154	45802.79	64449.12	22.020570	23.121599	24.277679	25.491563	26.766141	28.104448	29.509670	30.985154		
<b>Firefighter   005010   L522</b>															
A	FR56 001	28.943480	38.787032	84283.41	112947.84	28.943480	30.390654	31.910187	33.505696	35.180981	36.940030	38.787032			
<b>Firefighter (Admin)   FA1   L522</b>															
A	FR40 FA1	41.086159	55.059382	85459.21	114523.52	41.086159	43.140467	45.297490	47.562365	49.940483	52.437507	55.059382			
<b>Fiscal Policy Analyst   001936   MGMT</b>															
A	MGTE 208	37.180943	48.784620	77336.36	101472.01	37.180943	38.110467	39.063229	40.039810	41.040805	42.066825	43.118496	44.196458	45.301369	46.433903
														47.594751	48.784620
<b>Fleet Management Technician   016045   L39A</b>															
A	OFFT 031	29.623885	41.683781	61617.68	86702.26	29.623885	31.105079	32.660333	34.293350	36.008017	37.808418	39.698839	41.683781		
<b>Fleet Manager   001881   MGMT</b>															
A	MGTE 144	54.312529	71.262746	112970.06	148226.51	54.312529	55.670342	57.062101	58.488654	59.950870	61.449642	62.985883	64.560530	66.174543	67.828907
														69.524630	71.262746
<b>Fleet Service Coordinator   016976   L39A</b>															
A	OFFT 136	21.255119	29.908087	44210.65	62208.82	21.255119	22.317875	23.433769	24.605457	25.835730	27.127516	28.483892	29.908087		
<b>Forensic Investigator I   016047   L39A</b>															
A	OFFT 032	26.577834	37.397681	55281.90	77787.18	26.577834	27.906726	29.302062	30.767165	32.305523	33.920799	35.616839	37.397681		
<b>Forensic Investigator II   016048   L39A</b>															
A	OFFT 033	29.235619	41.137452	60810.09	85565.90	29.235619	30.697400	32.232270	33.843884	35.536078	37.312882	39.178526	41.137452		
<b>GIS Specialist I   017026   L39A</b>															
A	PROF 014	35.141391	49.447467	73094.09	102850.73	35.141391	36.898461	38.743384	40.680553	42.714581	44.850310	47.092826	49.447467		
<b>GIS Specialist II   017027   L39A</b>															
A	PROF 015	38.657078	54.394391	80406.72	113140.33	38.657078	40.589932	42.619429	44.750400	46.987920	49.337316	51.804182	54.394391		
<b>GIS Specialist III   017028   L39A</b>															
A	PROF 016	44.020000	61.940561	91561.60	128836.37	44.020000	46.221000	48.532050	50.958652	53.506585	56.181914	58.991010	61.940561		
<b>General Intern   009147   TEMP</b>															
A	TEMP 079	15.500000	20.000000	32240.00	41600.00										
<b>General Repair Worker   012010   IAMA</b>															
A	IAMA 007	21.838230	30.728581	45423.52	63915.45	21.838230	22.930141	24.076648	25.280480	26.544504	27.871729	29.265315	30.728581		

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Generator Technician   006061   BULT</b>														
A BLDG 023	31.277013	44.009898	65056.19	91540.59	31.277013	32.840864	34.482907	36.207052	38.017405	39.918275	41.914189	44.009898		
<b>Graduate Student Trainee   009144   TEMP</b>														
A TEMP 075	15.500000	15.500000	32240.00	32240.00										
<b>Graphic Designer   001929   MGMT</b>														
A MGTE 199	27.626872	36.248851	57463.89	75397.61	27.626872	28.317544	29.025483	29.751120	30.494898	31.257270	32.038702	32.839670	33.660662	34.502179
<b>Graphics Assistant   016957   L39A</b>														
A OFFT 127	18.532822	26.077542	38548.27	54241.29	18.532822	19.459463	20.432436	21.454058	22.526761	23.653099	24.835754	26.077542		
<b>HVAC Supervisor   006269   BULT</b>														
A BLDG 027	33.879002	56.206930	70468.32	116910.41	33.879002	36.419927	39.151422	42.087779	45.244362	48.637689	52.285516	56.206930		
<b>HVAC Systems Mechanic   004010   L39B</b>														
A PLNT 006	32.765667	46.104584	68152.59	95897.54	32.765667	34.403950	36.124148	37.930355	39.826873	41.818217	43.909128	46.104584		
<b>Homeless Services Manager   001939   MGMT</b>														
A MGTE 212	55.303614	72.563134	115031.52	150931.32	55.303614	56.686204	58.103359	59.555943	61.044842	62.570963	64.135237	65.738618	67.382083	69.066635
<b>Human Resources Manager   001851   MGMT</b>														
A MGTE 124	55.303614	72.563134	115031.52	150931.32	55.303614	56.686204	58.103359	59.555943	61.044842	62.570963	64.135237	65.738618	67.382083	69.066635
<b>Human Resources Manager-Rep20   020038   EXMG</b>														
U EXMG 042	53.213038	83.810533	110683.12	174325.91										
<b>IT Manager   001761   MGMT</b>														
A MGTE 052	61.134795	80.214147	127160.37	166845.43	61.134795	62.663165	64.229744	65.835488	67.481375	69.168409	70.897619	72.670059	74.486810	76.348980
<b>IT Supervisor   001762   MGMT</b>														
A MGTE 053	53.622875	70.357859	111535.58	146344.35	53.622875	54.963447	56.337533	57.745971	59.189620	60.669361	62.186095	63.740747	65.334266	66.967623
<b>IT Support Specialist I   016219   L39A</b>														
A OFFT 086	32.664466	45.962183	67942.09	95601.34	32.664466	34.297689	36.012573	37.813202	39.703862	41.689055	43.773508	45.962183		
<b>IT Support Specialist II   016220   L39A</b>														
A OFFT 087	35.932351	50.560426	74739.29	105165.69	35.932351	37.728969	39.615417	41.596188	43.675997	45.859797	48.152787	50.560426		
<b>IT Trainee   016221   L39A</b>														
A OFFT 088	25.702127	36.165474	53460.42	75224.19	25.702127	26.987233	28.336595	29.753425	31.241096	32.803151	34.443309	36.165474		
<b>Instrument Technician I   003648   L39A</b>														
A OPMT 030	28.436886	40.013555	59148.72	83228.19	28.436886	29.858730	31.351667	32.919250	34.565213	36.293474	38.108148	40.013555		

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Instrument Technician II   003649   L39A</b>														
A OPMT 031	32.017850	45.052330	66597.13	93708.85	32.017850	33.618742	35.299679	37.064663	38.917896	40.863791	42.906981	45.052330		
<b>Instrument Technician Trainee   003646   L39A</b>														
A OPMT 028	25.843177	36.363944	53753.81	75637.00	25.843177	27.135336	28.492103	29.916708	31.412543	32.983170	34.632328	36.363944		
<b>Instrumentation Supervisor   015087   L39C</b>														
A SUPV 046	36.791527	51.769373	76526.38	107680.30	36.791527	38.631103	40.562658	42.590791	44.720331	46.956348	49.304165	51.769373		
<b>Integrated Waste Collectns Supt   001763   MGMT</b>														
A MGTE 054	50.438260	66.179367	104911.58	137653.08	50.438260	51.699216	52.991696	54.316488	55.674400	57.066260	58.492917	59.955240	61.454121	62.990474
<b>Integrated Waste Equip Operatr   003663   L39A</b>														
A OPMT 044	23.509200	33.079806	48899.14	68806.00	23.509200	24.684660	25.918893	27.214838	28.575580	30.004359	31.504577	33.079806		
<b>Integrated Waste General Mgr   001764   MGMT</b>														
A MGTE 055	60.078697	78.828457	124963.69	163963.19	60.078697	61.580664	63.120181	64.698186	66.315641	67.973532	69.672870	71.414692	73.200059	75.030060
<b>Integrated Waste General Supv   001765   MGMT</b>														
A MGTE 056	45.394431	59.561429	94420.42	123887.77	45.394431	46.529292	47.692524	48.884837	50.106958	51.359632	52.643623	53.959714	55.308707	56.691425
<b>Integrated Waste Planning Supt   001766   MGMT</b>														
A MGTE 057	50.438260	66.179367	104911.58	137653.08	50.438260	51.699216	52.991696	54.316488	55.674400	57.066260	58.492917	59.955240	61.454121	62.990474
<b>Integrated Waste Supervisor   015032   L39C</b>														
A SUPV 014	32.315565	45.471244	67216.38	94580.19	32.315565	33.931343	35.627910	37.409305	39.279770	41.243759	43.305947	45.471244		
<b>Investigator   001944   MGMT</b>														
A MGTE 216	32.773444	43.001598	68168.76	89443.32	32.773444	33.592780	34.432599	35.293414	36.175749	37.080143	38.007147	38.957326	39.931259	40.929540
<b>Investment Officer   001767   MGMT</b>														
A MGTE 058	51.407862	67.451570	106928.35	140299.27	51.407862	52.693059	54.010385	55.360645	56.744661	58.163278	59.617360	61.107794	62.635489	64.201376
<b>Investment Operations Analyst   001890   MGMT</b>														
A MGTE 153	43.199884	56.681993	89855.76	117898.54	43.199884	44.279881	45.386878	46.521550	47.684589	48.876704	50.098622	51.351088	52.634865	53.950737
<b>Irrigation Technician   003921   L39A</b>														
A OPMT 066	22.335497	31.428288	46457.83	65370.84	22.335497	23.452272	24.624886	25.856130	27.148937	28.506384	29.931703	31.428288		
<b>Junior Engineer   011010   WCOE</b>														
A WCOE 001	28.551128	40.174304	59386.35	83562.55	28.551128	29.978684	31.477618	33.051499	34.704074	36.439278	38.261242	40.174304		
<b>Junior Landscape Assistant   011024   WCOE</b>														
A WCOE 015	28.551128	40.174304	59386.35	83562.55	28.551128	29.978684	31.477618	33.051499	34.704074	36.439278	38.261242	40.174304		

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Junior Planner   017004   L39A</b>														
A PROF 004	25.909249	36.456916	53891.24	75830.38	25.909249	27.204711	28.564947	29.993194	31.492854	33.067497	34.720872	36.456916		
<b>Junior Plant Operator   004001   L39B</b>														
A PLNT 001	24.160376	33.996076	50253.58	70711.84	24.160376	25.368395	26.636815	27.968656	29.367089	30.835443	32.377215	33.996076		
<b>Labor Relations Adm/EEO Invstg   020048   EXMG</b>														
U EXMG 006	42.900000	62.454000	89232.00	129904.32										
<b>Labor Relations Analyst   020034   EXMG</b>														
U EXMG 005	32.464509	51.131596	67526.18	106353.72										
<b>Labor Relations Officer   020036   EXMG</b>														
U EXMG 015	43.302807	68.201918	90069.84	141859.99										
<b>Landscape Assistant   011017   WCOE</b>														
A WCOE 008	33.383549	46.974005	69437.78	97705.93	33.383549	35.052726	36.805362	38.645630	40.577912	42.606808	44.737148	46.974005		
<b>Landscape Technician I   016209   L39A</b>														
A OFFT 077	24.373014	34.295279	50695.87	71334.18	24.373014	25.591665	26.871248	28.214810	29.625551	31.106829	32.662170	34.295279		
<b>Landscape Technician II   016054   L39A</b>														
A OFFT 035	25.591650	36.010023	53230.63	74900.85	25.591650	26.871232	28.214794	29.625534	31.106811	32.662152	34.295260	36.010023		
<b>Law Office Administrator   001853   MGMT</b>														
A MGTE 126	46.648315	61.206632	97028.50	127309.80	46.648315	47.814523	49.009886	50.235133	51.491011	52.778286	54.097743	55.450187	56.836442	58.257353
														59.713787
														61.206632
<b>Lead Events Associate   009094   TEMP</b>														
A TEMP 043	15.500000	15.500000	32240.00	32240.00	15.500000									
<b>Lead Forensic Investigator   016926   L39A</b>														
A OFFT 109	32.159245	45.251285	66891.23	94122.67	32.159245	33.767207	35.455567	37.228345	39.089762	41.044250	43.096462	45.251285		
<b>Legal Secretary (Ex)   010803   CONF</b>														
A CONF 021	29.902691	39.234921	62197.60	81608.64	29.902691	30.650258	31.416514	32.201927	33.006975	33.832149	34.677953	35.544902	36.433525	37.344363
														38.277972
														39.234921
<b>Legal Staff Assistant (Ex)   010809   CONF</b>														
A CONF 025	21.242230	27.871646	44183.84	57973.02	21.242230	21.773286	22.317618	22.875558	23.447447	24.033633	24.634474	25.250336	25.881594	26.528634
														27.191850
														27.871646
<b>Licensed Land Surveyor   001770   MGMT</b>														
A MGTE 165	49.368449	64.775683	102686.37	134733.42	49.368449	50.602660	51.867726	53.164419	54.493529	55.855867	57.252264	58.683571	60.150660	61.654427
														63.195788
														64.775683
<b>Lifeguard   009013   TEMP</b>														
A TEMP 013	15.500000	15.500000	32240.00	32240.00	15.500000									



Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Locksmith   003928   L39A</b>														
A OPMT 074	25.871726	36.404116	53813.19	75720.56	25.871726	27.165312	28.523578	29.949757	31.447245	33.019607	34.670587	36.404116		
<b>Machinist   006009   BULT</b>														
A BLDG 006	28.163988	46.725442	58581.10	97188.92	28.163988	30.276287	32.547009	34.988035	37.612138	40.433048	43.465527	46.725442		
<b>Machinist Helper   006011   BULT</b>														
A BLDG 008	22.570884	37.446205	46947.44	77888.11	22.570884	24.263700	26.083477	28.039738	30.142718	32.403422	34.833679	37.446205		
<b>Machinist Supervisor   006010   BULT</b>														
A BLDG 007	32.707576	54.263476	68031.76	112868.03	32.707576	35.160644	37.797692	40.632519	43.679958	46.955955	50.477652	54.263476		
<b>Mail Processor I   016028   L39A</b>														
A OFFT 154	18.713880	26.332309	38924.87	54771.20	18.713880	19.649574	20.632053	21.663655	22.746838	23.884180	25.078389	26.332309		
<b>Mail Processor I (Legacy)   016029   L39A</b>														
A OFFT 153	19.649574	27.648924	40871.11	57509.76	19.649574	20.632053	21.663655	22.746838	23.884180	25.078389	26.332309	27.648924		
<b>Mail Processor II   016022   L39A</b>														
A OFFT 152	20.125859	28.319105	41861.79	58903.74	20.125859	21.132152	22.188760	23.298198	24.463107	25.686263	26.970576	28.319105		
<b>Mail Processor II (Legacy)   016010   L39A</b>														
A OFFT 151	21.132152	29.735060	43954.88	61848.92	21.132152	22.188760	23.298198	24.463107	25.686263	26.970576	28.319105	29.735060		
<b>Maintenance Worker   003651   L39A</b>														
A OPMT 033	18.532550	26.077158	38547.70	54240.49	18.532550	19.459177	20.432136	21.453743	22.526430	23.652751	24.835389	26.077158		
<b>Marina Aide   009061   TEMP</b>														
A TEMP 032	15.500000	15.500000	32240.00	32240.00			15.500000							
<b>Marina Manager   001773   MGMT</b>														
A MGTE 062	43.317598	56.836442	90100.60	118219.80	43.317598	44.400538	45.510551	46.648315	47.814523	49.009886	50.235133	51.491011	52.778286	54.097743
<b>Marina&amp;Boating Facilities Attd   003650   L39A</b>														
A OPMT 032	19.649574	27.648924	40871.11	57509.76	19.649574	20.632053	21.663656	22.746839	23.884181	25.078390	26.332309	27.648924		
<b>Mayor   023000   MCNL</b>														
U MCNL 001	78.944712	78.944712	164205.00	164205.00										
<b>Mayor Council Intern   009130   TEMP</b>														
A TEMP 064	15.500000	24.040000	32240.00	50003.20										
<b>Mayoral Aide   022003   EMSU</b>														
U MCSB 010	15.500000	22.443125	32240.00	46681.70										

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12		
<b>Mechanical Maintenance Supv   006054   BULT</b>																
A BLDG 016	31.369447	52.043456	65248.45	108250.39	31.369447	33.722156	36.251318	38.970167	41.892930	45.034900	48.412517	52.043456				
<b>Media &amp; Communications Officer   020027   EXMG</b>																
U EXMG 020	46.440451	73.149139	96596.14	152150.21												
<b>Media &amp; Communications Spclst   001775   MGMT</b>																
A MGTE 064	37.924564	49.760315	78883.09	103501.46	37.924564	38.872678	39.844495	40.840607	41.861622	42.908163	43.980867	45.080389	46.207399	47.362584	48.546649	49.760315
<b>Media Production Specialist I   017013   L39A</b>																
A PROF 007	26.253593	36.941442	54607.47	76838.20	26.253593	27.566273	28.944587	30.391816	31.911407	33.506977	35.182326	36.941442				
<b>Media Production Specialist II   017025   L39A</b>																
A PROF 013	29.383190	41.345099	61117.04	85997.81	29.383190	30.852350	32.394967	34.014715	35.715451	37.501224	39.376285	41.345099				
<b>Meter Reader   003621   L39A</b>																
A OPMT 011	17.189950	24.187986	35755.10	50311.01	17.189950	18.049447	18.951919	19.899515	20.894491	21.939216	23.036177	24.187986				
<b>Meter Reading Supervisor   015094   L39C</b>																
A SUPV 051	25.265367	35.550908	52551.96	73945.89	25.265367	26.528635	27.855067	29.247820	30.710211	32.245722	33.858008	35.550908				
<b>Metropolitan Arts Manager   001776   MGMT</b>																
A MGTE 065	47.649359	62.520088	99110.67	130041.78	47.649359	48.840593	50.061608	51.313148	52.595977	53.910876	55.258648	56.640114	58.056117	59.507520	60.995208	62.520088
<b>Museum Security Supervisor   015086   L39C</b>																
A SUPV 045	22.408429	31.530909	46609.53	65584.29	22.408429	23.528850	24.705292	25.940557	27.237585	28.599464	30.029437	31.530909				
<b>Neighborhood Rsrcs Coord I   016968   L39A</b>																
A OFFT 129	23.796090	33.483488	49495.87	69645.66	23.796090	24.985894	26.235189	27.546948	28.924295	30.370510	31.889036	33.483488				
<b>Neighborhood Rsrcs Coord II   016969   L39A</b>																
A OFFT 130	26.816714	37.733809	55778.76	78486.32	26.816714	28.157550	29.565427	31.043698	32.595883	34.225677	35.936961	37.733809				
<b>Neighborhood Services Area Mgr   001778   MGMT</b>																
A MGTE 067	50.628103	66.428459	105306.45	138171.20	50.628103	51.893806	53.191151	54.520930	55.883953	57.281052	58.713078	60.180905	61.685428	63.227564	64.808253	66.428459
<b>Neighborhood Services Manager   001901   MGMT</b>																
A MGTE 167	67.503995	88.571094	140408.31	184227.88	67.503995	69.191595	70.921385	72.694420	74.511781	76.374576	78.283940	80.241039	82.247065	84.303242	86.410823	88.571094
<b>Nurse   009027   TEMP</b>																
D DALY 006	52.240000	63.200000	19067.60	23068.00	52.240000	57.460000	63.200000									
<b>OPS Accountability Analyst   021022   MCSU</b>																
U MCSA 132	31.593850	49.760312	65715.21	103501.45												

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>OPS Accountability Insp. Gen.   021024   MCSU</b>														
U MCSA 134	43.580399	68.639129	90647.23	142769.39										
<b>OPS Accountability Spec   021021   MCSU</b>														
U MCSA 131	37.890961	59.678264	78813.20	124130.79										
<b>Office Specialist   016095   L39A</b>														
A OFFT 054	17.186240	24.182766	35747.38	50300.15	17.186240	18.045552	18.947830	19.895222	20.889983	21.934482	23.031206	24.182766		
<b>Operations General Supervisor   001802   MGMT</b>														
A MGTE 086	43.317598	56.836442	90100.60	118219.80	43.317598	44.400538	45.510551	46.648315	47.814523	49.009886	50.235133	51.491011	52.778286	54.097743
<b>Painter   006012   BULT</b>														
A BLDG 009	25.255945	41.900854	52532.37	87153.78	25.255945	27.150141	29.186402	31.375382	33.728536	36.258176	38.977539	41.900854		
<b>Paralegal (Ex)   010804   CONF</b>														
A CONF 022	32.707930	42.915639	68032.49	89264.53	32.707930	33.525628	34.363769	35.222863	36.103435	37.006021	37.931172	38.879451	39.851437	40.847723
<b>Paralegal Technology Support   010805   CONF</b>														
A CONF 36	39.117836	51.325989	81365.10	106758.06	39.117836	40.095782	41.098177	42.125631	43.178772	44.258241	45.364697	46.498814	47.661284	48.852816
<b>Park Equipment Operator   003666   L39A</b>														
A OPMT 046	22.617536	31.825145	47044.48	66196.30	22.617536	23.748413	24.935834	26.182626	27.491757	28.866345	30.309662	31.825145		
<b>Park Maintenance Manager   001781   MGMT</b>														
A MGTE 069	49.223506	64.585505	102384.89	134337.85	49.223506	50.454094	51.715446	53.008332	54.333540	55.691879	57.084176	58.511280	59.974062	61.473414
<b>Park Maintenance Superintendnt   001782   MGMT</b>														
A MGTE 070	44.301154	58.126954	92146.40	120904.06	44.301154	45.408683	46.543900	47.707498	48.900185	50.122690	51.375757	52.660151	53.976655	55.326071
<b>Park Maintenance Worker   003927   L39A</b>														
A OPMT 072	16.091878	19.559779	33471.11	40684.34		16.091878	16.896472	17.741296	18.628361	19.559779				
<b>Park Maintenance Worker I   003653   L39A</b>														
A OPMT 035	18.532822	26.077542	38548.27	54241.29	18.532822	19.459463	20.432436	21.454058	22.526761	23.653099	24.835754	26.077542		
<b>Park Maintenance Worker II   003654   L39A</b>														
A OPMT 036	20.933812	29.455976	43542.33	61268.43	20.933812	21.980503	23.079528	24.233504	25.445179	26.717438	28.053310	29.455976		
<b>Park Maintenance Worker III   003655   L39A</b>														
A OPMT 037	24.444315	34.395607	50844.18	71542.86	24.444315	25.666531	26.949858	28.297351	29.712219	31.197830	32.757721	34.395607		
<b>Park Plan Design &amp; Devlpmt Mgr   001869   MGMT</b>														
A MGTE 135	55.727277	73.119016	115912.74	152087.55	55.727277	57.120459	58.548470	60.012182	61.512487	63.050299	64.626556	66.242220	67.898275	69.595732

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Park Safety Ranger   002061   SPOA</b>														
A POAM 051	27.395638	38.548415	56982.93	80180.70	27.395638	28.765420	30.203691	31.713876	33.299570	34.964549	36.712776	38.548415		
<b>Park Safety Ranger Assistant   002060   SPOA</b>														
A POAM 050	24.905126	35.044014	51802.66	72891.55	24.905126	26.150382	27.457901	28.830796	30.272336	31.785953	33.375251	35.044014		
<b>Park Safety Ranger Supervisor   002062   SPOA</b>														
A POAM 052	31.504984	44.330677	65530.37	92207.81	31.504984	33.080233	34.734245	36.470957	38.294505	40.209230	42.219692	44.330677		
<b>Parking Enforcement Officer   003630   L39A</b>														
A OPMT 016	20.245940	28.488070	42111.56	59255.19	20.245940	21.258237	22.321149	23.437206	24.609066	25.839519	27.131495	28.488070		
<b>Parking Enforcement Supervisor   015025   L39C</b>														
A SUPV 010	23.261292	32.730975	48383.49	68080.43	23.261292	24.424357	25.645575	26.927854	28.274247	29.687959	31.172357	32.730975		
<b>Parking Facilities Maint Supv   015055   L39C</b>														
A SUPV 027	26.360131	37.091351	54829.07	77150.01	26.360131	27.678138	29.062045	30.515147	32.040904	33.642949	35.325096	37.091351		
<b>Parking Lot Attendant   003627   L39A</b>														
A OPMT 013	17.358159	24.424674	36104.97	50803.32	17.358159	18.226067	19.137370	20.094239	21.098951	22.153899	23.261594	24.424674		
<b>Parking Lot Supervisor   015026   L39C</b>														
A SUPV 011	20.788314	29.251245	43239.69	60842.59	20.788314	21.827730	22.919116	24.065072	25.268326	26.531742	27.858329	29.251245		
<b>Parking Manager   001882   MGMT</b>														
A MGTE 145	55.235540	72.473816	114889.92	150745.54	55.235540	56.616428	58.031839	59.482635	60.969701	62.493944	64.056293	65.657700	67.299142	68.981621
<b>Parking Meter Coin Collector   003628   L39A</b>														
A OPMT 014	18.532822	26.077542	38548.27	54241.29	18.532822	19.459463	20.432436	21.454058	22.526761	23.653099	24.835754	26.077542		
<b>Parking Meter Collection Supv   015085   L39C</b>														
A SUPV 044	22.836236	32.132876	47499.37	66836.38	22.836236	23.978048	25.176950	26.435797	27.757587	29.145466	30.602739	32.132876		
<b>Parking Meter Repair Worker   003629   L39A</b>														
A OPMT 015	20.436513	28.756226	42507.95	59812.95	20.436513	21.458339	22.531256	23.657819	24.840710	26.082745	27.386882	28.756226		
<b>Parks Supervisor   015028   L39C</b>														
A SUPV 013	28.968396	40.761443	60254.26	84783.80	28.968396	30.416816	31.937657	33.534540	35.211267	36.971830	38.820422	40.761443		
<b>Payroll Technician   010707   CONF</b>														
A CONF 008	27.677968	36.315892	57570.17	75537.06	27.677968	28.369917	29.079165	29.806144	30.551298	31.315080	32.097957	32.900406	33.722916	34.565989
<b>Permit Services Manager   001784   MGMT</b>														
A MGTE 071	46.084894	60.467375	95856.58	125772.14	46.084894	47.237016	48.417941	49.628390	50.869100	52.140828	53.444349	54.780458	56.149969	57.553718

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Permit Services Supervisor   015114   L39C</b>														
A SUPV 075	30.970567	43.578697	64418.78	90643.69	30.970567	32.519095	34.145050	35.852302	37.644917	39.527163	41.503521	43.578697		
<b>Personnel Analyst   010823   CONF</b>														
A CONF 043	35.346653	46.377872	73521.04	96465.97	35.346653	36.230319	37.136077	38.064479	39.016091	39.991493	40.991280	42.016062	43.066464	44.143126
<b>Personnel Analyst   014012   MSUP</b>														
A MSUP 012	35.346653	46.377872	73521.04	96465.97	35.346653	36.230319	37.136077	38.064479	39.016091	39.991493	40.991280	42.016062	43.066464	44.143126
<b>Personnel Technician   010708   CONF</b>														
A CONF 009	27.677968	36.315892	57570.17	75537.06	27.677968	28.369917	29.079165	29.806144	30.551298	31.315080	32.097957	32.900406	33.722916	34.565989
<b>Personnel Transactions Coord   016065   L39A</b>														
A OFFT 037	19.243842	27.078020	40027.19	56322.28	19.243842	20.206034	21.216336	22.277153	23.391011	24.560562	25.788590	27.078020		
<b>Pick Up Driver   016988   L39A</b>														
A OFFT 150	15.949911	21.374407	33175.82	44458.77		15.949911	16.747407	17.584777	18.464016	19.387217	20.356578	21.374407		
<b>Pilot   009126   TEMP</b>														
A TEMP 059	35.433200	41.338800	73701.06	85984.70	35.433200	38.386000	41.338800							
<b>Planning Director   001786   MGMT</b>														
A MGTE 073	61.382792	80.539541	127676.21	167522.24	61.382792	62.917362	64.490296	66.102553	67.755117	69.448995	71.185220	72.964850	74.788971	76.658695
<b>Plans Examiner I   016007   L39A</b>														
A OFFT 007	27.002113	37.994685	56164.40	79028.94	27.002113	28.352219	29.769830	31.258321	32.821237	34.462299	36.185414	37.994685		
<b>Plans Examiner II   016008   L39A</b>														
A OFFT 008	28.427780	40.000739	59129.78	83201.54	28.427780	29.849169	31.341627	32.908708	34.554143	36.281850	38.095942	40.000739		
<b>Plans Examiner III   016009   L39A</b>														
A OFFT 009	33.250390	46.786637	69160.81	97316.20	33.250390	34.912909	36.658554	38.491482	40.416056	42.436859	44.558702	46.786637		
<b>Plant Operator   004002   L39B</b>														
A PLNT 002	28.940345	40.721972	60195.92	84701.70	28.940345	30.387362	31.906730	33.502067	35.177170	36.936029	38.782830	40.721972		
<b>Plumber   006014   BULT</b>														
A BLDG 010	27.081507	44.929550	56329.54	93453.46	27.081507	29.112620	31.296066	33.643271	36.166516	38.879005	41.794930	44.929550		
<b>Plumber Apprentice   006264   BULT</b>														
A BLDG 021	16.178890	26.841575	33652.09	55830.48	16.178890	17.392307	18.696730	20.098985	21.606409	23.226890	24.968907	26.841575		
<b>Plumbing Supervisor   006270   BULT</b>														
A BLDG 028	30.455774	50.527626	63348.01	105097.46	30.455774	32.739957	35.195454	37.835113	40.672747	43.723203	47.002443	50.527626		

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12		
Police Background Investigator   009104   TEMP																
A TEMP 044	31.025600	31.025600	64533.25	64533.25	31.025600											
Police Captain   001789   MGMT																
A MGTP 076	82.503820	108.252159	171607.95	225164.49	82.503820	84.566415	86.680575	88.847589	91.068779	93.345498	95.679135	98.071113	100.522891	103.035963	105.611862	108.252159
Police Chief   020028   EXMG																
U PEXM 020	86.581153	149.927884	180088.80	311850.00												
Police Clerk I   016066   L39A																
A OFFT 038	15.555625	20.846025	32355.70	43359.73		15.555625	16.333406	17.150076	18.007580	18.907959	19.853357	20.846025				
Police Clerk II   016067   L39A																
A OFFT 039	17.186240	24.182766	35747.38	50300.15	17.186240	18.045552	18.947830	19.895222	20.889983	21.934482	23.031206	24.182766				
Police Clerk III   016068   L39A																
A OFFT 040	19.088935	26.860049	39704.98	55868.90	19.088935	20.043382	21.045551	22.097829	23.202720	24.362856	25.580999	26.860049				
Police Lieutenant   001870   MGMT																
A MGTP 136	71.742450	94.132310	149224.30	195795.20	71.742450	73.536011	75.374411	77.258771	79.190240	81.169996	83.199246	85.279227	87.411208	89.596488	91.836400	94.132310
Police Officer   002027   SPOA																
A SPOA 002	37.124616	49.750535	77219.20	103481.11	37.124616	38.980847	40.929889	42.976383	45.125202	47.381462	49.750535					
Police Officer Recruit   009123   TEMP																
A TEMP 056	35.356777	35.356777	73542.10	73542.10	35.356777											
Police Records Specialist I   016933   L39A																
A OFFT 113	19.413322	27.316492	40379.71	56818.30	19.413322	20.383988	21.403187	22.473346	23.597013	24.776864	26.015707	27.316492				
Police Records Specialist II   016934   L39A																
A OFFT 114	22.325363	31.414029	46436.76	65341.18	22.325363	23.441631	24.613713	25.844399	27.136619	28.493450	29.918123	31.414029				
Police Records Specialist III   016935   L39A																
A OFFT 115	24.557873	34.555393	51080.38	71875.22	24.557873	25.785767	27.075055	28.428808	29.850248	31.342760	32.909898	34.555393				
Police Records Supervisor   015101   L39C																
A SUPV 057	27.013696	38.010984	56188.49	79062.85	27.013696	28.364381	29.782600	31.271730	32.835317	34.477083	36.200937	38.010984				
Police Sergeant   002015   SPOA																
A SPOA 001	49.525166	60.198148	103012.34	125212.15	49.525166	52.001424	54.601495	57.331570	60.198148							
Police Social Services Admnstr   001932   MGMT																
A MGTE 204	47.648190	62.518554	99108.24	130038.59	47.648190	48.839395	50.060380	51.311890	52.594687	53.909554	55.257293	56.638725	58.054693	59.506060	60.993711	62.518554

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Pool Manager   009015   TEMP</b>														
A TEMP 015	17.895712	21.272377	37223.08	44246.54	17.895712	18.343104	18.801682	19.271724	19.753517	20.247355	20.753539	21.272377		
<b>Principal Accountant   001791   MGMT</b>														
A MGTE 078	41.328244	54.226236	85962.75	112790.57	41.328244	42.361450	43.420486	44.505998	45.618648	46.759114	47.928092	49.126294	50.354451	51.613312
													52.903645	54.226236
<b>Principal Applications Develpr   001828   MGMT</b>														
A MGTE 109	52.768327	69.236617	109758.12	144012.16	52.768327	54.087535	55.439723	56.825716	58.246359	59.702518	61.195081	62.724958	64.293082	65.900409
													67.547919	69.236617
<b>Principal Budget Analyst   020041   EXMG</b>														
U EXMG 036	44.559769	70.181634	92684.32	145977.80										
<b>Principal Building Inspector   001793   MGMT</b>														
A MGTE 079	47.582890	62.432875	98972.41	129860.38	47.582890	48.772462	49.991774	51.241568	52.522607	53.835672	55.181564	56.561103	57.975131	59.424509
													60.910122	62.432875
<b>Principal Engineer   001918   MGMT</b>														
A MGTE 184	59.986906	78.708021	124772.76	163712.68	59.986906	61.486579	63.023743	64.599337	66.214320	67.869678	69.566420	71.305581	73.088221	74.915427
													76.788313	78.708021
<b>Principal Fiscal Policy Anlyst   001937   MGMT</b>														
A MGTE 209	49.942642	65.529074	103880.70	136300.47	49.942642	51.191208	52.470988	53.782763	55.127332	56.505515	57.918153	59.366107	60.850260	62.371516
													63.930804	65.529074
<b>Principal Planner   001795   MGMT</b>														
A MGTE 080	52.175372	68.458609	108524.77	142393.91	52.175372	53.479756	54.816750	56.187169	57.591848	59.031644	60.507435	62.020121	63.570624	65.159890
													66.788887	68.458609
<b>Principal Systems Engineer   001796   MGMT</b>														
A MGTE 081	52.768327	69.236617	109758.12	144012.16	52.768327	54.087535	55.439723	56.825716	58.246359	59.702518	61.195081	62.724958	64.293082	65.900409
													67.547919	69.236617
<b>Process Control Supervisor   001947   MGMT</b>														
A MGTE 219	44.222849	58.024210	91983.53	120690.36	44.222849	45.328420	46.461630	47.623171	48.813750	48.813750	51.284946	52.567070	53.881247	55.228278
													56.608985	58.024210
<b>Process Control Systems Splst   017037   L39A</b>														
A PROF 023	38.775064	54.560409	80652.13	113485.65	38.775064	40.713817	42.749508	44.886983	47.131332	49.487899	51.962294	54.560409		
<b>Procurement Services Manager   001797   MGMT</b>														
A MGTE 082	55.303614	72.563134	115031.52	150931.32	55.303614	56.686204	58.103359	59.555943	61.044842	62.570963	64.135237	65.738618	67.382083	69.066635
													70.793301	72.563134
<b>Program Coord. (Adaptive Rec.)   016985   L39A</b>														
A OFFT 146	21.635920	30.443912	45002.71	63323.34	21.635920	22.717716	23.853602	25.046282	26.298596	27.613526	28.994202	30.443912		
<b>Program Coord. (Older Adults)   016984   L39A</b>														
A OFFT 145	21.635920	30.443912	45002.71	63323.34	21.635920	22.717716	23.853602	25.046282	26.298596	27.613526	28.994202	30.443912		
<b>Program Coordinator   016210   L39A</b>														
A OFFT 078	21.211688	29.846974	44120.31	62081.71	21.211688	22.272272	23.385886	24.555180	25.782939	27.072086	28.425690	29.846974		

Sal Plan	Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Program Developer   016211   L39A</b>															
A	OFFT 079	18.059320	25.411277	37563.39	52855.46	18.059320	18.962286	19.910400	20.905920	21.951216	23.048777	24.201216	25.411277		
<b>Program Develpr (Older Adults)   016986   L39A</b>															
A	OFFT 147	18.420507	25.919503	38314.66	53912.57	18.420507	19.341532	20.308609	21.324039	22.390241	23.509753	24.685241	25.919503		
<b>Program Leader   016949   L39A</b>															
A	OFFT 121	15.797281	21.169867	32858.34	44033.32		15.797281	16.587145	17.416502	18.287327	19.201693	20.161778	21.169867		
<b>Program Leader (Older Adults)   016987   L39A</b>															
A	OFFT 148	15.568335	20.863058	32382.14	43395.16		15.568335	16.346752	17.164090	18.022294	18.923409	19.869579	20.863058		
<b>Program Manager   001798   MGMT</b>															
A	MGTE 083	47.649359	62.520088	99110.67	130041.78	47.649359	48.840593	50.061608	51.313148	52.595977	53.910876	55.258648	56.640114	58.056117	59.507520
<b>Program Specialist   001799   MGMT</b>															
A	MGTE 084	43.317598	56.836442	90100.60	118219.80	43.317598	44.400538	45.510551	46.648315	47.814523	49.009886	50.235133	51.491011	52.778286	54.097743
<b>Program Supervisor   015091   L39C</b>															
A	SUPV 048	27.626544	38.873322	57463.21	80856.51	27.626544	29.007871	30.458265	31.981178	33.580237	35.259249	37.022211	38.873322		
<b>Program Suprvsr (Older Adults)   015112   L39C</b>															
A	SUPV 073	28.179075	39.650789	58612.48	82473.64	28.179075	29.588029	31.067430	32.620802	34.251842	35.964434	37.762656	39.650789		
<b>Public Information Coordinator   017022   L39A</b>															
A	PROF 011	25.242112	35.518186	52503.59	73877.83	25.242112	26.504218	27.829429	29.220900	30.681945	32.216042	33.826844	35.518186		
<b>Public Safety Admin. Manager   001788   MGMT</b>															
A	MGTE 075	49.382485	64.794100	102715.57	134771.73	49.382485	50.617047	51.882473	53.179535	54.509023	55.871749	57.268543	58.700257	60.167763	61.671957
<b>Public Safety Communicatns Mgr   001931   MGMT</b>															
A	MGTE 203	59.258982	77.752920	123258.68	161726.07	59.258982	60.740457	62.258968	63.815442	65.410828	67.046099	68.722251	70.440307	72.201315	74.006348
<b>Public Service Aide   009037   TEMP</b>															
A	TEMP 025	15.500000	15.500000	32240.00	32240.00	15.500000									
<b>Real Property Agent I   017032   L39A</b>															
A	PROF 019	28.447141	40.027984	59170.05	83258.21	28.447141	29.869498	31.362973	32.931122	34.577678	36.306562	38.121890	40.027984		
<b>Real Property Agent II   017033   L39A</b>															
A	PROF 020	32.820229	46.181358	68266.08	96057.22	32.820229	34.461240	36.184302	37.993517	39.893193	41.887853	43.982246	46.181358		
<b>Real Property Agent III   017034   L39A</b>															
A	PROF 021	36.374165	51.182103	75658.26	106458.77	36.374165	38.192873	40.102517	42.107643	44.213025	46.423676	48.744860	51.182103		



Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12		
Recreation Aide   016034   L39A																
A TEMP 027	15.530000	15.530000	32302.40	32302.40												
Recreation Aide (Older Adults)   016035   L39A																
A TEMP 071	15.530000	15.530000	32302.40	32302.40												
Recreation General Supervisor   001805   MGMT																
A MGTE 089	38.522193	50.544456	80126.16	105132.47	38.522193	39.485248	40.472379	41.484188	42.521293	43.584325	44.673933	45.790781	46.935551	48.108940	49.311664	50.544456
Recreation Leader (Adpt Rec)   016036   L39A																
A TEMP 026	15.530000	15.530000	32302.40	32302.40												
Recreation Manager   001803   MGMT																
A MGTE 087	50.355809	66.071185	104740.08	137428.06	50.355809	51.614704	52.905072	54.227699	55.583391	56.972976	58.397300	59.857232	61.353663	62.887505	64.459693	66.071185
Recreation Superintendent   001804   MGMT																
A MGTE 088	42.802438	56.160508	89029.07	116813.86	42.802438	43.872499	44.969311	46.093544	47.245883	48.427030	49.637706	50.878649	52.150615	53.454380	54.790740	56.160508
Registered Veterinary Tech   003926   L39A																
A OPMT 071	25.223925	35.492595	52465.76	73824.60	25.223925	26.485121	27.809377	29.199846	30.659838	32.192830	33.802471	35.492595				
Registrar   017014   L39A																
A PROF 008	24.422055	34.364285	50797.87	71477.71	24.422055	25.643158	26.925316	28.271582	29.685161	31.169419	32.727890	34.364285				
Reserve Community Service Off   002000   SPOA																
A TEMP 062	26.377904	26.377904	54866.04	54866.04	26.377904											
Reserve Dispatcher   002001   SPOA																
A TEMP 049	29.090455	29.090455	60508.15	60508.15	29.090455											
Reserve Evidence & Prop Tech   009021   TEMP																
A TEMP 060	19.310800	19.310800	40166.46	40166.46	19.310800											
Reserve Police Officer I   002002   SPOA																
A TEMP 006	49.750535	49.750535	103481.11	103481.11	49.750535	49.750535	49.750535									
Reserve Police Officer II   002003   SPOA																
A TEMP 004	37.124616	37.124616	77219.20	77219.20	37.124616											
Reserve Police Officer III   002004   SPOA																
A TEMP 002	29.081639	29.081639	60489.81	60489.81	29.081639											
Reserve Police Records Spec   009121   TEMP																
A TEMP 055	19.460300	19.460300	40477.42	40477.42	19.460300											

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12		
Reserve Police Sergeant   002005   SPOA																
A TEMP 019	60.198148	60.198148	125212.15	125212.15	60.198148											
Risk Manager   001864   MGMT																
A MGTE 166	60.834059	79.819556	126534.84	166024.68	60.834059	62.354910	63.913783	65.511628	67.149419	68.828154	70.548858	72.312579	74.120393	75.973403	77.872738	79.819556
Sacramento Fire EMT   005180   L522																
A FR42 001	24.231752	29.453846	52922.15	64327.20	24.231752	25.443340	26.715507	28.051282	29.453846							
Sacramento Fire Paramedic   005181   L522																
A FR42 002	27.866513	33.871922	60860.46	73976.28	27.866513	29.259839	30.722831	32.258973	33.871922							
Security Guard   003641   L39A																
A OPMT 025	16.685954	23.478814	34706.78	48835.93	16.685954	17.520252	18.396265	19.316078	20.281882	21.295976	22.360775	23.478814				
Security Officer   002006   SPOA																
A TEMP 051	25.652889	25.652889	53358.01	53358.01	25.652889											
Senior Accountant Auditor   010824   CONF																
A CONF 045	39.464793	51.781229	82086.77	107704.96	39.464793	40.451413	41.462698	42.499265	43.561747	44.650791	45.767061	46.911238	48.084019	49.286119	50.518272	51.781229
Senior Accountant Auditor   014013   MSUP																
A MSUP 013	39.464793	51.781229	82086.77	107704.96	39.464793	40.451413	41.462698	42.499265	43.561747	44.650791	45.767061	46.911238	48.084019	49.286119	50.518272	51.781229
Senior Accounting Technician   015064   L39C																
A SUPV 032	23.160078	32.588555	48172.96	67784.19	23.160078	24.318082	25.533986	26.810685	28.151219	29.558780	31.036719	32.588555				
Senior Advisor to the Mayor   021017   MCSU																
U MCSA 100	41.415923	66.860826	86145.12	139070.52												
Senior Animal Care Technician   015097   L39C																
A SUPV 054	22.071141	31.056311	45907.97	64597.13	22.071141	23.174698	24.333433	25.550105	26.827610	28.168990	29.577439	31.056311				
Senior Animal Control Officer   015033   L39C																
A SUPV 015	27.594930	38.828836	57397.45	80763.98	27.594930	28.974676	30.423410	31.944580	33.541809	35.218899	36.979844	38.828836				
Senior Applications Developer   001812   MGMT																
A MGTE 094	47.164103	61.883392	98101.33	128717.46	47.164103	48.343206	49.551786	50.790581	52.060346	53.361855	54.695901	56.063299	57.464881	58.901503	60.374041	61.883392
Senior Architect   001813   MGMT																
A MGTE 095	50.814394	66.672890	105693.94	138679.61	50.814394	52.084754	53.386873	54.721545	56.089584	57.491824	58.929120	60.402348	61.912407	63.460217	65.046722	66.672890
Senior Auditor   001935   MGMT																
A MGTE 210	36.395761	47.754392	75703.18	99329.14	36.395761	37.305655	38.238296	39.194253	40.174109	41.178462	42.207924	43.263122	44.344700	45.453318	46.589651	47.754392

Sal Plan	Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12			
Senior Budget Analyst   010825   CONF																		
A	CONF	046	43.317598	56.836442	90100.60	118219.80	43.317598	44.400538	45.510551	46.648315	47.814523	49.009886	50.235133	51.491011	52.778286	54.097743	55.450187	56.836442
Senior Budget Analyst   014014   MSUP																		
A	MSUP	014	43.317598	56.836442	90100.60	118219.80	43.317598	44.400538	45.510551	46.648315	47.814523	49.009886	50.235133	51.491011	52.778286	54.097743	55.450187	56.836442
Senior Building Maint Worker   003632   L39A																		
A	OPMT	017	23.519752	33.094653	48921.08	68836.88	23.519752	24.695740	25.930527	27.227053	28.588406	30.017826	31.518717	33.094653				
Senior Camp Aquatics Leader   009133   TEMP																		
D	DALY	010	66.120000	80.000000	24133.80	29200.00	66.120000	72.722000	80.000000									
Senior Carpenter   006256   BULT																		
A	BLDG	017	26.404352	43.806118	54921.05	91116.72	26.404352	28.384678	30.513529	32.802044	35.262197	37.906862	40.749877	43.806118				
Senior Claims Collector   016103   L39A																		
A	OFFT	057	24.983763	35.154664	51966.23	73121.70	24.983763	26.232951	27.544599	28.921829	30.367920	31.886316	33.480632	35.154664				
Senior Code Enforcement Ofcr   015066   L39C																		
A	SUPV	034	29.729389	41.832236	61837.13	87011.05	29.729389	31.215858	32.776651	34.415484	36.136258	37.943071	39.840225	41.832236				
Senior Council Representative   021016   MCSU																		
U	MCSA	050	30.370000	63.426177	63169.60	131926.45												
Senior Custodian   003678   L39A																		
A	OPMT	050	18.532822	26.077542	38548.27	54241.29	18.532822	19.459463	20.432436	21.454058	22.526761	23.653099	24.835754	26.077542				
Senior Debt Analyst   001814   MGMT																		
A	MGTE	096	45.384512	59.548413	94399.78	123860.70	45.384512	46.519125	47.682103	48.874156	50.096010	51.348410	52.632120	53.947923	55.296621	56.679037	58.096013	59.548413
Senior Department Sys Spclst   016222   L39A																		
A	OFFT	089	38.923032	54.768614	80959.91	113918.72	38.923032	40.869184	42.912643	45.058275	47.311189	49.676748	52.160585	54.768614				
Senior Deputy City Attorney   001815   MGMT																		
A	MGTE	097	72.612442	95.273816	151033.88	198169.54	72.612442	74.427753	76.288447	78.195658	80.150549	82.154313	84.208171	86.313375	88.471209	90.682989	92.950064	95.273816
Senior Deputy City Clerk   010828   CONF																		
A	CONF	049	29.904359	39.237110	62201.07	81613.19	29.904359	30.651968	31.418267	32.203724	33.008817	33.834037	34.679888	35.546885	36.435557	37.346446	38.280107	39.237110
Senior Deputy City Clerk   014004   MSUP																		
A	MSUP	005	29.904359	39.237110	62201.07	81613.19	29.904359	30.651968	31.418267	32.203724	33.008817	33.834037	34.679888	35.546885	36.435557	37.346446	38.280107	39.237110
Senior Development Project Mgr   001816   MGMT																		
A	MGTE	098	48.369817	63.465391	100609.22	132008.01	48.369817	49.579062	50.818539	52.089002	53.391227	54.726008	56.094158	57.496512	58.933925	60.407273	61.917455	63.465391

Sal Plan	Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Senior Electrician   006266   BULT</b>															
A	BLDG 022	30.487873	50.580878	63414.78	105208.23	30.487873	32.774463	35.232548	37.874989	40.715613	43.769284	47.051980	50.580878		
<b>Senior Electronic Maint Tech   003633   L39A</b>															
A	OPMT 018	33.649827	47.348686	69991.64	98485.27	33.649827	35.332318	37.098934	38.953881	40.901575	42.946654	45.093987	47.348686		
<b>Senior Engineer   001817   MGMT</b>															
A	MGTE 099	51.417051	67.463626	106947.47	140324.34	51.417051	52.702477	54.020039	55.370540	56.754804	58.173674	59.628016	61.118716	62.646684	64.212851
<b>Senior Engineering Technician   015111   L39C</b>															
A	SUPV 071	30.388656	42.759890	63208.40	88940.57	30.388656	31.908089	33.503493	35.178668	36.937601	38.784481	40.723705	42.759890		
<b>Senior Equipment Service Wrkr   012007   IAMA</b>															
A	IAMA 013	20.014007	28.161717	41629.14	58576.37	20.014007	21.014707	22.065442	23.168714	24.327150	25.543508	26.820683	28.161717		
<b>Senior Evidence/Property Tech   016072   L39A</b>															
A	OFFT 042	25.805433	36.310835	53675.30	75526.54	25.805433	27.095705	28.450490	29.873014	31.366665	32.934998	34.581748	36.310835		
<b>Senior Fire Prevention Officer   005159   L522</b>															
A	FR40 007	43.922386	58.860198	91358.56	122429.21	43.922386	46.118505	48.424430	50.845651	53.387934	56.057331	58.860198			
<b>Senior Fiscal Policy Analyst   001938   MGMT</b>															
A	MGTE 211	44.591455	58.507852	92750.23	121696.33	44.591455	45.706241	46.848897	48.020119	49.220622	50.451138	51.712416	53.005226	54.330357	55.688616
<b>Senior Generator Technician   006062   BULT</b>															
A	BLDG 024	33.273375	46.818981	69208.62	97383.48	33.273375	34.937044	36.683896	38.518091	40.443996	42.466196	44.589506	46.818981		
<b>Senior HVAC Systems Mechanic   004011   L39B</b>															
A	PLNT 007	36.042180	50.714965	74967.73	105487.13	36.042180	37.844289	39.736503	41.723328	43.809494	45.999969	48.299967	50.714965		
<b>Senior IT Support Spclst   016223   L39A</b>															
A	OFFT 090	39.524341	55.614716	82210.63	115678.61	39.524341	41.500558	43.575586	45.754365	48.042083	50.444187	52.966396	55.614716		
<b>Senior Intg Was Equip Operator   003664   L39A</b>															
A	OPMT 045	25.064680	35.268524	52134.53	73358.53	25.064680	26.317914	27.633810	29.015501	30.466276	31.989590	33.589070	35.268524		
<b>Senior Investment Officer   001818   MGMT</b>															
A	MGTE 100	60.479837	79.354789	125798.06	165057.96	60.479837	61.991833	63.541629	65.130170	66.758424	68.427385	70.138070	71.891522	73.688810	75.531030
<b>Senior Landfill Engn Tech   016208   L39A</b>															
A	OFFT 076	30.388656	42.759890	63208.40	88940.57	30.388656	31.908089	33.503493	35.178668	36.937601	38.784481	40.723705	42.759890		
<b>Senior Landscape Architect   001819   MGMT</b>															
A	MGTE 101	45.485805	59.681317	94610.47	124137.14	45.485805	46.622950	47.788524	48.983237	50.207818	51.463013	52.749588	54.068328	55.420036	56.805537

Sal Plan	Grade	Hourly Min/Max	Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12		
Senior Legal Staff Asst (Ex)   010811   CONF																		
A	CONF	032	26.306892	34.516922	54718.34	71795.20	26.306892	26.964564	27.638678	28.329645	29.037886	29.763833	30.507929	31.270627	32.052393	32.853703	33.675046	34.516922
Senior Lifeguard   009016   TEMP																		
A	TEMP	016	15.500000	16.617947	32240.00	34565.33	15.500000	15.500000	15.817201	16.212631	16.617947							
Senior Maintenance Worker   003652   L39A																		
A	OPMT	034	20.521387	28.875651	42684.48	60061.35	20.521387	21.547456	22.624829	23.756070	24.943873	26.191067	27.500620	28.875651				
Senior Office Specialist   016096   L39A																		
A	OFFT	055	19.088935	26.860049	39704.98	55868.90	19.088935	20.043382	21.045551	22.097829	23.202720	24.362856	25.580999	26.860049				
Senior Painter   006051   BULT																		
A	BLDG	013	26.844752	44.536761	55837.08	92636.46	26.844752	28.858108	31.022466	33.349151	35.850337	38.539112	41.429545	44.536761				
Senior Parking Lot Attendant   003668   L39A																		
A	OPMT	047	19.144854	26.938733	39821.30	56032.56	19.144854	20.102097	21.107202	22.162562	23.270690	24.434225	25.655936	26.938733				
Senior Parking Lot Supervisor   015067   L39C																		
A	SUPV	035	26.360131	37.091351	54829.07	77150.01	26.360131	27.678138	29.062045	30.515147	32.040904	33.642949	35.325096	37.091351				
Senior Personnel Analyst   001821   MGMT																		
A	MGTE	103	41.034133	53.840338	85351.00	111987.90	41.034133	42.059986	43.111486	44.189273	45.294005	46.426355	47.587014	48.776689	49.996106	51.246009	52.527159	53.840338
Senior Personnel Trans Coord   016131   L39A																		
A	OFFT	070	21.173412	29.793118	44040.70	61969.68	21.173412	22.232083	23.343687	24.510871	25.736415	27.023236	28.374398	29.793118				
Senior Planner   001822   MGMT																		
A	MGTE	104	44.349066	58.189819	92246.06	121034.82	44.349066	45.457793	46.594238	47.759094	48.953071	50.176898	51.431320	52.717103	54.035031	55.385907	56.770555	58.189819
Senior Plant Operator   004003   L39B																		
A	PLNT	003	34.761914	48.913504	72304.78	101740.09	34.761914	36.500010	38.325010	40.241261	42.253324	44.365990	46.584290	48.913504				
Senior Plumber   006258   BULT																		
A	BLDG	018	29.875615	49.565112	62141.28	103095.43	29.875615	32.116286	34.525007	37.114382	39.897961	42.890308	46.107081	49.565112				
Senior Police Records Supv   015082   L39C																		
A	SUPV	042	29.715002	41.811990	61807.20	86968.94	29.715002	31.200752	32.760790	34.398829	36.118770	37.924708	39.820943	41.811990				
Senior Policy Advisor   021025   MCSU																		
U	MCSA	135	41.415923	65.230076	86145.12	135678.56												
Senior Rec Aide (Older Adults)   016037   L39A																		
A	TEMP	072	15.530000	17.938293	32302.40	37311.65												

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Senior Recreation Aide   016038   L39A</b>														
A TEMP 052	15.530000	17.938293	32302.40	37311.65										
<b>Senior Staff Assistant   010712   CONF</b>														
A CONF 012	23.953033	31.428454	49822.31	65371.18	23.953033	24.551859	25.165655	25.794796	26.439666	27.100658	27.778174	28.472628	29.184444	29.914055
					30.661906	31.428454								
<b>Senior Stationary Engineer   004004   L39B</b>														
A PLNT 004	33.554143	47.214048	69792.62	98205.22	33.554143	35.231850	36.993442	38.843114	40.785270	42.824533	44.965760	47.214048		
<b>Senior Store Keeper   015105   L39C</b>														
A SUPV 061	21.770339	30.633053	45282.30	63716.75	21.770339	22.858856	24.001799	25.201889	26.461983	27.785082	29.174336	30.633053		
<b>Senior Systems Engineer   001823   MGMT</b>														
A MGTE 105	47.335384	62.108124	98457.60	129184.90	47.335384	48.518769	49.731738	50.975031	52.249407	53.555642	54.894533	56.266896	57.673568	59.115407
					60.593292	62.108124								
<b>Senior Telecommunications Tech   003923   L39A</b>														
A OPMT 068	34.216415	48.145932	71170.14	100143.54	34.216415	35.927236	37.723598	39.609778	41.590267	43.669780	45.853269	48.145932		
<b>Senior Tree Maintenance Worker   003661   L39A</b>														
A OPMT 042	23.382668	32.901762	48635.95	68435.66	23.382668	24.551801	25.779391	27.068361	28.421779	29.842868	31.335011	32.901762		
<b>Senior Tree Pruner   003680   L39A</b>														
A OPMT 051	24.683827	34.732623	51342.36	72243.86	24.683827	25.918018	27.213919	28.574615	30.003346	31.503513	33.078689	34.732623		
<b>Special Assistant to the Mayor   021005   MCSU</b>														
U MCSA 060	41.761052	65.773658	86862.99	136809.21										
<b>Special Asst. to City Attorney   010826   CONF</b>														
A CONF 047	32.266428	42.336350	67114.17	88059.61	32.266428	33.073089	33.899916	34.747414	35.616099	36.506501	37.419164	38.354643	39.313509	40.296347
					41.303756	42.336350								
<b>Special Asst. to City Attorney   014015   MSUP</b>														
A MSUP 015	32.266428	42.336350	67114.17	88059.61	32.266428	33.073089	33.899916	34.747414	35.616099	36.506501	37.419164	38.354643	39.313509	40.296347
					41.303756	42.336350								
<b>Special Districts Manager   001915   MGMT</b>														
A MGTE 202	55.303614	72.563134	115031.52	150931.32	55.303614	56.686204	58.103359	59.555943	61.044842	62.570963	64.135237	65.738618	67.382083	69.066635
					70.793301	72.563134								
<b>Special Projects Manager   001855   MGMT</b>														
A MGTE 127	48.515711	63.656817	100912.68	132406.18	48.515711	49.728604	50.971819	52.246114	53.552267	54.891074	56.263351	57.669935	59.111683	60.589475
					62.104212	63.656817								
<b>Staff Assistant   010713   CONF</b>														
A CONF 013	21.242230	27.871646	44183.84	57973.02	21.242230	21.773286	22.317618	22.875558	23.447447	24.033633	24.634474	25.250336	25.881594	26.528634
					27.191850	27.871646								
<b>Staff Assistant-Mayor Council   022002   EMSU</b>														
U MCSB 020	18.581096	29.265225	38648.68	60871.67										

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Stagehand I   006016   BULT</b>														
A BLDG 011	23.776471	33.455883	49455.06	69588.24	23.776471	24.965295	26.213560	27.524238	28.900450	30.345472	31.862746	33.455883		
<b>Stagehand II   006017   BULT</b>														
A BLDG 012	22.186399	36.808326	46147.71	76561.32	22.186399	23.850379	25.639157	27.562094	29.629251	31.851445	34.240303	36.808326		
<b>Stationary Engineer   004005   L39B</b>														
A PLNT 005	30.500403	42.917129	63440.84	89267.63	30.500403	32.025423	33.626694	35.308029	37.073430	38.927101	40.873456	42.917129		
<b>Storekeeper   016087   L39A</b>														
A OFFT 049	20.242966	28.483887	42105.37	59246.48	20.242966	21.255114	22.317870	23.433764	24.605452	25.835725	27.127511	28.483887		
<b>Stores Administrator   001945   MGMT</b>														
A MGTE 217	36.118633	47.390776	75126.76	98572.81	36.118633	37.021599	37.947139	38.895817	39.868212	40.864917	41.886540	42.933703	44.007046	45.107222
<b>Stores Administrator   014006   MSUP</b>														
A MSUP 007	36.118633	47.390776	75126.76	98572.81	36.118633	37.021599	37.947139	38.895817	39.868212	40.864917	41.886540	42.933703	44.007046	45.107222
<b>Stores Clerk I   016088   L39A</b>														
A OFFT 050	16.685954	23.478814	34706.78	48835.93	16.685954	17.520252	18.396265	19.316078	20.281882	21.295976	22.360775	23.478814		
<b>Stores Clerk II   016089   L39A</b>														
A OFFT 051	18.532822	26.077542	38548.27	54241.29	18.532822	19.459463	20.432436	21.454058	22.526761	23.653099	24.835754	26.077542		
<b>Street Construction Equip Optr   003687   L39A</b>														
A OPMT 056	30.495608	42.910381	63430.86	89253.59	30.495608	32.020388	33.621407	35.302477	37.067601	38.920981	40.867030	42.910381		
<b>Street Construction Laborer   003688   L39A</b>														
A OPMT 057	27.663823	38.925777	57540.75	80965.62	27.663823	29.047014	30.499365	32.024333	33.625550	35.306828	37.072169	38.925777		
<b>Street Construction Lbr Trnee   003690   L39A</b>														
A OPMT 058	21.333855	21.333855	44374.42	44374.42	21.333855									
<b>Street Maintenance Supv   015099   L39C</b>														
A SUPV 056	32.024874	45.062215	66611.74	93729.41	32.024874	33.626118	35.307424	37.072795	38.926435	40.872757	42.916395	45.062215		
<b>Streets Manager   001883   MGMT</b>														
A MGTE 146	49.483961	64.927244	102926.64	135048.67	49.483961	50.721060	51.989086	53.288813	54.621033	55.986559	57.386223	58.820879	60.291401	61.798686
<b>Structural Maintenance Supv   006053   BULT</b>														
A BLDG 015	31.345065	52.003005	65197.74	108166.25	31.345065	33.695945	36.223141	38.939877	41.860368	44.999896	48.374888	52.003005		
<b>Student Trainee   009009   TEMP</b>														
A TEMP 009	15.500000	15.500000	32240.00	32240.00	15.500000									

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Supervising Architect   001829   MGMT																
A MGTE 110	56.460439	74.080989	117437.71	154088.46	56.460439	57.871950	59.318749	60.801718	62.321761	63.879805	65.476800	67.113720	68.791563	70.511352	72.274136	74.080989
Supervising Building Inspector   015096   L39C																
A SUPV 053	37.391383	52.613432	77774.08	109435.94	37.391383	39.260952	41.224000	43.285200	45.449460	47.721933	50.108030	52.613432				
Supervising Code Enforce Ofcr   015006   L39C																
A SUPV 076	34.188605	48.106800	71112.30	100062.14	34.188605	35.898035	37.692937	39.577584	41.556463	43.634286	45.816000	48.106800				
Supervising Community Ctr Attd   015058   L39C																
A SUPV 029	23.779892	33.460696	49462.18	69598.25	23.779892	24.968887	26.217331	27.528198	28.904608	30.349838	31.867330	33.460696				
Supervising Construction Insp   015074   L39C																
A SUPV 037	35.314779	49.691441	73454.74	103358.20	35.314779	37.080518	38.934544	40.881271	42.925335	45.071602	47.325182	49.691441				
Supervising Deputy City Atty   020037   EXMG																
U EXMG 092	67.356778	128.869091	140102.10	268047.71												
Supervising Dispatcher   015039   L39C																
A SUPV 018	39.397955	55.436879	81947.75	115308.71	39.397955	41.367853	43.436246	45.608058	47.888461	50.282884	52.797028	55.436879				
Supervising Engineer   001831   MGMT																
A MGTE 112	57.130055	74.959584	118830.51	155915.94	57.130055	58.558306	60.022264	61.522821	63.060892	64.637414	66.253349	67.909683	69.607425	71.347611	73.131301	74.959584
Supervising Financial Analyst   001832   MGMT																
A MGTE 113	47.649359	62.520088	99110.67	130041.78	47.649359	48.840593	50.061608	51.313148	52.595977	53.910876	55.258648	56.640114	58.056117	59.507520	60.995208	62.520088
Supervising Fire Svc Worker   012059   IAMA																
A IAMA 012	25.323676	35.632955	52673.25	74116.55	25.323676	26.589860	27.919353	29.315321	30.781087	32.320141	33.936148	35.632955				
Supervising Forensic Invstg   015060   L39C																
A SUPV 030	35.375133	49.776364	73580.28	103534.84	35.375133	37.143890	39.001084	40.951138	42.998695	45.148630	47.406061	49.776364				
Supervising Generator Tech   006063   BULT																
A BLDG 025	30.674382	50.890308	63802.72	105851.84	30.674382	32.974961	35.448083	38.106689	40.964691	44.037043	47.339821	50.890308				
Supervising Landscape Architct   001898   MGMT																
A MGTE 160	50.034469	65.649559	104071.70	136551.08	50.034469	51.285331	52.567464	53.881651	55.228692	56.609409	58.024644	59.475260	60.962141	62.486195	64.048350	65.649559
Supervising Legal Secretary   010816   CONF																
A CONF 028	34.388095	45.120160	71527.24	93849.93	34.388095	35.247797	36.128992	37.032217	37.958022	38.906973	39.879647	40.876638	41.898554	42.946018	44.019668	45.120160
Supervising Plant Operator   015040   L39C																
A SUPV 019	45.267045	63.695279	94155.45	132486.18	45.267045	47.530397	49.906917	52.402263	55.022376	57.773495	60.662170	63.695279				



Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Supervising Police Clerk   015041   L39C</b>														
A SUPV 020	23.080724	32.476896	48007.91	67551.94	23.080724	24.234760	25.446498	26.718823	28.054764	29.457502	30.930377	32.476896		
<b>Supervising Property Assistant   015062   L39C</b>														
A SUPV 031	27.979873	39.370492	58198.14	81890.62	27.979873	29.378867	30.847810	32.390201	34.009711	35.710197	37.495707	39.370492		
<b>Supervising Surveyor   015065   L39C</b>														
A SUPV 033	38.928387	54.776149	80971.04	113934.39	38.928387	40.874806	42.918546	45.064473	47.317697	49.683582	52.167761	54.776149		
<b>Supervising Water Quality Chem   015035   L39C</b>														
A SUPV 016	38.503250	54.177939	80086.76	112690.11	38.503250	40.428412	42.449833	44.572325	46.800941	49.140988	51.598037	54.177939		
<b>Support Services Manager   001834   MGMT</b>														
A MGTE 115	47.649359	62.520088	99110.67	130041.78	47.649359	48.840593	50.061608	51.313148	52.595977	53.910876	55.258648	56.640114	58.056117	59.507520
													60.995208	62.520088
<b>Survey Party Chief   015102   L39C</b>														
A SUPV 058	31.986510	45.008231	66531.94	93617.12	31.986510	33.585835	35.265127	37.028383	38.879802	40.823792	42.864982	45.008231		
<b>Survey Technician I   003924   L39A</b>														
A OPMT 069	20.937885	29.461706	43550.80	61280.35	20.937885	21.984779	23.084018	24.238219	25.450130	26.722636	28.058768	29.461706		
<b>Survey Technician II   003925   L39A</b>														
A OPMT 070	23.678911	33.318606	49252.14	69302.70	23.678911	24.862857	26.106000	27.411300	28.781865	30.220958	31.732006	33.318606		
<b>Systems Engineer   010714   CONF</b>														
A CONF 014	43.084714	56.530880	89616.20	117584.23	43.084714	44.161832	45.265878	46.397525	47.557463	48.746400	49.965060	51.214186	52.494541	53.806905
													55.152078	56.530880
<b>Telecommunications Engineer I   011023   WCOE</b>														
A WCOE 014	40.608600	57.140376	84465.89	118851.98	40.608600	42.639030	44.770981	47.095300	49.360006	51.828006	54.419406	57.140376		
<b>Telecommunications Engn II   011025   WCOE</b>														
A WCOE 016	44.381742	62.449567	92314.02	129895.10	44.381742	46.600829	48.930870	51.377413	53.946284	56.643598	59.475778	62.449567		
<b>Telecommunications Engn III   011026   WCOE</b>														
A WCOE 017	47.932173	67.445381	99698.92	140286.39	47.932173	50.328782	52.845221	55.487482	58.261856	61.174949	64.233696	67.445381		
<b>Telecommunications SysAnls I   017029   L39A</b>														
A PROF 017	32.045233	45.090862	66654.08	93788.99	32.045233	33.647495	35.329870	37.096364	38.951182	40.898741	42.943678	45.090862		
<b>Telecommunications SysAnls II   017030   L39A</b>														
A PROF 018	35.251168	49.601934	73322.43	103172.02	35.251168	37.013726	38.864412	40.807633	42.848015	44.990416	47.239937	49.601934		
<b>Telecommunications SysAnls III   017035   L39A</b>														
A PROF 022	38.775064	54.560409	80652.13	113485.65	38.775064	40.713817	42.749508	44.886983	47.131332	49.487899	51.962294	54.560409		

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Telecommunications Tech I   003683   L39A</b>														
A OPMT 054	31.607244	44.474565	65743.07	92507.10	31.607244	33.187606	34.846986	36.589335	38.418802	40.339742	42.356729	44.474565		
<b>Telecommunications Tech II   003684   L39A</b>														
A OPMT 055	33.187677	46.698394	69030.37	97132.66	33.187677	34.847061	36.589414	38.418885	40.339829	42.356820	44.474661	46.698394		
<b>Telecommunications Tech Trnee   003682   L39A</b>														
A OPMT 053	26.913622	37.870168	55980.33	78769.95	26.913622	28.259303	29.672268	31.155881	32.713675	34.349359	36.066827	37.870168		
<b>Ticket Seller (Exempt)   009010   TEMP</b>														
A TEMP 010	15.548100	16.325500	32340.05	33957.04					15.548100	16.325500				
<b>Traffic Ctrl&amp;Light Supv   015045   L39C</b>														
A SUPV 022	36.839523	51.836909	76626.21	107820.77	36.839523	38.681499	40.615574	42.646353	44.778671	47.017605	49.368485	51.836909		
<b>Traffic Ctrl&amp;Light Tech I   003637   L39A</b>														
A OPMT 021	27.582568	38.811443	57371.74	80727.80	27.582568	28.961696	30.409781	31.930270	33.526784	35.203123	36.963279	38.811443		
<b>Traffic Ctrl&amp;Light Tech II   003636   L39A</b>														
A OPMT 020	30.344317	42.697502	63116.18	88810.80	30.344317	31.861533	33.454610	35.127341	36.883708	38.727893	40.664288	42.697502		
<b>Traffic Ctrl&amp;Light Tech Trnee   003635   L39A</b>														
A OPMT 019	24.503038	34.478237	50966.32	71714.73	24.503038	25.728190	27.014600	28.365330	29.783597	31.272777	32.836416	34.478237		
<b>Traffic Investigator I   016202   L39A</b>														
A OFFT 072	22.466155	31.612137	46729.60	65753.24	22.466155	23.589463	24.768936	26.007383	27.307752	28.673140	30.106797	31.612137		
<b>Traffic Investigator II   016203   L39A</b>														
A OFFT 073	25.303731	35.604891	52631.76	74058.17	25.303731	26.568918	27.897364	29.292232	30.756844	32.294686	33.909420	35.604891		
<b>Traffic Investigator III   016204   L39A</b>														
A OFFT 074	27.879718	39.229562	57989.81	81597.49	27.879718	29.273704	30.737389	32.274258	33.887971	35.582370	37.361488	39.229562		
<b>Traffic Supervisor   015109   L39C</b>														
A SUPV 069	29.655104	41.727710	61682.62	86793.64	29.655104	31.137859	32.694752	34.329490	36.045965	37.848263	39.740676	41.727710		
<b>Traffic Worker I   008001   TRAF</b>														
A TRAF 001	22.842703	32.141976	47512.82	66855.31	22.842703	23.984838	25.184080	26.443284	27.765448	29.153720	30.611406	32.141976		
<b>Traffic Worker II   008002   TRAF</b>														
A TRAF 002	25.118666	35.344486	52246.82	73516.53	25.118666	26.374599	27.693329	29.077995	30.531895	32.058490	33.661415	35.344486		
<b>Traffic Worker III   008003   TRAF</b>														
A TRAF 003	26.692234	37.558653	55519.85	78122.00	26.692234	28.026846	29.428188	30.899597	32.444577	34.066806	35.770146	37.558653		

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Traffic Worker Trainee   008005   TRAF</b>														
A TRAF 005	20.038615	28.196344	41680.32	58648.40	20.038615	21.040546	22.092573	23.197202	24.357062	25.574915	26.853661	28.196344		
<b>Training Specialist   001857   MGMT</b>														
A MGTE 129	39.080127	51.276513	81286.66	106655.15	39.080127	40.057130	41.058558	42.085022	43.137148	44.215577	45.320966	46.453990	47.615340	48.805723
<b>Treasury Analyst   010827   CONF</b>														
A CONF 048	39.464793	51.781229	82086.77	107704.96	39.464793	40.451413	41.462698	42.499265	43.561747	44.650791	45.767061	46.911238	48.084019	49.286119
<b>Treasury Analyst   014016   MSUP</b>														
A MSUP 016	39.464793	51.781229	82086.77	107704.96	39.464793	40.451413	41.462698	42.499265	43.561747	44.650791	45.767061	46.911238	48.084019	49.286119
<b>Treasury Assistant   010715   CONF</b>														
A CONF 033	28.264593	37.085597	58790.35	77138.04	28.264593	28.971208	29.695488	30.437875	31.198822	31.978793	32.778263	33.597720	34.437663	35.298605
<b>Treasury Manager   001801   MGMT</b>														
A MGTE 085	70.628934	92.671280	146908.18	192756.26	70.628934	72.394657	74.204523	76.059636	77.961127	79.910155	81.907909	83.955607	86.054497	88.205859
<b>Tree Maintenance Supervisor   015046   L39C</b>														
A SUPV 023	28.740581	40.440885	59780.41	84117.04	28.740581	30.177610	31.686491	33.270816	34.934357	36.681075	38.515129	40.440885		
<b>Tree Maintenance Worker   003660   L39A</b>														
A OPMT 041	22.082052	31.071666	45930.67	64629.06	22.082052	23.186155	24.345463	25.562736	26.840873	28.182917	29.592063	31.071666		
<b>Tree Maintenance Worker Trnee   003917   L39A</b>														
A OPMT 065	18.916926	26.618014	39347.21	55365.47	18.916926	19.862772	20.855911	21.898707	22.993642	24.143324	25.350490	26.618014		
<b>Tree Pruner I   003639   L39A</b>														
A OPMT 023	20.840070	29.324071	43347.35	60994.07	20.840070	21.882073	22.976177	24.124986	25.331235	26.597797	27.927687	29.324071		
<b>Tree Pruner II   003640   L39A</b>														
A OPMT 024	22.924095	32.256504	47682.12	67093.53	22.924095	24.070300	25.273815	26.537506	27.864381	29.257600	30.720480	32.256504		
<b>Tree Pruner Supervisor   015047   L39C</b>														
A SUPV 024	28.176957	39.647809	58608.07	82467.44	28.176957	29.585805	31.065095	32.618350	34.249268	35.961731	37.759818	39.647809		
<b>Tree Pruner Trainee   003638   L39A</b>														
A OPMT 022	18.209886	25.623137	37876.56	53296.12	18.209886	19.120380	20.076399	21.080219	22.134230	23.240941	24.402988	25.623137		
<b>Urban Design Manager   001894   MGMT</b>														
A MGTE 156	56.460439	74.080989	117437.71	154088.46	56.460439	57.871950	59.318749	60.801718	62.321761	63.879805	65.476800	67.113720	68.791563	70.511352
<b>Util Operations &amp; Maint Supt   001841   MGMT</b>														
A MGTE 120	51.569715	67.663936	107265.01	140740.99	51.569715	52.858958	54.180432	55.534943	56.923317	58.346400	59.805060	61.300186	62.832691	64.403508

Sal Plan	Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12			
Utilities Locator   007010   L447																		
A	WATR	006	29.176472	41.054227	60687.06	85392.79	29.176472	30.635296	32.167061	33.775414	35.464185	37.237394	39.099264	41.054227				
Utilities O&M Leadworker   007002   L447																		
A	WATR	002	31.330404	44.085025	65167.24	91696.85	31.330404	32.896924	34.541770	36.268859	38.082302	39.986417	41.985738	44.085025				
Utilities O&M Serviceworker   007001   L447																		
A	WATR	001	28.464851	40.052904	59206.89	83310.04	28.464851	29.888094	31.382499	32.951624	34.599205	36.329165	38.145623	40.052904				
Utilities O&M Supervisor   015103   L39C																		
A	SUPV	059	36.025451	50.691428	74932.94	105438.17	36.025451	37.826724	39.718060	41.703963	43.789161	45.978619	48.277550	50.691428				
Utilities O&M SvcWrk App   007901   L447																		
A	WATR	003	20.409867	24.752066	42452.52	51484.30	20.409867	21.430360	22.501878	24.752066								
Utilities Ops and Maint Mgr   001842   MGMT																		
A	MGTE	198	60.078697	78.828457	124963.69	163963.19	60.078697	61.580664	63.120181	64.698186	66.315641	67.973532	69.672870	71.414692	73.200059	75.030060	76.905812	78.828457
Utility Construction Coord   001839   MGMT																		
A	MGTE	118	46.412743	60.897543	96538.50	126666.89	46.412743	47.573062	48.762389	49.981449	51.230985	52.511760	53.824554	55.170168	56.549422	57.963158	59.412237	60.897543
Utility Services Inspector   016099   L39A																		
A	OFFT	056	19.981016	28.115296	41560.51	58479.82	19.981016	20.980067	22.029070	23.130524	24.287050	25.501402	26.776472	28.115296				
Utility Worker   003602   L39A																		
A	TEMP	011	15.530000	15.840000	32302.40	32947.20												
Vehicle Service Attendant   012005   IAMA																		
A	IAMA	004	16.967424	23.874871	35292.24	49659.73	16.967424	17.815795	18.706585	19.641914	20.624010	21.655211	22.737972	23.874871				
Veterinarian   001875   MGMT																		
A	MGTE	140	45.659158	59.908773	94971.05	124610.25	45.659158	46.800637	47.970653	49.169919	50.399167	51.659146	52.950625	54.274391	55.631251	57.022032	58.447583	59.908773
Water Conservation Rep   016978   L39A																		
A	OFFT	139	19.981016	28.115296	41560.51	58479.82	19.981016	20.980067	22.029070	23.130524	24.287050	25.501402	26.776472	28.115296				
Water Conservation Specialist   016975   L39A																		
A	OFFT	135	22.448653	31.587509	46693.20	65702.02	22.448653	23.571086	24.749640	25.987122	27.286478	28.650802	30.083342	31.587509				
Water Conservation Supervisor   015107   L39C																		
A	SUPV	072	25.265367	35.550908	52551.96	73945.89	25.265367	26.528635	27.855067	29.247820	30.710211	32.245722	33.858008	35.550908				
Water Cross Conn Ctrl Spclst   007902   L447																		
A	WATR	004	36.025451	50.691428	74932.94	105438.17	36.025451	37.826724	39.718060	41.703963	43.789161	45.978619	48.277550	50.691428				

Sal Plan Grade	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Water Quality Chemist   017008   L39A</b>														
A PROF 005	33.878800	47.670874	70467.90	99155.42	33.878800	35.572740	37.351377	39.218946	41.179893	43.238888	45.400832	47.670874		
<b>Water Quality Lab Tech   016080   L39A</b>														
A OFFT 043	22.715258	31.962650	47247.74	66482.31	22.715258	23.851021	25.043572	26.295751	27.610539	28.991066	30.440619	31.962650		
<b>Website Administrator   001904   MGMT</b>														
A MGTE 170	50.628103	66.428459	105306.45	138171.20	50.628103	51.893806	53.191151	54.520930	55.883953	57.281052	58.713078	60.180905	61.685428	63.227564
<b>Workers Comp Claims Asst I   010818   CONF</b>														
A CONF 037	27.677968	36.315892	57570.17	75537.06	27.677968	28.369917	29.079165	29.806144	30.551298	31.315080	32.097957	32.900406	33.722916	34.565989
<b>Workers Comp Claims Asst II   010819   CONF</b>														
A CONF 038	30.445764	39.947482	63327.19	83090.76	30.445764	31.206908	31.987081	32.786758	33.606427	34.446588	35.307753	36.190447	37.095208	38.022588
<b>Workers Comp Claims Mgr   001927   MGMT</b>														
A MGTE 195	55.303614	72.563134	115031.52	150931.32	55.303614	56.686204	58.103359	59.555943	61.044842	62.570963	64.135237	65.738618	67.382083	69.066635
<b>Workers' Comp Claims Rep   001943   MGMT</b>														
A MGTE 215	43.317598	56.836442	90100.60	118219.80	43.317598	44.400538	45.510551	46.648315	47.814523	49.009886	50.235133	51.491011	52.778286	54.097743
<b>Workers' Comp Claims Supvr   001942   MGMT</b>														
A MGTE 214	47.649359	62.520088	99110.67	130041.78	47.649359	48.840593	50.061608	51.313148	52.595977	53.910876	55.258648	56.640114	58.056117	59.507520
<b>Youth Aide   009068   TEMP</b>														
A TEMP 037	15.500000	15.500000	32240.00	32240.00	15.500000									
<b>Zoning Investigator   016213   L39A</b>														
A OFFT 080	32.203129	45.313035	66982.51	94251.11	32.203129	33.813285	35.503949	37.279146	39.143103	41.100258	43.155271	45.313035		
<b>Zoo Attendant I   003642   L39A</b>														
A OPMT 026	19.346906	27.223039	40241.56	56623.92	19.346906	20.314251	21.329964	22.396462	23.516285	24.692099	25.926704	27.223039		
<b>Zoo Attendant II   003643   L39A</b>														
A OPMT 027	20.917614	29.433184	43508.64	61221.02	20.917614	21.963495	23.061670	24.214753	25.425491	26.696766	28.031604	29.433184		