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DEPARTMENT OF
EMPLOYEE RELATIONS

CITY OF SACRAMENTO
CALIFORNIA

926 J STREET
ROOM 201
SACRAMENTO, CA
95814-2716

February 19, 1991

916-449-5424

City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: Tentative Agreement in Fire Department Unit

SUMMARY

APPROVED
BY THE CITY COUNCIL

FEB 19 1991

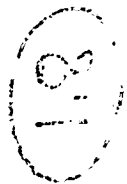
OFFICE OF THE
CITY CLERK

AG 91-035

The City of Sacramento and the Sacramento Area Fire Fighters, Local 522 reached tentative settlement on a new three-year agreement covering 435 employees in the Fire Department Unit for the period February 23, 1991 to June 25, 1993. The tentative agreement has been ratified by the Union membership. It is recommended that the City Council approve the attached tentative agreement. The major features of the tentative agreement are:

1. First Year

- a) Effective June 30, 1990, a 4.5% salary increase for all employees.
- b) Employees hired on or after June 30, 1990, shall as a condition of employment be subject to an annual physical performance test.
- c) Effective July 1, 1990, Union release time shall be increased by 950 hours per fiscal year from 1,050 hours to 2,000 hours.
- d) Effective January 12, 1991, the City shall pay up to 3% of the employee's retirement contribution to PERS.
- e) Effective January 12, 1991, the uniform allowance will be increased by \$5.57 from \$17.93 to \$23.50 bi-weekly.
- f) Effective April 1, 1991, the City's monthly health and welfare contribution will increase by \$205.20 which includes retroactive application to July 1, 1990, and which changes the City contribution from \$316.26 to \$521.46 per eligible employee.



- g) Fire Prevention Officers I and II shall receive educational incentives of 7.5% for a Fire Technology Certificate with 3-1/2 years seniority, and 5% for a Bachelors Degree.
- h) Stand-by travel pay shall be increased by 15 minutes from 45 minutes to one hour.
- i) The Kaiser and Foundation Health plans and Travelers Dental plan have been modified to incorporate cost containment features and reduce monthly premiums. Eligibility enrollment rules for health and dental benefits for employees and retirees are included in the Agreement. Flexible Spending Accounts (FSA) for health insurance premium conversion expenses, dependent care costs, and unreimbursed health care costs up to \$1,200.00 annually have been established.
- j) Eligible retirees shall receive a medical contribution and dental benefit equal to the single rate for the lowest cost plan.
- k) A Parental Leave Policy with four weeks paid time and up to six months total time will be effective for all career employees with one year of service for birth or adoption of a child up to four years of age.
- l) Modified hours schedules for Fire Investigator II and Fire Prevention Inspector II will sunset as the incumbents vacate these positions.

2. Second Year

- a) Effective June 29, 1991, salaries will increase based on the percentage change in the Consumer Price Index, but will not be less than 4% nor more than 8%.
- b) Effective June 29, 1991, the City shall pay up to 6% of the employee's retirement contribution to PERS.
- c) Effective July 1, 1991, the City's health and welfare contribution for employees will change to \$417.00.
- d) Approximately July 1, 1991, the PERS contract will be amended to include one-year highest compensation for calculation of retirement benefits instead of highest three years.

3. Third Year

- a) Effective June 27, 1992, salaries will increase based on the Consumer Price Index, but will not be less than 4% nor more than 8%.

- b) Effective June 27, 1991, the City shall pay up to 9% of the employee's retirement contribution to PERS.
- c) Effective July 1, 1992, the City's health and welfare contribution for employees will increase by \$50.00 to \$467.00.

FINANCIAL DATA

The cost increase for Fiscal Year 1990-91 is estimated at \$1,698,000. The cost increase for Fiscal Year 1991-92 is estimated at a low of \$2,975,000 to a high of \$4,008,000. The cost increase for Fiscal Year 1992-93 is estimated at a low of \$2,001,000 to a high of \$3,263,000. All cost projections cover the increased City expenditures to the retirement system.

POLICY MATTERS

Approval of the agreement by the Sacramento City Council fulfills the City's legal obligation under the Meyers-Milias-Brown Act and implements the attached Fact Finder's Recommendations pursuant to the Employer-Employee Relations Policy.

MBE/WBE

Not applicable.

RECOMMENDATION

It is recommended that the City Council approve the attached agreement in the Fire Department Unit.

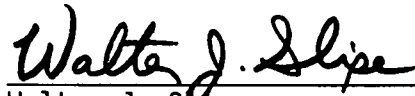
Respectfully submitted,



Steve Lakich

Director of Employee Relations

RECOMMENDATION APPROVED:



Walter J. Stipe
City Manager

February 19, 1991
All Districts

Attachments

Contact Person to
Answer Questions:

STEVE LAKICH, DIRECTOR OF EMPLOYEE RELATIONS
449-5424

STIPULATIONS:

1. The Parties agreed that the Fact Finder was not to file an Opinion as to the Recommendations.

2. The Parties agreed that the Fact Finder shall retain jurisdiction over any question that may arise as to the meaning or application of any of the following Recommendations, as well as any question that may arise when placing the Recommendations in language for embodiment in the Agreement.

RECOMMENDATIONS OF FACT FINDER

RECOMMENDATION: TERM OF AGREEMENT

First Year - June 29, 1990 to June 28, 1991.

Second Year - June 29, 1991 to June 26, 1992.

Third Year - June 27, 1992 to June 25, 1993.

RECOMMENDATION: SALARIES

First Year:

Effective June 29, 1990, salary ranges in terms of bi-weekly rates of pay for the following positions shall be increased by an amount of four and one-half percent (4-1/2%):

Fire Fighter Apparatus Operator, Captain, Fire Investigator I, Fire Investigator/Inspector II, Fire Prevention Trainee, Fire Prevention Officer I, and Fire Prevention Officer II. An

equity adjustment of one percent (1%) shall not be provided to Captains, Investigator IIs and Inspector IIs.

Second Year:

Effective June 29, 1991, the salary ranges for the classes noted hereinabove shall receive a salary adjustment predicated by the percentage increase in the Consumer Price Index (all Urban Consumers) of the San Francisco/Oakland Metropolitan area for the twelve (12) month period between March 1990 and March 1991; provided, however, that said increase shall not be less than four percent (4%) nor more than eight percent (8%). An equity adjustment of one percent (1%) shall not be provided to Captains, Investigator IIs and Inspector IIs.

Third Year:

Effective June 27, 1992, salary ranges in terms of bi-weekly rates of pay for the classes noted hereinabove shall receive a salary adjustment as predicated by the percentage increase in the Consumer Price Index (all Urban Consumers) of the San Francisco/Oakland Metropolitan area for the twelve (12) month period between March 1991 and March 1992; provided, however, said increase shall not be less than four percent (4%) nor more than eight percent (8%). There shall be no equity adjustment of one percent (1%) for Captains Investigator IIs and Inspector IIs.

RECOMMENDATION: CITY HEALTH AND WELFARE CONTRIBUTION

City contribution per month per eligible Employee:

Effective July 29, 1990, City contribution of \$367.56 per month; effective July 29, 1991, \$417.00 per month; and effective July 27, 1992, \$467.00 per month.

There shall be no change in the current "deep cafeteria plan," and there shall be no change in Union-sponsored plans.

RECOMMENDATION: FOR RETIREE OR SURVIVOR BENEFITS

It is recommended that Union Exhibit 28 be adopted with the following changes:

With reference to Paragraph 3-A on page 3 of Union Exhibit 28, the fourth line which reads, "with a minimum of five," the word "five" should be changed to "seven"; on page 4, paragraph one, the words "minimum of five," the word "five" should be changed to "seven"; the words "but less than ten," the word "ten" should be changed to "twelve"; and on page 4, in paragraph (d), "five" should be changed to "seven."

Recommendation: Deny City's proposal to eliminate the past practice of providing health benefits contributions to an Employee who has exhausted City Injury On Duty (IOD) benefits.

RECOMMENDATION: PHYSICAL PERFORMANCE EXAMINATIONS

City's proposal on physical performance examinations should be adopted.

RECOMMENDATION: FIRE PREVENTION INSPECTOR II/INVESTIGATOR II
SCHEDULE

Current provision be ended with Incumbent's retirement and, thereafter, reallocate Inspector II positions to Captains and "civilianize" the function.

RECOMMENDATION: UNIFORM ALLOWANCE/REPLACEMENT

City should increase uniform allowance from \$17.93 to \$23.50 bi-weekly, effective January 1991; the replacement provisions of the Agreement should be continued.

RECOMMENDATION: DRIVER/TILLER PAY

Deny the Union's proposal.

RECOMMENDATION: BEREAVEMENT LEAVE

Deny Union's proposal.

RECOMMENDATION: UNION RELEASE TIME

The Union shall be provided a pool of up to two thousand (2,000) hours per fiscal year for participating in activities not prohibited by law, subject to the conditions and limitations otherwise set forth in the Agreement.

RECOMMENDATION: STANDARDIZATION OF RETIREMENT PLANS

Deny the Union's proposal.

RECOMMENDATION: ON HIGHEST YEAR COMPENSATION

It is recommended that the "highest year" (12-month) benefit be provided as a retirement benefit, effective upon approval of these Recommendations by the Sacramento City Council.

RECOMMENDATION: CITY-PAID EMPLOYEES' PERS RETIREMENT COMPENSATION

Effective January 1, 1991, the City-paid pers retirement contribution shall be three percent (3%); effective June 29, 1991, City-paid contribution shall be three percent (3%); effective June 27, 1992, City-paid contribution shall be three percent (3%).



Fact Finder

RESOLUTION NO. 91-137

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF _____

A RESOLUTION ADOPTING AGREEMENT WITH
SACRAMENTO AREA FIRE FIGHTERS, LOCAL 522
DATED FEBRUARY 19, 1991

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

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

WHEREAS, these parties have reached agreement on matters relating to the employment conditions of the employees in said Unit, as reflected by the written Agreement entered into by them on February 19, 1991, which Agreement is attached hereto and made a part hereof; and,

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

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

MAYOR

ATTEST:

CITY CLERK

APPROVED
BY THE CITY COUNCIL
FEB 19 1991
OFFICE OF THE
CITY CLERK

FOR CITY CLERK USE ONLY

RESOLUTION NO.: _____

DATE ADOPTED: _____