

**Meeting Date:** 8/12/2014

**Report Type:** Review

**Report ID:** 2014-00582

**Title: (Agreement/Contract for Review and Information) Labor Agreement: Sacramento-Fire Fighters Union, Local 522 Letter of Understanding for Administrative Assignment Pay**

**Location:** Citywide

**Recommendation:** 1) Review the Letter of Understanding between the City of Sacramento and Sacramento Area Fire Fighters, Local 522; 2) review the salary schedule; and 3) continue to August 19, 2014, for approval.

**Contact:** Geri Hamby, Director, (916) 808-7173; Shelley Banks-Robinson, Human Resources Manager, (916) 808-5541, Department of Human Resources

**Presenter:** None

**Department:** Human Resources

**Division:** Labor Relations

**Dept ID:** 08001511

**Attachments:**

- 1-Description/Analysis
- 2-Attachment 1 Salary Schedule Redline
- 3-Resolution
- 4-Exhibit 1 L522 LOU
- 5-Exhibit 2 Salary Schedule

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**City Attorney Review**

Approved as to Form  
Sandra Talbott  
7/31/2014 3:47:56 PM

**Approvals/Acknowledgements**

Department Director or Designee: Geri Hamby - 7/28/2014 10:47:47 AM

## Description/Analysis

**Issue Detail:** The 2008-2013 labor agreement between the City of Sacramento and Sacramento Area Fire Fighters, Local 522, Section 14.5., Administrative Assignment Pay, stipulates that employees shall receive an incentive of nine and one-half percent (9-1/2%) in addition to their regular rate of pay for working for a period of more than thirty (30) days in an administrative assignment. The rate of pay for retirees in this assignment has been calculated and reported to CalPERS as earnable compensation using a fifty-six (56) hour workweek.

To fully comply with Government Code Sections 20630, 20636 and 20636.1., and to address the audit by the Compensation and Employer Review Division of CalPERS, the City of Sacramento and Sacramento Area Fire Fighters, Local 522 reached an agreement regarding employees in the classification of Firefighter, Fire Engineer, Fire Captain and Fire Battalion Chief. Employees performing administrative duties in these classifications will be compensated based on salary ranges using a forty (40) hour work week. Earnable compensation will be reported to CalPERS using the applicable payrate and salary range, over a forty (40) hour work week.

**Policy Considerations:** Approval of this action by the City Council is consistent with the City's legal obligations under California's Code of Regulations (CCR) 570.5, the Meyers-Milias-Brown Act, adheres to the City's positive labor-management relations concept, and provides labor stability.

**Economic Impacts:** This revision to reported hours in a work week and the applicable payrate and salary ranges will require that the City report earnable compensation to CalPERS pursuant to Government Code Sections 20630, 20636 and 20636.1.

**Environmental Considerations:** This report concerns 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 the appropriate process going forward for reporting earnable compensation to CalPERS, including overtime and incentives.

**Financial Considerations:** The change in reported work hours results in no additional cost.

**Emerging Small Business Development (ESBD):** Not applicable



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

CUSALSCH

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

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

CUSALSCH

<b>Job Code \ Description</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<b>Salary Plan \ Grade</b>									
005068 \ Fire Investigator II	Yearly	75,478.87	79,252.81	83,215.45	87,376.22	91,745.04			
FR40 \ 005	Bi - weekly	2,903.03	3,048.19	3,200.59	3,360.62	3,528.66			
	Hourly	36.287917	38.102313	40.007429	42.007800	44.108190			
005065 \ Fire Prevention Officer I	Yearly	57,874.00	60,767.70	63,806.08	66,996.38	70,346.20			
FR40 \ 002	Bi - weekly	2,225.92	2,337.22	2,454.08	2,576.78	2,705.62			
	Hourly	27.824036	29.215238	30.676000	32.209800	33.820290			
005066 \ Fire Prevention Officer II	Yearly	62,463.16	65,586.32	68,865.63	72,308.91	75,924.36			
FR40 \ 003	Bi - weekly	2,402.43	2,522.55	2,648.68	2,781.11	2,920.17			
	Hourly	30.030364	31.531882	33.108476	34.763900	36.502095			
005064 \ Fire Prevention Officer Trnee	Yearly	45,370.42	47,638.94						
FR40 \ 001	Bi - weekly	1,745.02	1,832.27						
	Hourly	21.812700	22.903335						
005010 \ Firefighter	Yearly	56,211.50	59,022.08	61,973.18	65,071.84	68,325.44			
FR56 \ 001	Bi - weekly	2,161.98	2,270.08	2,383.58	2,502.76	2,627.90			
	Hourly	19.303401	20.268571	21.282000	22.346100	23.463405			
<u>FA1 \ Firefighter (Admin)</u>	Yearly	<u>60,316.10</u>	<u>63,331.90</u>	<u>66,498.50</u>	<u>69,823.42</u>	<u>73,314.59</u>			
<u>FR40 \ FA1</u>	Bi - weekly	<u>2,319.85</u>	<u>2,435.84</u>	<u>2,557.63</u>	<u>2,685.52</u>	<u>2,819.79</u>			
	Hourly	<u>28.998123</u>	<u>30.448029</u>	<u>31.970431</u>	<u>33.568952</u>	<u>35.247400</u>			
005160 \ Firefighter (Par)	Yearly	61,832.63	64,924.26	68,170.47	71,579.00	75,157.95			
FR56 \ 006	Bi - weekly	2,378.18	2,497.09	2,621.94	2,753.04	2,890.69			
	Hourly	21.233733	22.295420	23.410190	24.580700	25.809735			
<u>FA2 \ Firefighter (Paramedic-Admin)</u>	Yearly	<u>66,335.66</u>	<u>69,652.44</u>	<u>73,135.06</u>	<u>76,791.82</u>	<u>80,631.41</u>			
<u>FR40 \ FA2</u>	Bi - weekly	<u>2,551.37</u>	<u>2,678.94</u>	<u>2,812.89</u>	<u>2,953.53</u>	<u>3,101.21</u>			
	Hourly	<u>31.892144</u>	<u>33.486751</u>	<u>35.161088</u>	<u>36.919143</u>	<u>38.765100</u>			
005159 \ Senior Fire Prevention Officer	Yearly	68,748.48	72,185.91	75,795.20	79,584.96	83,564.21			
FR40 \ 007	Bi - weekly	2,644.17	2,776.38	2,915.20	3,060.96	3,214.01			
	Hourly	33.052154	34.704762	36.440000	38.262000	40.175100			

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

CUSALSCH

**Salaries with Temp and Daily**

**Job Code \ Description**

**Salary Plan \ Grade**

005083 \ Fire Recruit  
FR40 \ 006

Bi-weekly  
Hourly

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1,544.27							
19.303410							

## **RESOLUTION NO.**

Adopted by the Sacramento City Council

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

#### **BACKGROUND**

- A. The 2008-2013 labor agreement between the City of Sacramento and Sacramento Area Fire Fighters, Local 522, Section 14.5., Administrative Assignment Pay, stipulates that employees shall receive an incentive of nine and one-half percent (9½ %) in addition to their regular rate of pay for working for a period of more than thirty (30) days in an administrative assignment. The rate of pay for retirees in this assignment has been calculated and reported to CalPERS as earnable compensation using a fifty-six (56) hour workweek.
- B. The City entered into discussions regarding the reporting of work week hours and earnable compensation with Sacramento Area Fire Fighters, Local 522, with the advisement of the CalPERS Office of Compensation and Employer Review.
- C. The City has been informed by Michelle Balzouman, Manager II, Compensation and Employer Review with the CalPERS Customer Account Services Division that the Publicly Available Pay Schedule that the City posts on the website must meet all of the requirements as outlined in California's Code of Regulations (CCR) 570.5. (a) For purposes of determining the amount of 'compensation earnable' pursuant to Government Code Sections 20630, 20636, and 20636.1, payrate shall be limited to the amount listed on a pay schedule that meets, in relevant part, the following requirements:
  - Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
  - Identifies the position and title for every employee position;
  - Shows the payrate for each identified position, which may be stated as a single amount or as multiple amounts within a range;

- Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, or annually
- Does not reference another document in lieu of disclosing the payrate.

D. The discussions resulted in a Letter of Understanding (LOU) and a revised 2013 Salary Schedule (Attachment 1 Redline).

E. The adoption of the LOU and 2013 Salary Schedule will allow the City to appropriately report the applicable earnable compensation to CalPERS.

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

Section 1. The LOU with the City of Sacramento Fire Fighters, Local 522, included in Exhibit 1, is approved.

Section 2. The 2013 Salary Schedule for the City of Sacramento, included in Exhibit 2, is approved.



August 19, 2014

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

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

Dear Mr. Andrew:

This letter confirms the agreement reached between the City of Sacramento and Sacramento Area Fire Fighters, Local 522 regarding the salary ranges to be established for employees who are assigned administrative duties (Admin Assignment) for the calendar year January 1, 2013, through December 31, 2013. Employees performing administrative duties work a normal 40-hour work week. The salaries for employees in the classifications of Firefighter, Fire Engineer, Fire Captain and Fire Battalion Chief in the Admin Assignment are as follows:

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

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

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

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

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

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

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

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

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

Sincerely,



Gerri Hamby  
 Director of Human Resources

AGREED TO:



Chris Andrew  
 Sacramento Area Fire Fighters, Local 522

APPROVED AS TO FORM:



Sandra G. Talbott  
 Assistant City Attorney



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

CUSALSCH

<b>Job Code \ Description</b>	<b>Salary Plan \ Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
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FR56 \ 001	Bi - weekly	2,161.98	2,270.08	2,383.58	2,502.76	2,627.90			
	Hourly	19.303401	20.268571	21.282000	22.346100	23.463405			
FA1 \ Firefighter (Admin)	Yearly	60,316.10	63,331.90	66,498.50	69,823.42	73,314.59			
FR40 \ FA1	Bi - weekly	2,319.85	2,435.84	2,557.63	2,685.52	2,819.79			
	Hourly	28.998123	30.448029	31.970431	33.568952	35.247400			
005160 \ Firefighter (Par)	Yearly	61,832.63	64,924.26	68,170.47	71,579.00	75,157.95			
FR56 \ 006	Bi - weekly	2,378.18	2,497.09	2,621.94	2,753.04	2,890.69			
	Hourly	21.233733	22.295420	23.410190	24.580700	25.809735			
FA2 \ Firefighter (Paramedic-Admin)	Yearly	66,335.66	69,652.44	73,135.06	76,791.82	80,631.41			
FR40 \ FA2	Bi - weekly	2,551.37	2,678.94	2,812.89	2,953.53	3,101.21			
	Hourly	31.892144	33.486751	35.161088	36.919143	38.765100			
005159 \ Senior Fire Prevention Officer	Yearly	68,748.48	72,185.91	75,795.20	79,584.96	83,564.21			
FR40 \ 007	Bi - weekly	2,644.17	2,776.38	2,915.20	3,060.96	3,214.01			
	Hourly	33.052154	34.704762	36.440000	38.262000	40.175100			

**Salary Schedule**

**As of 1/1/2013**

**Salaries with Temp and Daily**

Page No. 3  
Run Date 7/16/2014  
Run Time 22:35:18

CUSALSCH

**Job Code \ Description**

**Salary Plan \ Grade**

005083 \ Fire Recruit  
FR40 \ 006

Bi-weekly  
Hourly

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1,544.27							
19.303410							