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File ID: 2026-01160

6/23/2026

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**Successor Labor Agreements/Memoranda of Understanding and the Citywide Salary Schedule  
[Two-Thirds Vote Required]**

File ID: 2026-01160

**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 (Local 522); 3) approving the salary adjustments for the Director of Economic Development, Lead Events Associate, and Senior Lifeguard; 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 6) authorizing the City Manager or designee to make minor changes or adjustments to the exhibits in order to correct omissions and errors in the MOU and salary schedule.

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**Presenter:** Jennifer Wilkinson, Administrative Officer, (916) 808-5295, jwilkinson@cityofsacramento.org, Department of Human Resources

**Attachments:**

- 1-Description/Analysis
- 2-Local 522 MOU (Redline)
- 3-Salary Schedule (Redline)
- 4-Local 522 Labor Agreement Costing
- 5-Resolution
- 6-Exhibit A - Local 522 MOU
- 7-Exhibit B - Salary Schedule Final

**Description/Analysis**

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

The 2023-2025 MOU between the City and Local 522 expired on October 3, 2025. The City and

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Local 522 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: October 4, 2025, through September 29, 2028.
- Effective October 4, 2025, salary ranges will be increased by three percent (3.0%).
- Effective October 3, 2026, salary ranges will be increased by three percent (3.0%).
- Effective October 2, 2027, salary ranges will be increased by three and one half percent (3.5%).
- Effective September 16, 2028, a sixth salary step will be added to salary ranges for the “Single ROLE” Sacramento EMT and Sacramento Fire Paramedic classifications. Step 6 shall be five percent (5.0%) above Step 5.
- Addition of Juneteenth (June 19) as a recognized holiday.
- Health and Welfare Contributions
  - 2026 Calendar Year Health Changes, effective June 27, 2026:
    - Employee Only - City contribution of \$1,051 per month,
    - Employee Plus One Dependent - City contribution of \$1,674 per month, and
    - Employee Plus Two or More Dependents - City contribution of \$2,230 per month.
  - 2027 Calendar Year Health Changes, effective the first paycheck of 2027:
    - The City will contribute fifty percent (50%) of the first hundred dollars (\$100) of premium increases, up to a maximum contribution of fifty dollars (\$50) per month, toward the cumulative total increase in premiums from plan year 2026 to plan year 2027.
  - 2028 Calendar Year Health Changes, effective the first paycheck of 2028:
    - The City will contribute fifty percent (50%) of the first hundred dollars (\$100) of premium increases, up to a maximum contribution of fifty dollars (\$50) per month, toward the cumulative total increase in premiums from plan year 2027 to plan year 2028.
  - Longevity
    - Effective October 3, 2026, employees who have completed ten (10) years of service are eligible to receive longevity in the amount of one and one-half percent (1.5%) above their base rate of pay.
    - Effective October 3, 2026, employees who have completed seventeen (17) years of service are eligible to receive three percent (3.0%) above their base rate of pay, for a cumulative total of four and one-half percent (4.5%).
- Standby Pay

Effective June 27, 2026, Senior Fire Prevention Officers and Fire Prevention Officer IIs who remain on standby for emergency work shall be paid \$329 per week, or the daily pro rata rate of \$47.

The final version of the Local 522 MOU is attached to the Resolution as Exhibit A (Attachment 6).

### **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 B (Attachment 7). In addition to the salary range increases for Local 522, the salary schedule also includes salary adjustments established in the successor Memoranda of Understanding (MOUs) for the Sacramento-Sierra Building and Construction Trades (BLT), the International Association of Machinists and Aerospace Workers, Local Lodge No. 2182, District Lodge 190 (IAMAW), and the Plumbers and Pipefitters, Local 447 (L447). The salary schedule also includes a salary adjustment for the Director of Economic Development, increasing the annual salary range from \$140,798.34 - \$221,757.39 to \$153,584.93 - \$241,896.25. In addition, the schedule includes an increase to the Lead Events Associate hourly rate from \$16.90 to \$18.59 and an increase to the Senior Lifeguard hourly rate from \$19.50 to \$20.35.

### **Government Code § 54953**

Government Code § 54953 requires that prior to taking final action, the legislative body orally report a summary of the recommendation for final action on salaries, salary schedules, or compensation paid in the form of fringe benefits for a local agency executive during the open meeting at which the action is taken. The Director of Economic Development meets the definition of a local agency executive under Government Code § 3511.1(d) because the position is not subject to the Meyers-Milias-Brown Act. Accordingly, a summary of the proposed compensation and salary schedule adjustment for the Director of Economic Development must be orally reported prior to final Council action.

**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:** None.

**Rationale for Recommendation:** Approval of this action will establish new MOUs between the City and the specified Recognized Employee Organizations (REOs). Additionally, approval of this action will establish compliance with the California Code of Regulations § 570.5.

**Financial Considerations:** The total cost of the proposed MOU for Fiscal Year (FY) 2025/26 is approximately \$3.5 million with an ongoing annual cost at the end of the three-year term of approximately \$14.5 million, as shown below and detailed in Attachments 4. For FY2025/26, the City will use prior year savings to cover the costs of the proposed MOU.

Proposed Contracts Cost (in millions)	FY2025/26	FY2026/27	FY2027/28	FY2028/29	Ongoing
L522	\$ 3.53	\$ 8.78	\$ 13.79	\$ 3.80	\$ 14.54
<b>Total Cost</b>	<b>\$ 3.53</b>	<b>\$ 8.78</b>	<b>\$ 13.79</b>	<b>\$ 3.80</b>	<b>\$ 14.54</b>

The FY2026/27 Approved Budget forecast shown below includes the proposed MOU costs. Although there is an additional cost of approximately \$80,000 in FY2026/27, there is enough fund balance to cover the proposed MOU. However, starting in FY2027/28, the City will need to implement spending reductions and/or revenue increases in order to balance the City’s budget.

General Fund 5-Year Forecast (in millions)	FY2026/27	FY2027/28	FY2028/29	FY2029/30	FY2030/31
FY2026/27 Approved Budget Surplus/(Deficit)	\$ 0.12	\$ (35.77)	\$ (58.95)	\$ (59.05)	\$ (67.00)
L522 Labor Contract Costs	\$ (8.78)	\$ (13.79)	\$ (14.54)	\$ (14.54)	\$ (14.54)
Labor Contract Costs assumed in Budget	\$ 8.70	\$ 13.72	\$ 14.44	\$ 14.44	\$ 14.44
<b>Total Surplus/(Deficit)</b>	<b>\$ 0.05</b>	<b>\$ (35.85)</b>	<b>\$ (59.06)</b>	<b>\$ (59.16)</b>	<b>\$ (67.11)</b>

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

**..End**

*City of*  
**SACRAMENTO**

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and



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

~~2023-2024~~ 2025-2028

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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. City Provided Administrative Position

The City shall provide one (1) administrative position within the Fire Department for which the assignment shall be made at the discretion of the Local 522 President or City Vice President.

The employee assigned to this position shall be placed on an administrative assignment and shall receive the administrative assignment incentive described in Section 15.5.

While in this assignment, the employee shall continue to receive any incentives the employee was receiving immediately prior to appointment to the Administrative

Position, provided the employee continues to satisfy the eligibility requirements for those incentives. In addition, the employee may also receive any incentives for which the employee becomes eligible after assignment to the administrative position to the extent the employee meets the eligibility and assignment requirements outlined in Article 15.

All hours worked in this assignment shall be allocated equally, with fifty percent (50%) charged to the City and fifty percent (50%) charged against Local 522's release time bank set forth in paragraph (c).

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

In addition to the release time described in Section 4.1(~~b~~c), 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: [Sacramento Fire EMT](#), [Sacramento Fire Paramedic](#), 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

- a. Effective ~~March 25~~ October 4, 2023<sup>5</sup>, all salary steps shall be increased by ~~three and one-half~~three percent (~~3.5~~3.0%).

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 ~~were~~are released from probation for any reason or who were involuntarily separated from City service as a result of disciplinary action during the retroactive period are ineligible for this payment.

b. Effective October 3, 2026, all salary steps shall be increased by three percent (3.0%).

~~b.c.~~ Effective October 2, 2027, all salary steps shall be increased by three and one half percent (3.5%).

## 6.2 SIXTH SALARY STEP FOR SACRAMENTO EMT AND SACRAMENTO FIRE PARAMEDIC

a. Effective September 16, 2028, the City shall add a sixth salary step to the salary ranges for the “single role” Sacramento Fire EMT and Sacramento Fire Paramedic classifications. Step 6 shall be five percent (5.0%) above Step 5 of the applicable salary range.

b. The creation of Step 6 does not automatically advance employees to Step 6. Advancement to all steps in the range, including Step 6, shall be administered consistent with Section 7.2 Advancement in Rate of Compensation.

c. Employees who are at Step 5 on or before September 16, 2028, and who have already completed the applicable step-advancement interval at Step 5, shall advance to Step 6 effective September 16, 2028, provided they meet the requirements for salary step advancement under Section 7.2. Employees who have not yet completed the applicable step-advancement interval at Step 5 shall become eligible for Step 6 when they complete that interval.

d. No employee shall receive Step 6 compensation for any period before September 16, 2028.

## 6.3 ~~FIREFIGHTER ONE-TIME WAGE ADJUSTMENT~~ MEDIC ASSIGNMENT PAY

Effective December 2, 2023, the seven and one-half percent (7.5%) Medic Assignment Pay Incentive previously provided to all employees in the classification of Firefighter was eliminated and permanently incorporated into the base rate of pay. This adjustment increased the Firefighter salary schedule by seven and one-half percent (7.5%) and the effective salary range reflects the ongoing inclusion of this amount in the base rate of pay. ~~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

#### 6.43 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, 6.43, 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.~~

**7.87 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**

**a.** 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 [\(City dollars\)](#) 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.

**b.** The amount of City contribution as provided in Section 8.3(b)(1-~~43~~) 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.

**c.** 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.

~~**d.**~~ [Notwithstanding subsections 8.1\(a\), 8.1\(b\), 8.1\(c\), eligible employees shall continue to receive a City contribution for each Eligible Paycheck \(1\) while on an approved](#)

protected leave of absence without pay, if required by state and/or federal law; or (2) while suspended from service without pay.

- d.e. 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

For Plan Years Prior to the Effective Date of Subsection (2) the City Contributions Shall be as Follows:

~~(3)~~(1) Employee Only

- (a) ~~For f~~Full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be nine hundred seventy-one dollars (\$971) ~~\$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

Full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent the City contribution shall be one thousand five hundred forty-five dollars (\$1,545) ~~\$1,333.00~~ per month.

~~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

~~For f~~Full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) dependents, the City contribution shall be two thousand fifty-one dollars (\$2,051) ~~\$1,777.00~~ per month.

~~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.~~

(4) Effective the pay period beginning June 27, 2024, with the increased contribution first appearing on the paycheck issued July 21, 2026, for plan year 2026, the City contribution shall be as follows:

- (c) Full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be one thousand fifty-one dollars (\$1,051) per month.

(d) Full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent, the City contribution shall be one thousand six hundred seventy-four (\$1,674) per month.

(e) Full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents, the City contribution shall be two thousand two hundred thirty dollars (\$2,230) per month.

(5) Effective the first benefits eligible paycheck of 2027 for plan year 2027, the City shall contribute fifty percent (50%) of the first one hundred dollars (\$100) of premium increases, up to a total City dollar maximum contribution of fifty dollars (\$50) per month toward the cumulative total increase in premiums from plan year 2026 to plan year 2027, of the benchmarked twenty-five dollar (\$25) Kaiser HMO, Delta Dental PPO, and VSP basic vision plans. The employee shall be responsible for any premium increase(s) which exceeds this amount.

~~(4)~~

(6) Effective the first benefits eligible paycheck of 2028 for plan year 2028, the City shall contribute fifty percent (50%) of the first one hundred dollars (\$100) of premium increases, up to a total City dollar maximum contribution of fifty dollars (\$50) per month toward the cumulative total increase in premiums from plan year 2027 to plan year 2028, of the benchmarked twenty-five dollar (\$25) Kaiser HMO, Delta Dental PPO, and VSP basic vision plans. The employee shall be responsible for any premium increase(s) which exceeds this amount.

(7) Notwithstanding any other provision of this Agreement, including Article 27.9 (Term), effective the first benefits eligible paycheck of 2029 for plan year 2029, the City contribution shall return to and be limited to the contribution amounts set forth in subsection 8.3(b)(2). Any additional City contribution provided under subsection 8.3(b)(3) or 8.3(b)(4) shall apply only to plan years 2027 and 2028, respectively, and shall not continue beyond plan year 2028 unless the parties mutually agree otherwise in writing.

~~b.c.~~ Full-time Eemployees not enrolled in a City-sponsored medical plan shall receive a City contribution of up to seven hundred forty-seven dollars (\$721,747.00) per month to purchase City-sponsored dental and vision coverage.

~~e.d.~~ Part-time employees shall be receive a prorated City contribution consistent with as indicated in subsection 8.1(ab).

~~d. 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.~~

- e. 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~~ ABHP medical plan for employee only coverage.
- f. Employees shall not receive any unused portion of the City contribution as cash.
- ~~f.g.~~ Changes to the City's healthcare contribution levels as provided in this Section, including the adjustments effective for plan year 2026, shall not create or entitle employees to a special open enrollment period. Open enrollment opportunities shall occur only as provided in the City's normal annual benefits cycle or as otherwise required by law.

#### 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 two hundred dollars (\$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.

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~~ 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~~Nationwide Post Employment Health Plan (PEHP) balances will remain in their ~~MissionSquare RHSA~~Nationwide PEHP account and are eligible for use in a manner consistent with the ~~City's contract with MissionSquare~~PEHP Plan Documents 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. Effective the pay period beginning August 8, 2026, the employee contribution for employees hired before January 1, 2020, shall be increased seventy-five dollars (\$75) for a total employee contribution of one hundred fifty dollars (\$150) per month.
- c. Employees hired on or after January 1, 2020, shall contribute seventy-five dollars (\$75.00) per month to the MERP. Effective the pay period beginning August 8, 2026, the employee contribution for employees hired on or after January 1, 2020, shall be increased seventy-five dollars (\$75) for a total employee contribution of one hundred fifty dollars (\$150) per month.
- ~~e.d.~~ d. Contributions shall occur over twenty-four (24) pay periods per year, which shall be the first two (2) ~~paychecks~~pay periods of each month.
- ~~d.e.~~ 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.
- ~~e.f.~~ f. There shall be no City contributions to the MERP.
- ~~f.g.~~ 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.

g.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.

j. **Modification of Employee Contributions.** The City and the Union agree that the Union may request a prospective modification to the mandatory employee monthly contribution amounts set forth in subsection (b) and (c), subject to approval of its members according to the Union's internal rules. Any modified contribution amount must be mandatory for all employees within the groups defined in subsection (b) and (c).

The Union may submit no more than one request to modify employee contribution amounts per calendar year. Such request must be submitted to the City between February 1 and July 31 of the applicable calendar year. The request must identify the proposed monthly contribution amount for each defined group identified in subsection (b) and (c), which must be divisible into two equal payroll deduction and must include written confirmation that the modification has been approved in accordance with the Union's internal rules.

Upon receipt of a timely and complete request, the City shall implement the modified employee contribution amount within thirty (30) calendar days. The parties shall memorialize any modification under this subsection in a Letter of Understanding.

#### 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~~ seven (7) hours 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, [and Fire Investigator](#) I 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 be 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
<u>Juneteenth</u>	<u>June 19</u>
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 [and Section 11.2\(c\)](#).
- 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.
- ~~e.~~ d. Employees in the classification of Fire Investigator I on an administrative assignment shall not have their leave balances converted when moving into or out of the assignment.

#### 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 (~~1.5~~) 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.

e. Standby Assignment Pay for Senior Fire Prevention Officers and Fire Prevention Officer IIs

- (1) Effective June 27, 2026, a Senior Fire Prevention Officers and Fire Prevention Officer IIs who are required to remain on standby for emergency work shall be paid \$329 per week, or the daily pro rata rate of \$47.00, in addition to their regular compensation. Employees who are called out while on standby shall receive a minimum of two (2) hours pay at their base hourly rate of pay plus applicable incentives, or consistent with Article 11.4, one and one-half (1.5-) times their base hourly rate of pay plus applicable incentives, whichever is greater.
- (2) Senior Fire Prevention Officers and Fire Prevention Officer IIs who are issued a City cell phone, laptop, and/or pager are not on standby unless assigned by the appointing authority.
- (3) With the exception of sick leave, Senior Fire Prevention Officers and Fire Prevention Officer IIs may use any type of authorized leave, including, but not limited to, vacation; CTO; holiday credit; etc., during their standby assignment so long as they remain available for their standby assignment. An employee utilizing sick leave who is unable to work due to a personal illness, shall not receive standby pay for the day(s) out sick. Employees who fall ill after hours while they are on standby, shall notify the Fire Marshal or designee who will find a replacement for the day(s) the employee is out sick. The standby assignment may resume when the employee returns to work.
- (4) If a Senior Fire Prevention Officer or a Fire Prevention Officer II is assigned to standby and receives telephone contacts and is engaged in a problem resolution which exceeds fifteen (15) minutes, the employee shall receive the two-hour minimum, or actual time worked, whichever is greater. Additional calls within the two-hour period are covered under that minimum time.
- (5) To ensure effective response capabilities, Senior Fire Prevention Officers and Fire Prevention Officer IIs assigned to standby shall remain within a thirty-five (35) air-mile radius of the interchange at W/X Streets, 29th and 30th Streets for the duration of the standby assignment, unless otherwise authorized by the City.

## 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~~~~fifteen~~ (15)14 holidays per year, employees in the Fire Investigator I classification shall be paid for ~~four (4) hours and forty (40) minutes~~five (5) hours at their base rate of pay plus applicable incentives, identified in Article 15, 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.

f. Administrative Assignment Pay

When Fire Administration assigns a Fire Investigator I 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 investigator assignment.

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.

An alternative workweek schedule for employees in the Fire Investigator II classification may be 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 work week 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.

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. For purposes of overtime compensation, an employee’s regular rate of pay for the relevant pay period shall include out-of-class incentive pay and night shift premium pay for all actual hours worked in the assignment for which such pay is earned.

~~b.c.~~ 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.d.~~ 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.e.~~ 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
<u>Juneteenth</u>	<u>June 19</u>
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. Incentives ~~pay rates~~ shall additive and shall not be compounded with any other type of pay or incentive.
- 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 on a prospective basis within thirty (30) calendar days of submission of eligibility to the Department.
- j. Employees in the Single Role Classifications who have earned one of the following degrees shall receive one of the following educational incentives:
  - Associate Degree                      2.5% above base rate or pay
  - OR
  - Bachelor's Degree                      5.0% above base rate of pay

~~Incentives shall be additive and shall not be compounded with any other type of pay or incentive.~~

~~Education Incentives shall be paid to an employee on a prospective basis 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.c.~~ Preceptor Duty Pay (Firefighter)

- (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.

~~(3)~~(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.

(6) 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.

(7) Qualified employees assigned to precept shall be made from volunteers. Seniority shall be a consideration for preceptor assignments.

d. Preceptor Pay (Sacramento Fire Paramedic)

(1) The City will assign preceptor duties and responsibilities to employees in the Sacramento Fire Paramedic classification 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 Sacramento Fire Paramedic rotation.

- (2) A qualified Sacramento Fire 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 Sacramento Fire 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 Sacramento Fire Paramedic. Sacramento Fire Paramedics who have performed less than the minimum ninety-six (96) hours may volunteer out of the assignment.
- (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 Sacramento Fire 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) Sacramento Fire Paramedics who are assigned to precept an intern and to evaluate new employees during the “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 hourly rate of pay. Preceptor Duty Pay is additive and is not compounded with any other type of pay or incentive.
- (6) A qualified Sacramento Fire Paramedic preceptor shall have completed probation and hold, in good standing, an 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 a qualifying agency. The Assistant Chief of EMS will determine eligibility to serve as a Preceptor based on previous work experience.
- (7) 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~~, and Single Role classifications 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; and 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 in subsection 15.6 (e), 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 are qualified to perform Rescue Operations as defined in subsection 15.6 (e), below, but 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. To be considered qualified to receive the Rescue incentive, an employee must have obtained, and maintain, the following California State certificates:

- (1) Rescue Systems (RS) I and II
- (2) Trench Rescue Technician Certificate
- (3) Confined Space Rescue Operations Certificate
- (4) Swift Water Rescue Technician Certificate
- (5) Low Angle Rescue Operations Certificate

However, an employee remains eligible for the Rescue Incentive if one or more of the five certifications required above are met by the following substitutions:

- (1) Structural Collapse Specialist I and Structural Collapse Specialist II certifications may be substituted for the RS I, II, and III certifications, as long as the employee has a valid Rope Rescue Awareness and Operations Certificate.
- (2) Confined Space Rescue Technician Certificate may be substituted for the Confined Space Rescue Operations Certificate.
- (3) River and Flood Rescue Certificate may be substituted for Swift Water Rescue Technician Certificate.
- (4) Rope Rescue Awareness and Operations Certificate may be substituted for Low Angle Rescue Operations Certificate.
- (5) Effective January 1, 2026, Rope Rescue Technician and Structural Collapse Specialist II or Rescue Systems III will be additional required courses.

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

g. 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 subsection 15.6(d), above.

- h. Employees who no longer possess all of the required certifications identified in subsection 15.6 (e), above, shall not be eligible to receive the Rescue assignment or certification pay and shall be reassigned.
- i. To be eligible for future assignment at a Rescue company upon promotion or transfer, an employee must possess all of the required certifications identified in subsection 15.6 (e), above, to be eligible. Seniority shall be a primary consideration and an employee may only be passed over for cause.
- j. Employees who do not obtain and maintain each of the certifications listed in subsection 15.6 (e), above, by December 31, 2025, shall no longer be eligible to receive rescue incentive pay or be assigned to a Rescue company and, if necessary, shall be reassigned.

#### 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 classifications of Firefighter, [Sacramento Fire EMT](#), and [Sacramento Fire Paramedic](#) 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 [hourly](#) 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 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.

b. Effective October 3, 2026, the section above, shall be replaced with the following:

(1) Employees who have completed ten (10) years of City service shall receive longevity pay in the amount of one and one-half percent (1.5%) of their base rate of pay.

(2) Employees who have completed seventeen (17) years of City service shall receive additional longevity pay of three percent (3.0%) of their base rate of pay for a total of four and one-half percent (4.5%) of their base rate of pay.

(3) Longevity pay shall be additive and shall not compound with any other type of pay or incentive.

**ARTICLE 16 – ~~PHYSICAL PERFORMANCE EXAMINATIONS~~ WORKING CONDITIONS FOR SINGLE ROLE**

**16.1 ~~PHYSICAL PERFORMANCE ASSESSMENT/PROGRAMS~~ SINGLE ROLE STAFFING**

Ambulances designated as Single Role shall not be staffed by Dual Role Firefighters, Engineers, or Captains except outlined in this Article. ~~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.~~

**16.2 FLEXIBLE STAFFING**

Sacramento Fire EMT may flex to a Sacramento Fire Paramedic if the following conditions are met:

a. There is a vacant budgeted Sacramento Fire Paramedic position.

(1) Sacramento Fire EMT’s who meet the qualifications to flex to Sacramento Fire Paramedic, shall be placed on an eligibility list based on the date they received all required paramedic licenses. When a vacancy comes open, the first EMT on the eligible list may move to the vacant paramedic position.

(2) When two (2) or more employees receive their paramedic license on the same date, the preference will be given to the employee with the earliest City seniority date.

(3) If two (2) or more employees receive their paramedic license on the same date and have the same City seniority date, the tie breaker to determine the order of the employee’s placement on the eligibility list shall be determined on the basis of drawing lots using the lowest random number to determine the order of placement.

b. Employee meets all requirements of the Sacramento Fire Paramedic classification.

c. Employee must be in good standing and not pending termination for cause.

### 16.3 WORKWEEK

a. Employees in the Single Role classification shall have a 7-day FLSA workweek that begins at 12:01 a.m., Saturday and ends at 12:00 Midnight the following Friday.

b. Employees will work a rotating schedule of three (3) consecutive days on-duty, followed by three (3) consecutive days off-duty. Each shift shall consist of twelve (12) consecutive hours.

### 16.4 SHIFT DIFFERENTIAL

a. Employees covered by this Article who work two-thirds (2/3) 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.

b. Employees who work less than two-thirds (2/3) 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 from those hours worked (to the nearest one-half hour) within that period.

c. An employee shall not receive the incentive pay described in this section when on vacation or other authorized leave of absence pay.

d. The incentive pay described in this section shall apply only to employees who are in Single Role classifications.

### 16.5 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 1.05 and a day shall be 8.4 hours.

### 16.6 HOLIDAYS

Single Role Employees shall be credited with holiday accrual at the rate of five point two-five (5.25) hours 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 as set forth in Article 15 (Incentive Pay).

## 16.7 MAXIMUM WORK PERIOD, OVERTIME, AND CALL-BACK PAY

### a. Roll Call Preamble

Roll Call is designed to facilitate staffing for Single Role. 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.

### b. Projected Day Vacancies

- (1) All projected full 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.
- (2) Projected and unprojected vacancies will be filled consistent with the roll call manual.
- (3) All unfilled projected and day-of vacancies will be filled from the Mandatory List prior to the on-duty callback shift being relieved.

### c. Maximum Work Period

~~Pursuant to section (workweek b) e~~Employees assigned to Single Role work a 12-hour shift. Employees, including those on mandatory callback, may be required to work up to a maximum of thirty-six (36) consecutive hours without a break in service. Upon reaching thirty-six (36) consecutive hours, Single Role Employees must remain off-duty for a minimum of twelve (12) consecutive hours before being assigned to duty.

### d. Overtime and Call-Back Pay

- (1) Employees in the Single Role classifications will receive overtime at a rate of one and one-half (1.5) times their regular rate of pay when they are required to work in excess of a regularly scheduled work shift. All paid time shall count as time worked for purposes of calculating overtime with the exception of sick leave.
- (2) Management has the exclusive right to determine when to fill a Single Role vacancy.
- (3) 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.

(4) 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 (1), 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.

(5) 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. In no event shall employees be compensated for less than three (3) hours for each such call-out from their homes.

e. Overtime and Call-Back Pay for Dual Role Filling a Single Role Vacancy

(1) The City may utilize a Dual Role Firefighter, Engineer, or Captain to fill Single Role vacancies on a voluntary basis.

(2) Dual Role Firefighters who volunteer to fill a Single Role vacancy shall receive overtime compensation, as applicable and consistent with the employee's regular rate of pay. Dual Role Firefighters shall receive overtime compensation in a manner consistent with the overtime provision(s) covering their classification contained within this MOU.

(3) Dual Role Engineers or Captains who volunteer to fill a Single Role vacancy shall receive compensation equal to top step Firefighter plus the employee's applicable incentives as set forth in Article 15 (Incentives). Dual Role Engineers and Captains shall receive overtime compensation in a manner consistent with the overtime provision(s) covering their classification(s) contained within this MOU.

(4) Dual Role Firefighters, Engineers, or Captains may volunteer to fill a Single Role vacancy. A Single Role Vacancy shall be considered a partial vacancy. A partial vacancy shall be staffed according to the established rules of the Roll Call Manual.

16.8 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.

## 16.9 SHIFT TRADING

- a. Consistent with the operational requirements of the Fire Department to maintain public health and safety, Single Role Employees may trade twelve (12) hour shifts or incremental portions of four (4) hours in a manner consistent with the Fair Labor Standards Act. The Department reserves the right to deny shift trades for operational or public health and safety reasons.
- b. Unless approved by the Fire Chief or designee, trades shall only be permitted between career employees with at least six (6) months of classification service with the Sacramento Fire Department and of the same rank.
- c. 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.
- d. The EMT or Paramedic supervisor shall be responsible to approve and supervise shift trades for Single Role Employees.
- e. The employee replacing the assigned employee shall be responsible for shift coverage.
- f. 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.
- g. 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.
- h. 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. 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.
- j. 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.

- k. 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.
- l. A leave of absence authorized to an employee automatically defers all shift trade activity for the employee who is on an authorized leave of absence for the duration of their 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.
- m. 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.
- n. 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 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.
- 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. 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. Beginning the paycheck representing the first full pay period that includes January 1, 2027, a full-time career employee who has completed ten (10) full years of City service, whose regular assignment is suppression, and who is filling an administrative assignment pursuant to Section 10.4 at the time PTO is credited shall be credited with thirty-four and twenty-nine hundredths (34.29) hours of PTO annually while serving in the administrative assignment. Eligible employees will receive this PTO each year on the paycheck representing the first full pay period that includes January 1.

c. If an employee’s assignment changes between a suppression schedule and an administrative assignment after the annual PTO credit is applied, as in subparagraphs a and b, any unused PTO balance shall be converted in accordance with Section 10.4.

~~b.d.~~ 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.e.~~ 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.f.~~ 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 uninterrupted 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, Firefighter, and Sacramento Fire Paramedic 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, Firefighter, and Sacramento Fire Paramedic 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 ~~for accrued leave balances that have a cash value at separation, sick leave, vacation, holiday accrual, longevity, and similar benefits~~ per applicable ordinances and rules. Employees ~~who are subsequently~~ being recalled and who were eligible for sick leave cashout at the time of separation, shall have ~~the any~~ uncompensated portion of their sick leave balance restored. in accordance with applicable ordinances and rules. Only sick leave hours accrued after recall shall be applied toward any future sick leave payoff, if eligible.
- e. Employees and their eligible dependent(s) ~~laid off who are~~ enrolled in City medical, dental, or vision insurance ~~coverage at the time of layoff~~ programs may continue their 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,~~ The employee and any enrolled dependent(s) will be responsible for the full cost of the monthly premiums for COBRA continuation coverage. Payment for COBRA premiums shall be made by the payment deadline specified on the invoice issued by the health carrier of the City. ~~by advanced personal remittance for each month's total premium for the cost of such coverage at the time of layoff.~~

Assistance with enrolling in COBRA coverage or information on eligibility for City retiree health benefits will be provided by the Benefit Services Division, Department of Human Resources, upon request.

### 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, [Sacramento Fire Paramedic](#) [Sacramento Fire EMT](#), 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, [Sacramento Fire Paramedic](#), or [Sacramento Fire EMT](#) 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, [Sacramento Fire Paramedic](#), or [Sacramento Fire EMT](#) 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, [Sacramento Fire Paramedic](#), or [Sacramento Fire EMT](#) 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 [and Single Role classifications](#).
- 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. If the original assignment no longer exists, the permanent employee will be placed in a comparable 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. Once an employee is removed from the detail pool and is permanently assigned to a suppression company, they shall have the right to bid vacant spots by classification seniority. ~~Personnel who have completed probation have the right to bid vacant spots and be removed from the detail pool.~~

## 22.2 PARAMEDIC INTERNSHIP DISPLACEMENT

When a permanently assigned employee is displaced by a temporarily assigned firefighter completing their paramedic internship, the permanently assigned employee will be assigned on a temporary duty assignment to another company for a period not to exceed three (3) months. At the end of this assignment, the permanent employee will return to their original assignment. If the original assignment no longer exists, the permanent employee will be placed in a comparable assignment. For purposes of this section, no company on any given shift shall be utilized for paramedic internships in excess of three (3) months during any twelve (12) month period.

## **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.

[Sacramento Fire Paramedic and Sacramento Fire EMT shall be afforded a contractual right to all of the relevant protections provided in California Labor Code section 3250 et seq., as amended.](#)

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.
- l. 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 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.

#### 27.10 WAIVER OF RESIDENCY REQUIREMENT

Effective June 27, 2026, the requirement to live at least thirty-five (35) air-miles from the freeway interchange at W/X Streets, and 29th and 30th Streets, as set forth in Rule 13.3 of the Rules and Regulation of the Civil Service Board, is waived. This waiver applies only to the residence location requirement and does not limit the City's authority to regulate vehicle use, standby assignments, response expectations, or other operational requirements through this Memorandum of Understanding and applicable City and Departmental policies, as amended.

Employees utilizing a home retention vehicle shall not use or retain said vehicle outside a thirty-five (35) air-mile radius of the interchange at W/X, 29th and 30th Streets, except as expressly authorized by the City. Employees utilizing a home retention vehicle are responsible for the reasonable care, safety, and security of said vehicle.

#### 27.11 ONE-TIME SUCCESSOR AGREEMENT NEGOTIATIONS REOPENER

The parties agree that, on a one-time, non-precedent setting basis, they will begin negotiations for a successor memorandum of understanding at least six (6) months before the expiration date of this Agreement.

This provision shall automatically expire on September 29, 2028, and shall not continue under any evergreen provision.

#### 27.912 TERM

- a. This Agreement shall remain in full force from October 4, 2025~~March 25, 2023~~, to and including September ~~29~~30, ~~2028~~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: June 23, 2026

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

CITY OF SACRAMENTO:

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Trevor Jamison  
President

---

Leyne Milstein  
Assistant City Manager

---

Ryan Henry  
City Vice President

---

Aaron Donato  
Labor Relations Manager

---

John Collins  
City Director

---

Leslie Wisniewski  
Bargaining Team Member

---

Brandon Doughty  
City Deputy Director

---

Tilden Billiter  
Bargaining Team Member

---

Jeremy Gardella  
City Director

---

Oscar Murillo  
Bargaining Team Member

---

Spencer Lopes  
Negotiating Union Member

APPROVED AS TO FORM:

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Zachary Zadrozna  
Negotiating Union Member

---

Brett M. Witter  
Chief 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- Sleek, 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)

# Redline Report

Schedule Effective Date: June 23, 2026

Sal Plan   Grade   Effective Date   Hourly Min/Max   Annual Min/Max   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Step 8

## Director of Economic Developmnt | 020014 | EXMG

U EXMG	070	07/01/2023	67.691509	106.614129	140798.34	221757.39								
U EXMG	070	6/27/2026	73.838909	116.296274	153584.93	241896.25								

## Fire Battalion Chief | 005170 | L522

A FR56	007	11/02/2024	47.577237	63.758048	138544.91	185663.44	47.577237	49.956099	52.453904	55.076599	57.830429	60.721950	63.758048
A FR56	007	10/4/2025	49.004554	65.670789	142701.26	191233.34	49.004554	51.454782	54.027521	56.728897	59.565342	62.543609	65.670789

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

A FR40	FA7	11/02/2024	66.608131	89.261267	138544.91	185663.44	66.608131	69.938538	73.435465	77.107238	80.962600	85.010730	89.261267
A FR40	FA7	10/4/2025	68.606375	91.939105	142701.26	191233.34	68.606375	72.036694	75.638529	79.420455	83.391478	87.561052	91.939105

## Fire Captain | 005020 | L522

A FR56	002	11/02/2024	37.978110	50.894298	110592.26	148204.20	37.978110	39.877015	41.870866	43.964409	46.162629	48.470760	50.894298
A FR56	002	10/4/2025	39.117452	52.421127	113910.02	152650.32	39.117452	41.073325	43.126991	45.283341	47.547508	49.924883	52.421127

## Fire Captain (Admin) | FA5 | L522

A FR40	FA5	11/02/2024	53.923698	72.262913	112161.29	150306.86	53.923698	56.619883	59.450877	62.423421	65.544592	68.821822	72.262913
A FR40	FA5	10/4/2025	55.541410	74.430800	115526.13	154816.06	55.541410	58.318480	61.234404	64.296124	67.510930	70.886476	74.430800

## Fire Engineer | 005050 | L522

A FR56	003	11/02/2024	33.592714	45.017450	97821.98	131090.81	33.592714	35.272350	37.035968	38.887766	40.832154	42.873762	45.017450
A FR56	003	10/4/2025	34.600496	46.367974	100756.64	135023.54	34.600496	36.330521	38.147047	40.054399	42.057119	44.159975	46.367974

## Fire Engineer (Admin) | FA3 | L522

A FR40	FA3	11/02/2024	47.731095	63.964233	99280.68	133045.60	47.731095	50.117650	52.623533	55.254710	58.017445	60.918317	63.964233
A FR40	FA3	10/4/2025	49.163029	65.883160	102259.10	137036.97	49.163029	51.621180	54.202239	56.912351	59.757969	62.745867	65.883160

## Fire Investigator I (Admin) | FA8 | L522

A FR40	004	04/12/2025	47.974087	64.289865	99786.10	133722.92	47.974087	50.372791	52.891431	55.536003	58.312803	61.228443	64.289865
A FR40	004	10/4/2025	49.413310	66.218561	102779.68	137734.61	49.413310	51.883975	54.478174	57.202083	60.062187	63.065296	66.218561

## Fire Investigator II | 005068 | L522

A FR40	005	11/02/2024	54.207575	72.643335	112751.76	151098.14	54.207575	56.917954	59.763852	62.752045	65.889647	69.184129	72.643335
A FR40	005	10/4/2025	55.833802	74.822635	116134.31	155631.08	55.833802	58.625492	61.556767	64.634605	67.866335	71.259652	74.822635

## Fire Prevention Officer I | 005065 | L522

A FR40	002	11/02/2024	38.823583	52.027314	80753.05	108216.81	38.823583	40.764762	42.803000	44.943150	47.190308	49.549823	52.027314
A FR40	002	10/4/2025	39.988290	53.588133	83175.64	111463.32	39.988290	41.987705	44.087090	46.291444	48.606016	51.036317	53.588133

# Redline Report

Schedule Effective Date: June 23, 2026

Sal Plan   Grade   Effective Date   Hourly Min/Max   Annual Min/Max   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Step 8

## Fire Prevention Officer II | 005066 | L522

A	FR40	003	11/02/2024	41.902126	56.152857	87156.42	116797.94	41.902126	43.997232	46.197094	48.506949	50.932296	53.478911	56.152857
A	FR40	003	10/4/2025	43.159190	57.837443	89771.12	120301.88	43.159190	45.317150	47.583008	49.962158	52.460266	55.083279	57.837443

## Fire Prevention Officer Trnee | 005064 | L522

A	FR40	001	11/02/2024	30.435811	31.957602	63306.49	66471.81	30.435811	31.957602					
A	FR40	001	10/4/2025	31.348885	32.916330	65205.68	68465.97	31.348885	32.916330					

## Firefighter | 005010 | L522

A	FR56	001	11/02/2024	30.390654	40.726384	88497.58	118595.23	30.390654	31.910187	33.505696	35.180981	36.940030	38.787032	40.726384
A	FR56	001	10/4/2025	31.302374	41.948176	91152.51	122153.09	31.302374	32.867493	34.510868	36.236411	38.048232	39.950644	41.948176

## Firefighter (Admin) | FA1 | L522

A	FR40	FA1	11/02/2024	43.140467	57.812351	89732.17	120249.69	43.140467	45.297490	47.562365	49.940483	52.437507	55.059362	57.812351
A	FR40	FA1	10/4/2025	44.434680	59.546722	92424.13	123857.18	44.434680	46.656414	48.989235	51.438697	54.010632	56.711164	59.546722

## Lead Events Associate | 009094 | TEMP

A	TEMP	043	12/13/2025	16.900000	16.900000	35152.00	35152.00							
A	TEMP	043	6/27/2026	18.590000	18.590000	38667.20	38667.20							

## Sacramento Fire EMT | 005180 | L522

A	FR42	001	11/02/2024	25.443340	30.926538	55568.26	67543.56	25.443340	26.715507	28.051282	29.453846	30.926538		
A	FR42	001	10/4/2025	26.206639	31.854334	57235.30	69569.86	26.206639	27.516971	28.892820	30.337461	31.854334		

## Sacramento Fire Paramedic | 005181 | L522

A	FR42	002	11/02/2024	29.259839	35.565518	63903.49	77675.09	29.259839	30.722831	32.258973	33.871922	35.565518		
A	FR42	002	10/4/2025	30.137635	36.632484	65820.60	80005.34	30.137635	31.644517	33.226743	34.888080	36.632484		

## Senior Fire Prevention Officer | 005159 | L522

A	FR40	007	11/02/2024	46.118505	61.803208	95926.49	128550.67	46.118505	48.424430	50.845651	53.387934	56.057331	58.860198	61.803208
A	FR40	007	10/4/2025	47.502060	63.657304	98804.28	132407.19	47.502060	49.877163	52.371021	54.989572	57.739051	60.626004	63.657304

## Senior Lifeguard | 009016 | TEMP

A	TEMP	016	04/20/2024	19.500000	19.500000	40560.00	40560.00	19.500000						
A	TEMP	016	6/27/2026	20.350000	20.350000	42328.00	42328.00	20.350000						

## L522 Costing (Contract Term 10/04/25 to 9/29/28)

Description	Percent/Dollar	FTE	FY2025/26 (9 months)	FY2026/27 (12 months)	FY2027/28 (12 months)	FY2028/29 (3 months)	FY2028/29 (12 months)
FY 26 Salary Adjustment, General Funds	3.00%	671.00	2,710,859	3,664,679	3,664,679	913,660	3,664,679
FY 27 Salary Adjustment, General Funds	3.00%	671.00	-	2,802,280	3,774,620	941,070	3,774,620
FY 28 Salary Adjustment, General Funds	3.50%	671.00	-	-	3,379,538	1,130,852	4,535,835
FY 27 Longevity Pay, General Funds	Year 2: Increase to 1.5% at 10 Years	361.00	-	701,839	1,020,969	259,625	1,030,035
FY 28 Longevity Pay, General Funds	Year 2: Increase to 1.5% at 10 Years	363.00	-	-	1,055	1,100	4,363
FY 29 Longevity Pay, General Funds	Year 2: Increase to 1.5% at 10 Years	377.00	-	-	-	12,537	35,887
Health (All Units), General Funds	2026: EE only: \$1,051/mo; EE+1: \$1,674/mo; EE+2 \$2,230/mo 2027 and 2028: 100%/80%/80%	543.00	447,900	895,800	895,800	223,950	895,800
Fire EMT/Fire Paramedic, Step 6, General Funds	5% above Step 5	20.00	-	-	-	1,192	28,297
Fire Prevention Officer Standby Pay, General Funds		4.00	1,497	39,177	39,759	10,035	40,250
City-Provided Administrative Position, General Funds		1.00	6,556	8,932	9,212	2,356	9,449
Paid Time Off Accrual, General Funds		24.00	29,908	40,746	42,023	10,746	43,101
Medical Contribution Stipend, General Funds	Plan Year 2027: \$50 per month Plan Year 2028: additional \$50 per month	543.00	-	162,900	488,700	162,900	-
Juneteenth (All Units), General Funds		671.00	334,629	462,408	478,004	125,517	482,248
<b>Cost / (Savings) to City</b>			<b>3,531,349</b>	<b>8,778,762</b>	<b>13,794,358</b>	<b>3,795,538</b>	<b>14,544,563</b>

<b>Impact of City Proposal</b>		
<b>Three-Year Contract Cost</b>	\$	<b>29,900,008</b>
<b>General Fund Ongoing Cost</b>	\$	<b>14,544,563</b>
<b>Annual Ongoing Cost</b>	\$	<b>14,544,563</b>

Adopted by the Sacramento City Council  
June 23, 2026

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

**BACKGROUND**

- A. The 2023-2025 Memorandum of Understanding (MOU) between City of Sacramento (City) and the Sacramento Area Firefighters, Local 522 (Local 522) expired on October 3, 2025. The City entered successor negotiations with Local 522, which represents employees in the Fire Department Unit (Representation Unit 05). The negotiations resulted in an MOU expiring on September 29, 2028. The City has been informed by Ryan Henry, Local 522 Vice President, that ratification meetings were held, and that Local 522 Unit members successfully ratified the terms of the MOU.
- B. 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.
- C. These publicly adopted rates are used by the California Public Employees' Retirement System (CalPERS) to determine the appropriate compensation earnable for each City employee when calculating their pension benefit.

The salary schedule attached to this Resolution as Exhibit B has been amended to reflect the salary adjustments to Local 522 classifications, salary adjustments established in the successor Memoranda of Understanding (MOUs) for the Sacramento-Sierra Building and Construction Trades (BLT), the International Association of Machinists and Aerospace Workers, Local Lodge No. 2182, District Lodge 190 (IAMAW), and the Plumbers and Pipefitters, Local 447 (L447), and salary adjustments to the Director of Economic Development, Lead Events Associate and Senior Lifeguard classifications. The Salary Schedule includes all City classifications 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 salary schedule attached to this Resolution as Exhibit B is adopted.

Section 3. The City Manager is authorized to make minor changes or adjustments to Exhibits A and B to correct omissions and errors.

Section 5. Exhibits A and B are part of this Resolution.

Section 6. The City Manager is authorized to amend the FY2026/27 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 – Salary Schedule

*City of*  
**SACRAMENTO**

---

and



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

*2025-2028*

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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. City Provided Administrative Position

The City shall provide one (1) administrative position within the Fire Department for which the assignment shall be made at the discretion of the Local 522 President or City Vice President.

The employee assigned to this position shall be placed on an administrative assignment and shall receive the administrative assignment incentive described in Section 15.5.

While in this assignment, the employee shall continue to receive any incentives the employee was receiving immediately prior to appointment to the Administrative

Position, provided the employee continues to satisfy the eligibility requirements for those incentives. In addition, the employee may also receive any incentives for which the employee becomes eligible after assignment to the administrative position to the extent the employee meets the eligibility and assignment requirements outlined in Article 15.

All hours worked in this assignment shall be allocated equally, with fifty percent (50%) charged to the City and fifty percent (50%) charged against Local 522's release time bank set forth in paragraph (c).

c. 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.

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

In addition to the release time described in Section 4.1(c), 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: Sacramento Fire EMT, Sacramento Fire Paramedic, 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 SALARIES

- a. Effective October 4, 2025, all salary steps shall be increased by three percent (3.0%).

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 were released from probation for any

reason or who were involuntarily separated from City service as a result of disciplinary action during the retroactive period are ineligible for this payment.

- b. Effective October 3, 2026, all salary steps shall be increased by three percent (3.0%).
- c. Effective October 2, 2027, all salary steps shall be increased by three and one half percent (3.5%).

## 6.2 SIXTH SALARY STEP FOR SACRAMENTO EMT AND SACRAMENTO FIRE PARAMEDIC

- a. Effective September 16, 2028, the City shall add a sixth salary step to the salary ranges for the “single role” Sacramento Fire EMT and Sacramento Fire Paramedic classifications. Step 6 shall be five percent (5.0%) above Step 5 of the applicable salary range.
- b. The creation of Step 6 does not automatically advance employees to Step 6. Advancement to all steps in the range, including Step 6, shall be administered consistent with Section 7.2 Advancement in Rate of Compensation.
- c. Employees who are at Step 5 on or before September 16, 2028, and who have already completed the applicable step-advancement interval at Step 5, shall advance to Step 6 effective September 16, 2028, provided they meet the requirements for salary step advancement under Section 7.2. Employees who have not yet completed the applicable step-advancement interval at Step 5 shall become eligible for Step 6 when they complete that interval.
- d. No employee shall receive Step 6 compensation for any period before September 16, 2028.

## 6.3 MEDIC ASSIGNMENT PAY

Effective December 2, 2023, the seven and one-half percent (7.5%) Medic Assignment Pay Incentive previously provided to all employees in the classification of Firefighter was eliminated and permanently incorporated into the base rate of pay. This adjustment increased the Firefighter salary schedule by seven and one-half percent (7.5%) and the effective salary range reflects the ongoing inclusion of this amount in the base rate of pay.

## 6.4 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, 6.4, 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 (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

- a. 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 (City dollars) 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.
- b. The amount of City contribution as provided in Section 8.3(b)(1-4) 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.
- c. 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 the period of time permitted by the Consolidated Omnibus Budget Reconciliation Act (COBRA), by personal remittance or other arrangement for payment of the full premiums of any insurance elected to be continued.
- d. Notwithstanding subsections 8.1(a), 8.1(b), 8.1(c), eligible employees shall continue to receive a City contribution for each Eligible Paycheck (1) while on an approved protected leave of absence without pay, if required by state and/or federal law; or (2) while suspended from service without pay.
- e. 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

##### For Plan Years Prior to the Effective Date of Subsection (2) the City Contributions Shall be as Follows:

- (1) Employee Only
  - (a) Full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be nine hundred seventy-one dollars (\$971) per month.
  - (b)
- (2) Employee Plus One (1) Dependent
 

Full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent the City contribution shall be one thousand five hundred forty-five dollars (\$1,545) per month.
- (3) Employee Plus Two (2) or More Dependents

Full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) dependents, the City contribution shall be two thousand fifty-one dollars (\$2,051) per month.

- (4) Effective the pay period beginning June 27, 2024, with the increased contribution first appearing on the paycheck issued July 21, 2026, for plan year 2026, the City contribution shall be as follows:
  - (c) Full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be one thousand fifty-one dollars (\$1,051) per month.
  - (d) Full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent, the City contribution shall be one thousand six hundred seventy-four (\$1,674) per month.
  - (e) Full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents, the City contribution shall be two thousand two hundred thirty dollars (\$2,230) per month.
- (5) Effective the first benefits eligible paycheck of 2027 for plan year 2027, the City shall contribute fifty percent (50%) of the first one hundred dollars (\$100) of premium increases, up to a total City dollar maximum contribution of fifty dollars (\$50) per month toward the cumulative total increase in premiums from plan year 2026 to plan year 2027, of the benchmarked twenty-five dollar (\$25) Kaiser HMO, Delta Dental PPO, and VSP basic vision plans. The employee shall be responsible for any premium increase(s) which exceeds this amount.
- (6) Effective the first benefits eligible paycheck of 2028 for plan year 2028, the City shall contribute fifty percent (50%) of the first one hundred dollars (\$100) of premium increases, up to a total City dollar maximum contribution of fifty dollars (\$50) per month toward the cumulative total increase in premiums from plan year 2027 to plan year 2028, of the benchmarked twenty-five dollar (\$25) Kaiser HMO, Delta Dental PPO, and VSP basic vision plans. The employee shall be responsible for any premium increase(s) which exceeds this amount.
- (7) Notwithstanding any other provision of this Agreement, including Article 27.9 (Term), effective the first benefits eligible paycheck of 2029 for plan year 2029, the City contribution shall return to and be limited to the contribution amounts set forth in subsection 8.3(b)(2). Any additional City contribution provided under subsection 8.3(b)(3) or 8.3(b)(4) shall apply only to plan years

2027 and 2028, respectively, and shall not continue beyond plan year 2028 unless the parties mutually agree otherwise in writing.

- c. Full-time employees not enrolled in a City-sponsored medical plan shall receive a City contribution of up to seven hundred forty-seven dollars (\$747.00) per month to purchase City-sponsored dental and vision coverage.
- d. Part-time employees shall receive a prorated City contribution consistent with subsection 8.1(b).
- e. 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 ABHP medical plan for employee only coverage.
- f. Employees shall not receive any unused portion of the City contribution as cash.
- g. Changes to the City's healthcare contribution levels as provided in this Section, including the adjustments effective for plan year 2026, shall not create or entitle employees to a special open enrollment period. Open enrollment opportunities shall occur only as provided in the City's normal annual benefits cycle or as otherwise required by law.

#### 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 two hundred dollars (\$200) 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.

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)

The City will, 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 Nationwide Post Employment Health Plan (PEHP) balances will remain in their Nationwide PEHP account and are eligible for use in a manner consistent with the PEHP Plan Documents 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. Effective the pay period beginning August 8, 2026, the employee contribution for employees hired before January 1, 2020, shall be increased seventy-five dollars (\$75) for a total employee contribution of one hundred fifty dollars (\$150) per month.
- c. Employees hired on or after January 1, 2020, shall contribute seventy-five dollars (\$75.00) per month to the MERP. Effective the pay period beginning August 8, 2026, the employee contribution for employees hired on or after January 1, 2020, shall be increased seventy-five dollars (\$75) for a total employee contribution of one hundred fifty dollars (\$150) per month.
- d. Contributions shall occur over twenty-four (24) pay periods per year, which shall be the first two (2) paychecks 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.
- j. **Modification of Employee Contributions.** The City and the Union agree that the Union may request a prospective modification to the mandatory employee monthly contribution amounts set forth in subsection (b) and (c), subject to approval of its members according to the Union's internal rules. Any modified contribution amount must be mandatory for all employees within the groups defined in subsection (b) and (c).

The Union may submit no more than one request to modify employee contribution amounts per calendar year. Such request must be submitted to the City between February 1 and July 31 of the applicable calendar year. The request must identify the proposed monthly contribution amount for each defined group identified in subsection (b) and (c), which must be divisible into two equal payroll deduction and must include written confirmation that the modification has been approved in accordance with the Union's internal rules.

Upon receipt of a timely and complete request, the City shall implement the modified employee contribution amount within thirty (30) calendar days. The parties shall memorialize any modification under this subsection in a Letter of Understanding.

#### 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 seven (7) hours 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, Fire Battalion Chief, and Fire Investigator I 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 be 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
Juneteenth	June 19
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 and Section 11.2(c).
- 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.
- d. Employees in the classification of Fire Investigator I on an administrative assignment shall not have their leave balances converted when moving into or out of the assignment.

#### 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 (1.5) 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 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.

e. Standby Assignment Pay for Senior Fire Prevention Officers and Fire Prevention Officer IIs

- (1) Effective June 27, 2026, a Senior Fire Prevention Officers and Fire Prevention Officer IIs who are required to remain on standby for emergency work shall be paid \$329 per week, or the daily pro rata rate of \$47.00, in addition to their regular compensation. Employees who are called out while on standby shall receive a minimum of two (2) hours pay at their base hourly rate of pay plus applicable incentives, or consistent with Article 11.4, one and one-half (1.5) times their base hourly rate of pay plus applicable incentives, whichever is greater.
- (2) Senior Fire Prevention Officers and Fire Prevention Officer IIs who are issued a City cell phone, laptop, and/or pager are not on standby unless assigned by the appointing authority.
- (3) With the exception of sick leave, Senior Fire Prevention Officers and Fire Prevention Officer IIs may use any type of authorized leave, including, but not limited to, vacation; CTO; holiday credit; etc., during their standby assignment so long as they remain available for their standby assignment. An employee utilizing sick leave who is unable to work due to a personal illness, shall not receive standby pay for the day(s) out sick. Employees who fall ill after hours while they are on standby, shall notify the Fire Marshal or designee who will find a replacement for the day(s) the employee is out sick. The standby assignment may resume when the employee returns to work.
- (4) If a Senior Fire Prevention Officer or a Fire Prevention Officer II is assigned to standby and receives telephone contacts and is engaged in a problem resolution which exceeds fifteen (15) minutes, the employee shall receive the two-hour minimum, or actual time worked, whichever is greater. Additional calls within the two-hour period are covered under that minimum time.
- (5) To ensure effective response capabilities, Senior Fire Prevention Officers and Fire Prevention Officer IIs assigned to standby shall remain within a thirty-five (35) air-mile radius of the interchange at W/X Streets, 29th and 30th Streets for the duration of the standby assignment, unless otherwise authorized by the City.

## 11.2 FIRE INVESTIGATOR I

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 207(k).

### c. Holidays

In lieu of accruing leave balances for fifteen (15) holidays per year, employees in the Fire Investigator I classification shall be paid for five (5) hours at their base rate of pay plus applicable incentives, identified in Article 15, 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.

### f. Administrative Assignment Pay

When Fire Administration assigns a Fire Investigator I 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 investigator assignment.

### 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.

An alternative workweek schedule for employees in the Fire Investigator II classification may be 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 work week 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.

### 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. For purposes of overtime compensation, an employee's regular rate of pay for the relevant pay period shall include out-of-class incentive pay and night shift premium pay for all actual hours worked in the assignment for which such pay is earned.
- c. 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.
- d. 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.
- e. 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
Juneteenth	June 19
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 of 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. Incentives shall additive and shall not be compounded with any other type of pay or incentive.

- 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 on a prospective basis within thirty (30) calendar days of submission of eligibility to the Department.
- j. Employees in the Single Role Classifications who have earned one of the following degrees shall receive one of the following educational incentives:
 

Associate Degree	2.5% above base rate or pay
OR	
Bachelor’s Degree	5.0% above base rate of pay

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. Preceptor Duty Pay (Firefighter)

- (1) The City will assign preceptor duties and responsibilities to Firefighter 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 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 , 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 . Firefighter 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 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 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.

- (6) A qualified Firefighter 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.
  - (7) Qualified employees assigned to precept shall be made from volunteers. Seniority shall be a consideration for preceptor assignments.
- d. Preceptor Pay (Sacramento Fire Paramedic)
- (1) The City will assign preceptor duties and responsibilities to employees in the Sacramento Fire Paramedic classification 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 Sacramento Fire Paramedic rotation.
  - (2) A qualified Sacramento Fire 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 Sacramento Fire 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 Sacramento Fire Paramedic. Sacramento Fire Paramedics who have performed less than the minimum ninety-six (96) hours may volunteer out of the assignment.
  - (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 Sacramento Fire 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) Sacramento Fire Paramedics who are assigned to precept an intern and to evaluate new employees during the “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 hourly rate of pay. Preceptor Duty Pay is additive and is not compounded with any other type of pay or incentive.

- (6) A qualified Sacramento Fire Paramedic preceptor shall have completed probation and hold, in good standing, an 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 a qualifying agency. The Assistant Chief of EMS will determine eligibility to serve as a Preceptor based on previous work experience.
- (7) 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, EMT-Paramedic, and Single Role classifications' 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 and Pediatric Advanced Life Support (PALS) or equivalent training will be provided to employees whose licenses require it. The City will provide a schedule 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 in subsection 15.6 (e), 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 are qualified to perform Rescue Operations as defined in subsection 15.6 (e), below, but 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. To be considered qualified to receive the Rescue incentive, an employee must have obtained, and maintain, the following California State certificates:
  - (1) Rescue Systems (RS) I and II
  - (2) Trench Rescue Technician Certificate
  - (3) Confined Space Rescue Operations Certificate
  - (4) Swift Water Rescue Technician Certificate
  - (5) Low Angle Rescue Operations Certificate

However, an employee remains eligible for the Rescue Incentive if one or more of the five certifications required above are met by the following substitutions:

- (1) Structural Collapse Specialist I and Structural Collapse Specialist II certifications may be substituted for the RS I, II, and III certifications, as long as the employee has a valid Rope Rescue Awareness and Operations Certificate.
- (2) Confined Space Rescue Technician Certificate may be substituted for the Confined Space Rescue Operations Certificate.
- (3) River and Flood Rescue Certificate may be substituted for Swift Water Rescue Technician Certificate.

(4) Rope Rescue Awareness and Operations Certificate may be substituted for Low Angle Rescue Operations Certificate.

(5) Effective January 1, 2026, Rope Rescue Technician and Structural Collapse Specialist II or Rescue Systems III will be additional required courses.

- f. Only those employees who hold active certificates will be assigned to a Rescue company. The Fire Department shall maintain a “detail pool” of qualified employees eligible for assignment to a Rescue company who have presented a copy of their required certificates to Fire Department administration.
- g. 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 subsection 15.6(d), above.
- h. Employees who no longer possess all of the required certifications identified in subsection 15.6 (e), above, shall not be eligible to receive the Rescue assignment or certification pay and shall be reassigned.
- i. To be eligible for future assignment at a Rescue company upon promotion or transfer, an employee must possess all of the required certifications identified in subsection 15.6 (e), above, to be eligible. Seniority shall be a primary consideration and an employee may only be passed over for cause.
- j. Employees who do not obtain and maintain each of the certifications listed in subsection 15.6 (e), above, by December 31, 2025, shall no longer be eligible to receive rescue incentive pay or be assigned to a Rescue company and, if necessary, shall be reassigned.

#### 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 classifications of Firefighter, Sacramento Fire EMT, and Sacramento Fire Paramedic 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 hourly 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 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.

- b. Effective October 3, 2026, the section above, shall be replaced with the following:
- (1) Employees who have completed ten (10) years of City service shall receive longevity pay in the amount of one and one-half percent (1.5%) of their base rate of pay.
  - (2) Employees who have completed seventeen (17) years of City service shall receive additional longevity pay of three percent (3.0%) of their base rate of pay for a total of four and one-half percent (4.5%) of their base rate of pay.
  - (3) Longevity pay shall be additive and shall not compound with any other type of pay or incentive.

### **ARTICLE 16 – WORKING CONDITIONS FOR SINGLE ROLE**

#### 16.1 SINGLE ROLE STAFFING

Ambulances designated as Single Role shall not be staffed by Dual Role Firefighters, Engineers, or Captains except outlined in this Article.

#### 16.2 FLEXIBLE STAFFING

Sacramento Fire EMT may flex to a Sacramento Fire Paramedic if the following conditions are met:

- a. There is a vacant budgeted Sacramento Fire Paramedic position.
- (1) Sacramento Fire EMT's who meet the qualifications to flex to Sacramento Fire Paramedic, shall be placed on an eligibility list based on the date they received all required paramedic licenses. When a vacancy comes open, the first EMT on the eligible list may move to the vacant paramedic position.
  - (2) When two (2) or more employees receive their paramedic license on the same date, the preference will be given to the employee with the earliest City seniority date.
  - (3) If two (2) or more employees receive their paramedic license on the same date and have the same City seniority date, the tie breaker to determine the order of the employee's placement on the eligibility list shall be determined on the basis

of drawing lots using the lowest random number to determine the order of placement.

- b. Employee meets all requirements of the Sacramento Fire Paramedic classification.
- c. Employee must be in good standing and not pending termination for cause.

### 16.3 WORKWEEK

- a. Employees in the Single Role classification shall have a 7-day FLSA workweek that begins at 12:01 a.m., Saturday and ends at 12:00 Midnight the following Friday.
- b. Employees will work a rotating schedule of three (3) consecutive days on-duty, followed by three (3) consecutive days off-duty. Each shift shall consist of twelve (12) consecutive hours.

### 16.4 SHIFT DIFFERENTIAL

- a. Employees covered by this Article who work two-thirds (2/3) 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.
- b. Employees who work less than two-thirds (2/3) 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 from those hours worked (to the nearest one-half hour) within that period.
- c. An employee shall not receive the incentive pay described in this section when on vacation or other authorized leave of absence pay.
- d. The incentive pay described in this section shall apply only to employees who are in Single Role classifications.

### 16.5 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 1.05 and a day shall be 8.4 hours.

### 16.6 HOLIDAYS

Single Role Employees shall be credited with holiday accrual at the rate of five point two-five (5.25) hours 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 as set forth in Article 15 (Incentive Pay).

#### 16.7 MAXIMUM WORK PERIOD, OVERTIME, AND CALL-BACK PAY

##### a. Roll Call Preamble

Roll Call is designed to facilitate staffing for Single Role. 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.

##### b. Projected Day Vacancies

- (1) All projected full 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.
- (2) Projected and unprojected vacancies will be filled consistent with the roll call manual.
- (3) All unfilled projected and day-of vacancies will be filled from the Mandatory List prior to the on-duty callback shift being relieved.

##### c. Maximum Work Period

Employees assigned to Single Role work a 12-hour shift. Employees, including those on mandatory callback, may be required to work up to a maximum of thirty-six (36) consecutive hours without a break in service. Upon reaching thirty-six (36) consecutive hours, Single Role Employees must remain off-duty for a minimum of twelve (12) consecutive hours before being assigned to duty.

##### d. Overtime and Call-Back Pay

- (1) Employees in the Single Role classifications will receive overtime at a rate of one and one-half (1.5) times their regular rate of pay when they are required to work in excess of a regularly scheduled work shift. All paid time shall count as time worked for purposes of calculating overtime with the exception of sick leave.
- (2) Management has the exclusive right to determine when to fill a Single Role vacancy.
- (3) 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.

- (4) 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 (1), 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.
- (5) 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. In no event shall employees be compensated for less than three (3) hours for each such call-out from their homes.

e. Overtime and Call-Back Pay for Dual Role Filling a Single Role Vacancy

- (1) The City may utilize a Dual Role Firefighter, Engineer, or Captain to fill Single Role vacancies on a voluntary basis.
- (2) Dual Role Firefighters who volunteer to fill a Single Role vacancy shall receive overtime compensation, as applicable and consistent with the employee's regular rate of pay. Dual Role Firefighters shall receive overtime compensation in a manner consistent with the overtime provision(s) covering their classification contained within this MOU.
- (3) Dual Role Engineers or Captains who volunteer to fill a Single Role vacancy shall receive compensation equal to top step Firefighter plus the employee's applicable incentives as set forth in Article 15 (Incentives). Dual Role Engineers and Captains shall receive overtime compensation in a manner consistent with the overtime provision(s) covering their classification(s) contained within this MOU.
- (4) Dual Role Firefighters, Engineers, or Captains may volunteer to fill a Single Role vacancy. A Single Role Vacancy shall be considered a partial vacancy. A partial vacancy shall be staffed according to the established rules of the Roll Call Manual.

## 16.8 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.

## 16.9 SHIFT TRADING

- a. Consistent with the operational requirements of the Fire Department to maintain public health and safety, Single Role Employees may trade twelve (12) hour shifts or incremental portions of four (4) hours in a manner consistent with the Fair Labor Standards Act. The Department reserves the right to deny shift trades for operational or public health and safety reasons.
- b. Unless approved by the Fire Chief or designee, trades shall only be permitted between career employees with at least six (6) months of classification service with the Sacramento Fire Department and of the same rank.
- c. 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.
- d. The EMT or Paramedic supervisor shall be responsible to approve and supervise shift trades for Single Role Employees.
- e. The employee replacing the assigned employee shall be responsible for shift coverage.
- f. 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.
- g. 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.
- h. 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. 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.

- j. 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.
- k. 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.
- l. A leave of absence authorized to an employee automatically defers all shift trade activity for the employee who is on an authorized leave of absence for the duration of their 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.
- m. 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.
- n. 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 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.
  
- 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. 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. Beginning the paycheck representing the first full pay period that includes January 1, 2027, a full-time career employee who has completed ten (10) full years of City service, whose regular assignment is suppression, and who is filling an administrative assignment pursuant to Section 10.4 at the time PTO is credited shall be credited with thirty-four and twenty-nine hundredths (34.29) hours of PTO annually while serving in the administrative assignment. Eligible employees will receive this PTO each year on the paycheck representing the first full pay period that includes January 1.
- c. If an employee's assignment changes between a suppression schedule and an administrative assignment after the annual PTO credit is applied, as in subparagraphs a and b, any unused PTO balance shall be converted in accordance with Section 10.4.
- d. 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, an employee must be off probation prior to January 1 of the calendar year in which it is provided.
- e. 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.
- f. 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, Fire Investigator II and I, Firefighter, and Sacramento Fire Paramedic 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, Fire Investigator II and I, Firefighter, and Sacramento Fire Paramedic 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 for accrued leave balances that have a cash value at separation, per applicable ordinances and rules. Employees who are subsequently recalled and who were eligible for sick leave cashout at the time of separation, shall have any uncompensated portion of their sick leave balance restored in accordance with applicable ordinances and rules. Only sick leave hours accrued after recall shall be applied toward any future sick leave payoff, if eligible.
- e. Employees and their eligible dependent(s) enrolled in City medical, dental, or vision insurance coverage at the time of layoff may continue their elected coverage for the period of time permitted by Consolidated Omnibus Budget Reconciliation Act (COBRA). The employee and any enrolled dependent(s) will be responsible for the full cost of the monthly premiums for COBRA continuation coverage. Payment for COBRA premiums shall be made by the payment deadline specified on the invoice issued by the health carrier of the City.

Assistance with enrolling in COBRA coverage or information on eligibility for City retiree health benefits will be provided by the Benefit Services Division, Department of Human Resources, upon request.

### 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, Sacramento Fire Paramedic Sacramento Fire EMT, 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, Sacramento Fire Paramedic, or Sacramento Fire EMT 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, Sacramento Fire Paramedic, or Sacramento Fire EMT 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, Sacramento Fire Paramedic, or Sacramento Fire EMT 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 and Single Role classifications.
- 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. If the original assignment no longer exists, the permanent employee will be placed in a comparable 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. Once an employee is removed from the detail pool and is permanently assigned to a suppression company, they shall have the right to bid vacant spots by classification seniority.

## 22.2 PARAMEDIC INTERNSHIP DISPLACEMENT

When a permanently assigned employee is displaced by a temporarily assigned firefighter completing their paramedic internship, the permanently assigned employee will be assigned on a temporary duty assignment to another company for a period not to exceed three (3) months. At the end of this assignment, the permanent employee will return to their original assignment. If the original assignment no longer exists, the permanent employee will be placed in a comparable assignment. For purposes of this section, no company on any given shift shall be utilized for paramedic internships in excess of three (3) months during any twelve (12) month period.

## 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.

Sacramento Fire Paramedic and Sacramento Fire EMT shall be afforded a contractual right to all of the relevant protections provided in California Labor Code section 3250 et seq., as amended.

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.
- l. 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 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.

#### 27.10 WAIVER OF RESIDENCY REQUIREMENT

Effective June 27, 2026, the requirement to live at least thirty-five (35) air-miles from the freeway interchange at W/X Streets, and 29th and 30th Streets, as set forth in Rule 13.3 of the Rules and Regulation of the Civil Service Board, is waived. This waiver applies only to the residence location requirement and does not limit the City's authority to regulate vehicle use, standby assignments, response expectations, or other operational requirements through this Memorandum of Understanding and applicable City and Departmental policies, as amended.

Employees utilizing a home retention vehicle shall not use or retain said vehicle outside a thirty-five (35) air-mile radius of the interchange at W/X, 29th and 30th Streets, except as expressly authorized by the City. Employees utilizing a home retention vehicle are responsible for the reasonable care, safety, and security of said vehicle.

#### 27.11 ONE-TIME SUCCESSOR AGREEMENT NEGOTIATIONS REOPENER

The parties agree that, on a one-time, non-precedent setting basis, they will begin negotiations for a successor memorandum of understanding at least six (6) months before the expiration date of this Agreement.

This provision shall automatically expire on September 29, 2028, and shall not continue under any evergreen provision.

#### 27.12 TERM

- a. This Agreement shall remain in full force from October 4, 2025, to and including September 29, 2028, 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: June 23, 2026

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

CITY OF SACRAMENTO:

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Trevor Jamison  
President

---

Leyne Milstein  
Assistant City Manager

---

Ryan Henry  
City Vice President

---

Aaron Donato  
Labor Relations Manager

---

John Collins  
City Director

---

Leslie Wisniewski  
Bargaining Team Member

---

Brandon Doughty  
City Deputy Director

---

Tilden Billiter  
Bargaining Team Member

---

Jeremy Gardella  
City Director

---

Oscar Murillo  
Bargaining Team Member

---

Spencer Lopes  
Negotiating Union Member

---

Zachary Zadrozna  
Negotiating Union Member

APPROVED AS TO FORM:

---

Brett M. Witter  
Chief 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- Sleek, 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)

# Salary Schedule/Classification Listing

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<b>311 Customer Service Agent   016872   L39A</b>														
A OFFT	140	09/20/2025	23.073464	32.466681	47992.80	67530.70	23.073464	24.227137	25.438494	26.710419	28.045940	29.448237	30.920649	32.466681
<b>311 Customer Svc Specialist   016873   L39A</b>														
A OFFT	141	09/20/2025	26.085308	36.704648	54257.44	76345.67	26.085308	27.389573	28.759052	30.197005	31.706855	33.292198	34.956808	36.704648
<b>311 Customer Svc Supervisor   015108   L39C</b>														
A SUPV	068	09/20/2025	29.730376	41.833625	61839.18	87013.94	29.730376	31.216895	32.777740	34.416627	36.137458	37.944331	39.841548	41.833625
<b>311 Manager   001914   MGMT</b>														
A MGTE	181	09/20/2025	47.192790	66.404992	98161.00	138122.38	47.192790	49.552429	52.030050	54.631552	57.363130	60.231286	63.242850	66.404992
<b>Account Clerk I   016001   L39A</b>														
A OFFT	001	09/20/2025	21.096969	26.925672	43881.70	56005.40			21.096969	22.151817	23.259408	24.422378	25.643497	26.925672
<b>Account Clerk II   016002   L39A</b>														
A OFFT	002	09/20/2025	22.069324	31.053755	45904.19	64591.81	22.069324	23.172790	24.331430	25.548001	26.825401	28.166671	29.575005	31.053755
<b>Accountant Auditor   010821   CONF</b>														
A CONF	040	09/20/2025	35.826188	50.411045	74518.47	104854.97	35.826188	37.617497	39.498372	41.473291	43.546956	45.724304	48.010519	50.411045
<b>Accountant Auditor   014010   MSUP</b>														
A MSUP	010	09/20/2025	35.826188	50.411045	74518.47	104854.97	35.826188	37.617497	39.498372	41.473291	43.546956	45.724304	48.010519	50.411045
<b>Accounting Technician   016003   L39A</b>														
A OFFT	003	09/20/2025	23.437165	32.978444	48749.30	68595.16	23.437165	24.609023	25.839474	27.131448	28.488020	29.912421	31.408042	32.978444
<b>Admin. of Government Relations   021026   MCSU</b>														
U MCSA	136	09/20/2025	41.761052	66.431394	86862.99	138177.30								
<b>Administrative Analyst   010700   CONF</b>														
A CONF	041	09/20/2025	36.431710	51.263076	75777.96	106627.20	36.431710	38.253296	40.165961	42.174259	44.282972	46.497121	48.821977	51.263076
<b>Administrative Analyst   014000   MSUP</b>														
A MSUP	001	09/20/2025	36.431710	51.263076	75777.96	106627.20	36.431710	38.253296	40.165961	42.174259	44.282972	46.497121	48.821977	51.263076
<b>Administrative Assistant   010701   CONF</b>														
A CONF	003	09/20/2025	28.008312	39.410508	58257.29	81973.86	28.008312	29.408728	30.879164	32.423122	34.044278	35.746492	37.533817	39.410508
<b>Administrative Asst (Conf/Ex)   010800   CONF</b>														
A CONF	018	09/20/2025	28.008312	39.410508	58257.29	81973.86	28.008312	29.408728	30.879164	32.423122	34.044278	35.746492	37.533817	39.410508
<b>Administrative Officer   001702   MGMT</b>														
A MGTE	006	09/20/2025	43.693077	61.480547	90881.60	127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547

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Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Administrative Tech (Conf/Ex)   010807   CONF</b>												
A CONF	024	09/20/2025	27.917882 39.283264	58069.20 81709.19	27.917882	29.313776	30.779465	32.318438	33.934360	35.631078	37.412632	39.283264
<b>Administrative Technician   010702   CONF</b>												
A CONF	004	09/20/2025	27.917882 39.283264	58069.20 81709.19	27.917882	29.313776	30.779465	32.318438	33.934360	35.631078	37.412632	39.283264
<b>Animal Care Services Manager   001845   MGMT</b>												
A MGTE	122	09/20/2025	63.387789 89.192984	131846.60 185521.41	63.387789	66.557178	69.885037	73.379289	77.048253	80.900666	84.945699	89.192984
<b>Animal Care Technician   003647   L39A</b>												
A OPMT	029	09/20/2025	21.856410 30.754163	45461.33 63968.66	21.856410	22.949230	24.096691	25.301526	26.566602	27.894932	29.289679	30.754163
<b>Animal Control Officer I   003600   L39A</b>												
A OPMT	073	09/20/2025	25.334863 35.648695	52696.52 74149.29	25.334863	26.601606	27.931686	29.328270	30.794683	32.334417	33.951138	35.648695
<b>Animal Control Officer II   003601   L39A</b>												
A OPMT	001	09/20/2025	26.601606 37.431130	55331.34 77856.75	26.601606	27.931686	29.328270	30.794683	32.334417	33.951138	35.648695	37.431130
<b>Animal Services Coordinator   010820   CONF</b>												
A CONF	039	09/20/2025	27.917882 39.283264	58069.20 81709.19	27.917882	29.313776	30.779465	32.318438	33.934360	35.631078	37.412632	39.283264
<b>Applications Developer   010703   CONF</b>												
A CONF	005	09/20/2025	41.807628 58.827530	86959.87 122361.26	41.807628	43.898009	46.092909	48.397554	50.817432	53.358304	56.026219	58.827530
<b>Aquatic Specialist   016031   L39A</b>												
A TEMP	073	09/20/2025	19.629356 26.016389	40829.06 54114.09								
<b>Aquatics Recreation Coord   016980   L39A</b>												
A OFFT	143	09/20/2025	25.979362 36.555571	54037.07 76035.59	25.979362	27.278330	28.642247	30.074359	31.578077	33.156981	34.814830	36.555571
<b>Aquatics Recreation Supervisor   015110   L39C</b>												
A SUPV	070	09/20/2025	33.836062 47.610737	70379.01 99030.33	33.836062	35.527865	37.304258	39.169471	41.127945	43.184342	45.343559	47.610737
<b>Arborist/Urban Forester   017001   L39A</b>												
A PROF	001	09/20/2025	33.932880 47.746968	70580.39 99313.69	33.932880	35.629524	37.411000	39.281550	41.245627	43.307908	45.473303	47.746968
<b>Architectural Technician I   016214   L39A</b>												
A OFFT	081	09/20/2025	27.137598 38.185326	56446.20 79425.48	27.137598	28.494478	29.919202	31.415162	32.985920	34.635216	36.366977	38.185326
<b>Architectural Technician II   016215   L39A</b>												
A OFFT	082	09/20/2025	28.494459 40.094566	59268.48 83396.70	28.494459	29.919182	31.415141	32.985898	34.635193	36.366953	38.185301	40.094566
<b>Architectural Technician III   016216   L39A</b>												
A OFFT	083	09/20/2025	31.343986 44.104136	65195.49 91736.60	31.343986	32.911185	34.556744	36.284581	38.098810	40.003751	42.003939	44.104136

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Archivist   017018   L39A</b>												
A PROF	010	09/20/2025	29.833487 41.978712	62053.65 87315.72	29.833487	31.325161	32.891419	34.535990	36.262790	38.075930	39.979726	41.978712
<b>Art Museum Registrar   017010   L39A</b>												
A PROF	006	09/20/2025	27.192103 38.262020	56559.57 79585.00	27.192103	28.551708	29.979293	31.478258	33.052171	34.704780	36.440019	38.262020
<b>Arts Administrator   001703   MGMT</b>												
A MGTE	007	09/20/2025	40.074883 56.389384	83355.76 117289.92	40.074883	42.078627	44.182558	46.391686	48.711270	51.146833	53.704175	56.389384
<b>Arts Program Assistant   016108   L39A</b>												
A OFFT	059	09/20/2025	23.853651 33.564484	49615.59 69814.13	23.853651	25.046334	26.298651	27.613584	28.994263	30.443976	31.966175	33.564484
<b>Arts Program Coordinator   016109   L39A</b>												
A OFFT	060	09/20/2025	32.585189 45.850632	67777.19 95369.32	32.585189	34.214448	35.925170	37.721429	39.607500	41.587875	43.667269	45.850632
<b>Arts Program Specialist   001859   MGMT</b>												
A MGTE	130	09/20/2025	36.431710 51.263076	75777.96 106627.20	36.431710	38.253296	40.165961	42.174259	44.282972	46.497121	48.821977	51.263076
<b>Assistant Architect   011014   WCOE</b>												
A WCOE	005	12/27/2025	38.764707 54.545835	80630.59 113455.34	38.764707	40.702942	42.738089	44.874993	47.118743	49.474680	51.948414	54.545835
<b>Assistant Box Office Supv   015010   L39C</b>												
A SUPV	001	09/20/2025	25.878263 36.413313	53826.79 75739.69	25.878263	27.172176	28.530785	29.957324	31.455190	33.027949	34.679346	36.413313
<b>Assistant Camp Caretaker   009018   TEMP</b>												
D DALY	001	10/04/2014	52.240000 63.200000	19067.60 23068.00	52.240000	57.460000	63.200000					
<b>Assistant Camp Chef   009019   TEMP</b>												
D DALY	002	08/17/2019	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	09/20/2025	35.323732 49.704039	73473.36 103384.40	35.323732	37.089919	38.944415	40.891636	42.936218	45.083029	47.337180	49.704039
<b>Assistant City Attorney   020001   EXMG</b>												
U EXMG	110	07/01/2023	71.766846 145.812288	149275.04 303289.56								
<b>Assistant City Auditor   020044   EXMG</b>												
U EXMG	217	07/01/2023	48.054519 75.685865	99953.40 157426.60								
<b>Assistant City Clerk   020002   EXMG</b>												
U EXMG	010	07/01/2023	43.572081 92.599500	90629.93 192606.96								
<b>Assistant City Manager   020003   EXMG</b>												
U EXMG	210	08/29/2023	75.386341 163.852212	156803.59 340812.60								

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<b>Assistant Civil Engineer   011011   WCOE</b>												
A WCOE	002	12/27/2025	38.764707 54.545835	80630.59 113455.34	38.764707	40.702942	42.738089	44.874993	47.118743	49.474680	51.948414	54.545835
<b>Assistant Code Enforcmnt Ofcr   003912   L39A</b>												
A OPMT	062	09/20/2025	22.554822 31.736899	46914.03 66012.75	22.554822	23.682563	24.866691	26.110026	27.415527	28.786303	30.225618	31.736899
<b>Assistant Director   001896   MGMT</b>												
A MGTE	158	09/20/2025	63.788908 89.757400	132680.93 186695.39	63.788908	66.978353	70.327271	73.843635	77.535817	81.412608	85.483238	89.757400
<b>Assistant Electrical Engineer   011019   WCOE</b>												
A WCOE	010	12/27/2025	38.764707 54.545835	80630.59 113455.34	38.764707	40.702942	42.738089	44.874993	47.118743	49.474680	51.948414	54.545835
<b>Assistant Mechanical Engineer   011021   WCOE</b>												
A WCOE	012	12/27/2025	38.764707 54.545835	80630.59 113455.34	38.764707	40.702942	42.738089	44.874993	47.118743	49.474680	51.948414	54.545835
<b>Assistant Planner   017002   L39A</b>												
A PROF	002	09/20/2025	31.871395 44.846254	66292.50 93280.21	31.871395	33.464965	35.138213	36.895124	38.739880	40.676874	42.710718	44.846254
<b>Assistant Pool Manager   009119   TEMP</b>												
A TEMP	053	04/20/2024	22.000000 22.000000	45760.00 45760.00	22.000000							
<b>Assistant WtrCrsConCtrlSpclst   007903   L447</b>												
A WATR	005	07/11/2026	34.808080 48.978463	72400.81 101875.20	34.808080	36.548484	38.375908	40.294703	42.309438	44.424910	46.646155	48.978463
<b>Assistant to the City Manager   020040   EXMG</b>												
U EXMG	081	07/01/2023	63.640769 100.234211	132372.80 208487.16								
<b>Associate Architect   011015   WCOE</b>												
A WCOE	006	12/27/2025	47.049760 66.203737	97863.50 137703.77	47.049760	49.402248	51.872360	54.465978	57.189277	60.048741	63.051178	66.203737
<b>Associate Civil Engineer   011012   WCOE</b>												
A WCOE	003	12/27/2025	47.049760 66.203737	97863.50 137703.77	47.049760	49.402248	51.872360	54.465978	57.189277	60.048741	63.051178	66.203737
<b>Associate Curator of Art   017023   L39A</b>												
A PROF	012	09/20/2025	29.833487 41.978712	62053.65 87315.72	29.833487	31.325161	32.891419	34.535990	36.262790	38.075930	39.979726	41.978712
<b>Associate Electrical Engineer   011020   WCOE</b>												
A WCOE	011	12/27/2025	47.049760 66.203737	97863.50 137703.77	47.049760	49.402248	51.872360	54.465978	57.189277	60.048741	63.051178	66.203737
<b>Associate Landscape Architect   011016   WCOE</b>												
A WCOE	007	12/27/2025	45.629150 64.204796	94908.63 133545.98	45.629150	47.910608	50.306138	52.821445	55.462517	58.235643	61.147425	64.204796
<b>Associate Mechanical Engineer   011022   WCOE</b>												
A WCOE	013	12/27/2025	47.049760 66.203737	97863.50 137703.77	47.049760	49.402248	51.872360	54.465978	57.189277	60.048741	63.051178	66.203737

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<b>Associate Planner   017003   L39A</b>														
A PROF	003	09/20/2025	39.180486	55.130878	81495.41	114672.23	39.180486	41.139510	43.196486	45.356310	47.624125	50.005331	52.505598	55.130878
<b>Auditor   001934   MGMT</b>														
A MGTE	207	09/20/2025	31.205244	43.908911	64906.91	91330.54	31.205244	32.765506	34.403781	36.123970	37.930168	39.826676	41.818010	43.908911
<b>Banking Operations Manager   001837   MGMT</b>														
A MGTE	012	09/20/2025	43.574345	61.313479	90634.64	127532.04	43.574345	45.753062	48.040715	50.442751	52.964889	55.613133	58.393790	61.313479
<b>Blacksmith Welder   006001   BULT</b>														
A BLDG	001	07/11/2026	30.081868	49.907298	62570.28	103807.18	30.081868	32.338008	34.763359	37.370611	40.173407	43.186412	46.425393	49.907298
<b>Booking Coordinator   016903   L39A</b>														
A OFFT	103	09/20/2025	26.047317	36.651190	54178.42	76234.48	26.047317	27.349683	28.717167	30.153025	31.660676	33.243710	34.905895	36.651190
<b>Budget Analyst   010822   CONF</b>														
A CONF	042	09/20/2025	36.431710	51.263076	75777.96	106627.20	36.431710	38.253296	40.165961	42.174259	44.282972	46.497121	48.821977	51.263076
<b>Budget Analyst   014011   MSUP</b>														
A MSUP	011	09/20/2025	36.431710	51.263076	75777.96	106627.20	36.431710	38.253296	40.165961	42.174259	44.282972	46.497121	48.821977	51.263076
<b>Budget Manager   020005   EXMG</b>														
U EXMG	040	07/01/2023	59.101129	93.084274	122930.35	193615.29								
<b>Building Inspector I   016011   L39A</b>														
A OFFT	010	09/20/2025	34.251140	48.194794	71242.37	100245.17	34.251140	35.963697	37.761882	39.649976	41.632475	43.714099	45.899804	48.194794
<b>Building Inspector II   016012   L39A</b>														
A OFFT	011	09/20/2025	35.963737	50.604589	74804.57	105257.54	35.963737	37.761924	39.650020	41.632521	43.714147	45.899854	48.194847	50.604589
<b>Building Inspector III   016229   L39A</b>														
A OFFT	095	09/20/2025	37.762170	53.135167	78545.31	110521.15	37.762170	39.650279	41.632793	43.714433	45.900155	48.195163	50.604921	53.135167
<b>Building Inspector IV   016230   L39A</b>														
A OFFT	096	09/20/2025	39.650169	55.791769	82472.35	116046.88	39.650169	41.632677	43.714311	45.900027	48.195028	50.604779	53.135018	55.791769
<b>Building Maintenance Worker   003603   L39A</b>														
A OPMT	002	09/20/2025	24.868877	34.993009	51727.26	72785.46	24.868877	26.112321	27.417937	28.788834	30.228276	31.739690	33.326675	34.993009
<b>Building Monitor   016032   L39A</b>														
A TEMP	069	12/13/2025	16.900000	19.976865	35152.00	41551.88								
<b>Building Services Manager   001886   MGMT</b>														
A MGTE	149	09/20/2025	43.693077	61.480547	90881.60	127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547

# Salary Schedule/Classification Listing

Schedule Effective Date: June 23, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Business Services Manager   001709   MGMT</b>														
A MGTE	013	09/20/2025	55.271744	77.772895	114965.23	161767.62	55.271744	58.035331	60.937098	63.983953	67.183151	70.542309	74.069424	77.772895
<b>Cache Logistics Coordinator   016237   L39A</b>														
A OFFT	155	09/20/2025	23.142218	32.563423	48135.81	67731.92	23.142218	24.299329	25.514295	26.790010	28.129510	29.535985	31.012784	32.563423
<b>Camp Aide   009045   TEMP</b>														
D DALY	007	10/04/2014	38.150000	46.160000	13924.75	16848.40	38.150000	41.960000	46.160000					
<b>Camp Caretaker   009046   TEMP</b>														
D DALY	008	10/04/2014	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	08/17/2019	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	10/04/2014	52.240000	63.200000	19067.60	23068.00	52.240000	57.460000	63.200000					
<b>Camp Program Director   009048   TEMP</b>														
D DALY	009	10/04/2014	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	10/04/2014	43.870000	53.080000	16012.55	19374.20	43.870000	48.250000	53.080000					
<b>Camp Sacramento Supervisor   001912   MGMT</b>														
A MGTE	178	09/20/2025	38.856106	54.674444	80820.70	113722.84	38.856106	40.798911	42.838857	44.980800	47.229840	49.591332	52.070899	54.674444
<b>Cannabis Manager   001924   MGMT</b>														
A MGTE	192	09/20/2025	57.544445	80.970812	119692.45	168419.29	57.544445	60.421667	63.442750	66.614887	69.945631	73.442913	77.115059	80.970812
<b>Carpenter   006002   BULT</b>														
A BLDG	002	07/11/2026	27.939791	46.353487	58114.76	96415.25	27.939791	30.035275	32.287921	34.709515	37.312729	40.111184	43.119523	46.353487
<b>Cashier   016018   L39A</b>														
A OFFT	017	09/20/2025	20.482843	26.141875	42604.31	54375.10			20.482843	21.506985	22.582334	23.711451	24.897024	26.141875
<b>Cashier - Aquatics   009012   TEMP</b>														
A TEMP	012	12/13/2025	16.900000	16.900000	35152.00	35152.00								
<b>Chief Animal Control Officer   001827   MGMT</b>														
A MGTE	108	09/20/2025	47.081477	66.248366	97929.47	137796.60	47.081477	49.435551	51.907329	54.502695	57.227830	60.089221	63.093682	66.248366
<b>Chief Assistant City Attorney   020046   EXMG</b>														
U EXMG	219	07/01/2023	75.355187	153.102899	156738.79	318454.03								

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Chief Building Official   001712   MGMT</b>												
A MGTE	015	09/20/2025	63.802118 89.775987	132708.40 186734.05	63.802118	66.992224	70.341835	73.858927	77.551873	81.429467	85.500940	89.775987
<b>Chief Information Officer   020030   EXMG</b>												
U EXMG	085	07/01/2023	73.838908 116.296274	153584.93 241896.25								
<b>Chief Investment Officer   001714   MGMT</b>												
A MGTE	017	09/20/2025	73.204899 103.006644	152266.19 214253.82	73.204899	76.865144	80.708401	84.743821	88.981012	93.430063	98.101566	103.006644
<b>Chief Park Ranger   001949   MGMT</b>												
A MGTE	206	03/10/2026	43.564766 61.300000	90614.71 127504.00	43.564766	45.743004	48.030154	50.431662	52.953245	55.600907	58.380952	61.300000
<b>Chief of Staff to the Mayor   021006   MCSU</b>												
U MCSA	070	09/20/2025	56.593428 90.025962	117714.33 187254.00								
<b>City Attorney   024002   APPO</b>												
U COFF	006	02/07/2026	85.721240 170.673077	178300.18 355000.00								
<b>City Auditor   024004   APPO</b>												
U COFF	010	02/07/2026	58.948716 112.128861	122613.33 233228.03								
<b>City Clerk   024003   APPO</b>												
U COFF	007	02/07/2026	77.176880 115.764803	160527.91 240790.79								
<b>City Council   023001   MCNL</b>												
U MCNL	002	06/14/2025	53.521154 53.521154	111324.00 111324.00								
<b>City Historian   001905   MGMT</b>												
A MGTE	172	09/20/2025	57.487935 80.891299	119574.90 168253.90	57.487935	60.362332	63.380449	66.549471	69.876945	73.370792	77.039332	80.891299
<b>City Housing Manager   001933   MGMT</b>												
A MGTE	205	09/20/2025	55.782990 78.492268	116028.62 163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268
<b>City Manager   024000   APPO</b>												
U COFF	008	02/07/2026	131.351442 202.251923	273211.00 420684.00								
<b>City Treasurer   024001   APPO</b>												
U COFF	009	02/07/2026	77.176880 137.860000	160527.91 286748.80								
<b>Claims Collector   016104   L39A</b>												
A OFFT	058	09/20/2025	24.190211 34.038057	50315.64 70799.16	24.190211	25.399722	26.669708	28.003193	29.403353	30.873521	32.417197	34.038057
<b>Code Enforcement Manager   001861   MGMT</b>												
A MGTE	131	09/20/2025	52.313132 73.609829	108811.32 153108.44	52.313132	54.928789	57.675228	60.558989	63.586938	66.766285	70.104599	73.609829

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Code Enforcement Officer   016114   L39A</b>												
A OFFT	065	09/20/2025	29.412366 41.386152	61177.72 86083.20	29.412366	30.882984	32.427133	34.048490	35.750914	37.538460	39.415383	41.386152
<b>Code&amp;Housing Enforcement Chief   001917   MGMT</b>												
A MGTE	183	09/20/2025	57.544445 80.970812	119692.45 168419.29	57.544445	60.421667	63.442750	66.614887	69.945631	73.442913	77.115059	80.970812
<b>Community Center Attendant I   003656   L39A</b>												
A OPMT	038	09/20/2025	20.634890 29.035362	42920.57 60393.55	20.634890	21.666635	22.749967	23.887465	25.081838	26.335930	27.652726	29.035362
<b>Community Center Attendant II   003657   L39A</b>												
A OPMT	039	09/20/2025	23.217334 32.669121	48292.06 67951.77	23.217334	24.378201	25.597111	26.876967	28.220815	29.631856	31.113449	32.669121
<b>Community Engagement Manager   020049   EXMG</b>												
U EXMG	220	09/20/2025	60.945966 80.766053	126767.61 167993.39								
<b>Community Service Officer I   002037   SPOA</b>												
A POAM	010	01/25/2025	30.532950 30.532950	63508.54 63508.54	30.532950							
<b>Community Service Officer II   002038   SPOA</b>												
A POAM	053	01/25/2025	30.532950 37.112992	63508.54 77195.02	30.532950	32.059598	33.662578	35.345707	37.112992			
<b>Community Service Officer III   002036   SPOA</b>												
A POAM	015	01/25/2025	30.532950 37.112992	63508.54 77195.02	30.532950	32.059598	33.662578	35.345707	37.112992			
<b>Community Service Rep I   016023   L39A</b>												
A OFFT	021	09/20/2025	22.896613 32.217835	47624.96 67013.10	22.896613	24.041444	25.243516	26.505692	27.830977	29.222526	30.683652	32.217835
<b>Community Service Rep II   016125   L39A</b>												
A OFFT	067	09/20/2025	25.370730 35.699164	52771.12 74254.26	25.370730	26.639266	27.971229	29.369790	30.838280	32.380194	33.999204	35.699164
<b>Concrete Construction Leadwrkr   015104   L39C</b>												
A SUPV	060	09/20/2025	33.954540 47.777448	70625.44 99377.09	33.954540	35.652267	37.434880	39.306624	41.271955	43.335553	45.502331	47.777448
<b>Construction Inspector I   016025   L39A</b>												
A OFFT	023	09/20/2025	30.174314 42.458290	62762.57 88313.24	30.174314	31.683030	33.267182	34.930541	36.677068	38.510921	40.436467	42.458290
<b>Construction Inspector II   016026   L39A</b>												
A OFFT	024	09/20/2025	33.918675 47.726981	70550.84 99272.12	33.918675	35.614609	37.395339	39.265106	41.228361	43.289779	45.454268	47.726981
<b>Construction Inspector III   016027   L39A</b>												
A OFFT	025	09/20/2025	35.614547 50.113245	74078.26 104235.55	35.614547	37.395274	39.265038	41.228290	43.289705	45.454190	47.726900	50.113245
<b>Contract and Compliance Spclst   001280   MGMT</b>												
A MGTE	173	09/20/2025	38.253297 53.826231	79566.86 111958.56	38.253297	40.165962	42.174260	44.282973	46.497122	48.821978	51.263077	53.826231

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Convention Center General Mgr   001723   MGMT</b>												
A MGTE	020	09/20/2025	63.875484 89.879221	132861.01 186948.78	63.875484	67.069258	70.422721	73.943857	77.641050	81.523103	85.599258	89.879221
<b>Council Representative   021015   MCSU</b>												
U MCSA	048	09/20/2025	28.200000 35.769428	58656.00 74400.41								
<b>Council/Clerk Operations Mngr   021007   MCSU</b>												
U MCSA	080	09/20/2025	43.040000 68.476486	89523.20 142431.09								
<b>Crew Leader (Landscp&amp;Learning)   016033   L39A</b>												
A TEMP	070	12/13/2025	16.900000 23.571034	35152.00 49027.75								
<b>Cultural&amp;Creative Economy Mgr   001921   MGMT</b>												
A MGTE	187	09/20/2025	63.875484 89.879221	132861.01 186948.78	63.875484	67.069258	70.422721	73.943857	77.641050	81.523103	85.599258	89.879221
<b>Curator of Art   001727   MGMT</b>												
A MGTE	023	09/20/2025	48.062386 67.628604	99969.76 140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
<b>Curator of Education   001728   MGMT</b>												
A MGTE	024	09/20/2025	48.062386 67.628604	99969.76 140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
<b>Curator of History   001899   MGMT</b>												
A MGTE	161	09/20/2025	48.062386 67.628604	99969.76 140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
<b>Custodial Supervisor   015018   L39C</b>												
A SUPV	006	09/20/2025	23.302970 32.789618	48470.18 68202.40	23.302970	24.468118	25.691524	26.976100	28.324905	29.741150	31.228208	32.789618
<b>Custodian I   003606   L39A</b>												
A OPMT	003	09/20/2025	20.482843 26.141875	42604.31 54375.10			20.482843	21.506985	22.582334	23.711451	24.897024	26.141875
<b>Custodian II   003922   L39A</b>												
A OPMT	067	09/20/2025	20.482589 27.448629	42603.78 57093.15		20.482589	21.506718	22.582054	23.711157	24.896715	26.141551	27.448629
<b>Customer Service Assistant   016971   L39A</b>												
A OFFT	131	09/20/2025	21.422227 30.143224	44558.23 62697.91	21.422227	22.493338	23.618005	24.798905	26.038850	27.340792	28.707832	30.143224
<b>Customer Service Rep   016972   L39A</b>												
A OFFT	132	09/20/2025	22.510697 31.674811	46822.25 65883.61	22.510697	23.636232	24.818044	26.058946	27.361893	28.729988	30.166487	31.674811
<b>Customer Service Specialist   016973   L39A</b>												
A OFFT	133	09/20/2025	25.449079 35.809412	52934.08 74483.58	25.449079	26.721533	28.057610	29.460491	30.933516	32.480192	34.104202	35.809412
<b>Customer Service Supervisor   015098   L39C</b>												
A SUPV	055	09/20/2025	29.005247 40.813294	60330.91 84891.65	29.005247	30.455509	31.978284	33.577198	35.256058	37.018861	38.869804	40.813294

# Salary Schedule/Classification Listing

Schedule Effective Date: June 23, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Customer Service Trainee   016914   L39A</b>												
A OFFT	106	09/20/2025	20.343484 27.262215	42314.45 56705.41		20.343484	21.360658	22.428691	23.550126	24.727632	25.964014	27.262215
<b>Debt Analyst   001729   MGMT</b>												
A MGTE	025	09/20/2025	39.806877 56.012273	82798.30 116505.53	39.806877	41.797221	43.887082	46.081436	48.385508	50.804783	53.345022	56.012273
<b>Department Systems Spclst I   016217   L39A</b>												
A OFFT	084	09/20/2025	35.812737 50.392118	74490.49 104815.60	35.812737	37.603374	39.483543	41.457720	43.530606	45.707136	47.992493	50.392118
<b>Department Systems Spclst II   016218   L39A</b>												
A OFFT	085	09/20/2025	39.398226 55.437262	81948.31 115309.50	39.398226	41.368137	43.436544	45.608371	47.888790	50.283230	52.797392	55.437262
<b>Deputy Chief Building Official   001900   MGMT</b>												
A MGTE	162	09/20/2025	53.328159 75.038074	110922.57 156079.19	53.328159	55.994567	58.794295	61.734010	64.820710	68.061745	71.464832	75.038074
<b>Deputy City Attorney I   001730   MGMT</b>												
A MGTE	026	09/20/2025	48.262831 67.910652	100386.69 141254.16	48.262831	50.675973	53.209772	55.870261	58.663774	61.596963	64.676811	67.910652
<b>Deputy City Attorney II   001731   MGMT</b>												
A MGTE	027	09/20/2025	56.131604 78.982804	116753.74 164284.23	56.131604	58.938184	61.885093	64.979348	68.228315	71.639731	75.221718	78.982804
<b>Deputy City Clerk   010705   CONF</b>												
A CONF	007	09/20/2025	27.953880 39.333918	58144.07 81814.55	27.953880	29.351574	30.819153	32.360111	33.978117	35.677023	37.460874	39.333918
<b>Deputy Convntn Ctr General Mgr   001889   MGMT</b>												
A MGTE	152	09/20/2025	54.294161 76.397337	112931.86 158906.46	54.294161	57.008869	59.859312	62.852278	65.994892	69.294637	72.759369	76.397337
<b>Deputy Fire Chief   020025   EXMG</b>												
A FM40	002	06/15/2024	68.508236 116.192788	142497.13 241681.00								
<b>Deputy Police Chief   020011   EXMG</b>												
U PEXM	010	06/15/2024	74.769885 126.817111	155521.36 263779.59								
<b>Development Project Manager   001744   MGMT</b>												
A MGTE	038	09/20/2025	43.910180 61.786033	91333.17 128514.95	43.910180	46.105689	48.410973	50.831522	53.373098	56.041753	58.843841	61.786033
<b>Development Services Tech I   016004   L39A</b>												
A OFFT	004	09/20/2025	28.434112 40.009652	59142.95 83220.08	28.434112	29.855818	31.348609	32.916039	34.561841	36.289933	38.104430	40.009652
<b>Development Services Tech II   016005   L39A</b>												
A OFFT	005	09/20/2025	29.855753 42.010042	62099.97 87380.89	29.855753	31.348541	32.915968	34.561766	36.289854	38.104347	40.009564	42.010042
<b>Development Services Tech III   016006   L39A</b>												
A OFFT	006	09/20/2025	31.348520 44.110516	65204.92 91749.87	31.348520	32.915946	34.561743	36.289830	38.104322	40.009538	42.010015	44.110516

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Director of Community Developmt   020012   EXMG</b>												
U EXMG	180	07/01/2023	73.838908 116.296538	153584.93 241896.80								
<b>Director of Community Response   020045   EXMG</b>												
U EXMG	218	09/10/2024	73.838909 116.296538	153584.93 241896.80								
<b>Director of Convntion&amp;Culture   020013   EXMG</b>												
U EXMG	120	07/01/2023	73.838908 116.296538	153584.93 241896.80								
<b>Director of Economic Developmnt   020014   EXMG</b>												
U EXMG	070	06/27/2026	73.838909 116.296274	153584.93 241896.25								
<b>Director of Finance   020015   EXMG</b>												
U EXMG	100	07/01/2023	73.838908 116.296274	153584.93 241896.25								
<b>Director of Govtal Affairs   020017   EXMG</b>												
U EXMG	080	07/01/2023	57.040548 89.838860	118644.34 186864.83								
<b>Director of Human Resources   020018   EXMG</b>												
U EXMG	160	07/01/2023	73.838908 116.296538	153584.93 241896.80								
<b>Director of PubSafety Acctblty   024005   APPO</b>												
U COFF	011	02/07/2026	60.127692 114.345000	125065.60 237837.60								
<b>Director of Public Works   020021   EXMG</b>												
U EXMG	150	07/01/2023	73.838908 116.296538	153584.93 241896.80								
<b>Director of Utilities   020022   EXMG</b>												
U EXMG	190	07/01/2023	73.838908 116.296538	153584.93 241896.80								
<b>Director of Yth Parks&amp;Comm Enr   020019   EXMG</b>												
U EXMG	130	07/01/2023	73.838908 116.296538	153584.93 241896.80								
<b>Dispatcher I   002049   SPOA</b>												
A POAM	020	01/25/2025	30.542208 37.124244	63527.79 77218.43	30.542208	32.069318	33.672784	35.356423	37.124244			
<b>Dispatcher II   002050   SPOA</b>												
A POAM	021	01/25/2025	37.346285 45.394643	77680.27 94420.86	37.346285	39.213599	41.174279	43.232993	45.394643			
<b>Dispatcher III   002051   SPOA</b>												
A POAM	022	08/09/2025	45.189005 54.927518	93993.13 114249.24	45.189005	47.448455	49.820878	52.311922	54.927518			
<b>Dispatcher Recruit   009113   TEMP</b>												
A TEMP	048	01/25/2025	29.087817 29.087817	60502.66 60502.66	29.087817							

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Diversity and Equity Manager   001923   MGMT</b>												
A MGTE	197	09/20/2025	55.782990 78.492268	116028.62 163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268
<b>EMS Coordinator   001913   MGMT</b>												
A MGTE	180	09/20/2025	48.062386 67.628604	99969.76 140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
<b>Economic Development Manager   001745   MGMT</b>												
A MGTE	039	09/20/2025	57.398927 80.766056	119389.77 167993.40	57.398927	60.268873	63.282317	66.446433	69.768755	73.257193	76.920053	80.766056
<b>Electrical Constructn Insp I   016039   L39A</b>												
A OFFT	026	09/20/2025	28.712979 40.402044	59723.00 84036.25	28.712979	30.148628	31.656059	33.238862	34.900805	36.645845	38.478137	40.402044
<b>Electrical Constructn Insp II   016040   L39A</b>												
A OFFT	027	09/20/2025	31.591320 44.452158	65709.95 92460.49	31.591320	33.170886	34.829430	36.570901	38.399446	40.319418	42.335389	44.452158
<b>Electrical Constructn Insp III   016041   L39A</b>												
A OFFT	028	09/20/2025	33.594571 47.270937	69876.71 98323.55	33.594571	35.274300	37.038015	38.889916	40.834412	42.876133	45.019940	47.270937
<b>Electrical Design Technician   006268   BULT</b>												
A BLDG	026	07/11/2026	35.042487 58.137209	72888.37 120925.40	35.042487	37.670674	40.495975	43.533173	46.798161	50.308023	54.081125	58.137209
<b>Electrician   006004   BULT</b>												
A BLDG	003	07/11/2026	32.259073 53.519387	67098.87 111320.32	32.259073	34.678503	37.279391	40.075345	43.080996	46.312071	49.785476	53.519387
<b>Electrician Supervisor   006006   BULT</b>												
A BLDG	004	07/11/2026	37.430072 62.098330	77854.55 129164.53	37.430072	40.237327	43.255127	46.499262	49.986707	53.735710	57.765888	62.098330
<b>Electronic Maint Tech I   003615   L39A</b>												
A OPMT	007	09/20/2025	32.962890 46.382095	68562.81 96474.76	32.962890	34.611034	36.341586	38.158665	40.066598	42.069928	44.173424	46.382095
<b>Electronic Maint Tech II   003616   L39A</b>												
A OPMT	008	09/20/2025	34.611109 48.701305	71991.11 101298.71	34.611109	36.341664	38.158747	40.066684	42.070018	44.173519	46.382195	48.701305
<b>Electronic Maint Tech Trnee   003614   L39A</b>												
A OPMT	006	09/20/2025	29.966271 42.165554	62329.84 87704.35	29.966271	31.464585	33.037814	34.689705	36.424190	38.245400	40.157670	42.165554
<b>Emergency Communications Mgr   001746   MGMT</b>												
A MGTE	164	09/20/2025	49.810536 70.088426	103605.92 145783.93	49.810536	52.301063	54.916116	57.661922	60.545018	63.572269	66.750882	70.088426
<b>Emergency Medical Service Trnee   009146   TEMP</b>												
A TEMP	078	02/11/2023	18.254436 20.125516	37969.23 41861.07	18.254436	19.167158	20.125516					
<b>Enforcement &amp; Collections Supv   015044   L39C</b>												
A SUPV	021	09/20/2025	31.596110 44.458900	65719.91 92474.51	31.596110	33.175916	34.834712	36.576448	38.405270	40.325533	42.341810	44.458900

# Salary Schedule/Classification Listing

Schedule Effective Date: June 23, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Engineering Manager   001884   MGMT</b>														
A MGTE	147	09/20/2025	67.794427	95.393566	141012.41	198418.62	67.794427	71.184148	74.743355	78.480523	82.404549	86.524776	90.851015	95.393566
<b>Engineering Technician I   016930   L39A</b>														
A OFFT	110	09/20/2025	27.137499	38.185187	56446.00	79425.19	27.137499	28.494374	29.919093	31.415048	32.985800	34.635090	36.366845	38.185187
<b>Engineering Technician II   016931   L39A</b>														
A OFFT	111	09/20/2025	28.494358	40.094423	59268.26	83396.40	28.494358	29.919076	31.415030	32.985781	34.635070	36.366824	38.185165	40.094423
<b>Engineering Technician III   016939   L39A</b>														
A OFFT	116	09/20/2025	31.343986	44.104136	65195.49	91736.60	31.343986	32.911185	34.556744	36.284581	38.098810	40.003751	42.003939	44.104136
<b>Environmental Hlth &amp; Sfty Mngr   001928   MGMT</b>														
A MGTE	200	09/20/2025	55.782990	78.492268	116028.62	163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268
<b>Environmental Hlth &amp; Sfty Offr   001809   MGMT</b>														
A MGTE	091	09/20/2025	48.062386	67.628604	99969.76	140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
<b>Environmental Hlth &amp; Sfty Spec   001810   MGMT</b>														
A MGTE	092	09/20/2025	43.693077	61.480547	90881.60	127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547
<b>Equal Employment Manager   001139   MGMT</b>														
A MGTE	189	09/20/2025	50.711808	71.356606	105480.56	148421.74	50.711808	53.247398	55.909768	58.705256	61.640519	64.722545	67.958672	71.356606
<b>Equal Employment Specialist   001748   MGMT</b>														
A MGTE	040	09/20/2025	39.418875	55.466317	81991.26	115369.94	39.418875	41.389819	43.459310	45.632276	47.913890	50.309585	52.825064	55.466317
<b>Equipment Maint Supv   015053   L39C</b>														
A SUPV	026	09/20/2025	36.078487	50.766054	75043.25	105593.39	36.078487	37.882411	39.776532	41.765359	43.853627	46.046308	48.348623	50.766054
<b>Equipment Mechanic I   012009   IAMA</b>														
A IAMA	006	07/11/2026	28.383322	39.938183	59037.31	83071.42	28.383322	29.802488	31.292612	32.857243	34.500105	36.225110	38.036365	39.938183
<b>Equipment Mechanic II   012003   IAMA</b>														
A IAMA	002	07/11/2026	31.062141	43.707552	64609.25	90911.71	31.062141	32.615248	34.246010	35.958311	37.756227	39.644038	41.626240	43.707552
<b>Equipment Mechanic III   012004   IAMA</b>														
A IAMA	003	07/11/2026	32.811150	46.168583	68247.19	96030.65	32.811150	34.451708	36.174293	37.983008	39.882158	41.876266	43.970079	46.168583
<b>Equipment Serviceworker   012006   IAMA</b>														
A IAMA	005	07/11/2026	21.601552	30.395553	44931.23	63222.75	21.601552	22.681630	23.815711	25.006497	26.256822	27.569663	28.948146	30.395553
<b>Ethics Program Compliance Ofc   001930   MGMT</b>														
A MGTE	201	09/20/2025	49.636314	69.843280	103243.53	145274.02	49.636314	52.118130	54.724037	57.460239	60.333251	63.349914	66.517410	69.843280

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Events Associate   009093   TEMP</b>												
A TEMP	042	12/13/2025	16.900000 16.900000	35152.00 35152.00								
<b>Events Coordinator   016043   L39A</b>												
A OFFT	029	09/20/2025	25.878263 36.413313	53826.79 75739.69	25.878263	27.172176	28.530785	29.957324	31.455190	33.027949	34.679346	36.413313
<b>Events Duty Person   009067   TEMP</b>												
A TEMP	036	03/22/2022	22.028399 22.028400	45819.07 45819.07								
<b>Events Services Manager   001749   MGMT</b>												
A MGTE	041	09/20/2025	44.203150 62.198271	91942.55 129372.40	44.203150	46.413308	48.733973	51.170672	53.729206	56.415666	59.236449	62.198271
<b>Events Services Supervisor   001750   MGMT</b>												
A MGTE	042	09/20/2025	37.572676 52.868530	78151.17 109966.54	37.572676	39.451310	41.423876	43.495070	45.669824	47.953315	50.350981	52.868530
<b>Evidence &amp; Property Technician   016071   L39A</b>												
A OFFT	041	09/20/2025	26.527557 37.326938	55177.32 77640.03	26.527557	27.853935	29.246632	30.708964	32.244412	33.856633	35.549465	37.326938
<b>Executive Assistant (CMO)   022000   EMSU</b>												
U EXMB	010	09/20/2025	26.010000 41.386226	54100.80 86083.35								
<b>Executive Assistant (MC)   022001   EMSU</b>												
U MCSB	030	09/20/2025	26.010000 41.386226	54100.80 86083.35								
<b>Executive Director SAC CCOMWP   020023   EXMG</b>												
U EXMG	050	07/01/2023	59.666264 93.974360	124105.83 195466.67								
<b>Facilities &amp; Real Prop Supt   001751   MGMT</b>												
A MGTE	043	09/20/2025	48.906181 68.815907	101724.86 143137.09	48.906181	51.351490	53.919064	56.615017	59.445768	62.418056	65.538959	68.815907
<b>Facilities Manager   001880   MGMT</b>												
A MGTE	143	09/20/2025	63.387789 89.192984	131846.60 185521.41	63.387789	66.557178	69.885037	73.379289	77.048253	80.900666	84.945699	89.192984
<b>Finance Manager   001925   MGMT</b>												
A MGTE	193	09/20/2025	55.782990 78.492268	116028.62 163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268
<b>Financial Services Supervisor   015092   L39C</b>												
A SUPV	049	09/20/2025	27.608290 38.847634	57425.24 80803.08	27.608290	28.988704	30.438139	31.960046	33.558048	35.235950	36.997747	38.847634
<b>Fingerprint Clerk   016974   L39A</b>												
A OFFT	134	09/20/2025	24.138966 33.965950	50209.05 70649.18	24.138966	25.345914	26.613210	27.943871	29.341065	30.808118	32.348524	33.965950
<b>Fire Assistant Chief   020053   EXMG</b>												
U EXMG	223	09/09/2025	77.004692 108.353332	160169.76 225374.93								

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Fire Assistant Chief (56 Hrs)   020055   EXMG</b>														
U	EX56	001	09/09/2025	55.003352	77.395237	160169.76	225374.93							
<b>Fire Battalion Chief   005170   L522</b>														
A	FR56	007	10/04/2025	49.004554	65.670789	142701.26	191233.34	49.004554	51.454782	54.027521	56.728897	59.565342	62.543609	65.670789
<b>Fire Battalion Chief (Admin)   FA7   L522</b>														
A	FR40	FA7	10/04/2025	68.606375	91.939105	142701.26	191233.34	68.606375	72.036694	75.638529	79.420455	83.391478	87.561052	91.939105
<b>Fire Captain   005020   L522</b>														
A	FR56	002	10/04/2025	39.117452	52.421127	113910.02	152650.32	39.117452	41.073325	43.126991	45.283341	47.547508	49.924883	52.421127
<b>Fire Captain (Admin)   FA5   L522</b>														
A	FR40	FA5	10/04/2025	55.541410	74.430800	115526.13	154816.06	55.541410	58.318480	61.234404	64.296124	67.510930	70.886476	74.430800
<b>Fire Chief   020024   EXMG</b>														
A	FM40	001	07/01/2023	77.196447	137.812500	160568.61	286650.00							
<b>Fire Engineer   005050   L522</b>														
A	FR56	003	10/04/2025	34.600496	46.367974	100756.64	135023.54	34.600496	36.330521	38.147047	40.054399	42.057119	44.159975	46.367974
<b>Fire Engineer (Admin)   FA3   L522</b>														
A	FR40	FA3	10/04/2025	49.163029	65.883160	102259.10	137036.97	49.163029	51.621180	54.202239	56.912351	59.757969	62.745867	65.883160
<b>Fire Investigator I (Admin)   FA8   L522</b>														
A	FR40	004	10/04/2025	49.413310	66.218561	102779.68	137734.61	49.413310	51.883975	54.478174	57.202083	60.062187	63.065296	66.218561
<b>Fire Investigator II   005068   L522</b>														
A	FR40	005	10/04/2025	55.833802	74.822635	116134.31	155631.08	55.833802	58.625492	61.556767	64.634605	67.866335	71.259652	74.822635
<b>Fire Marshal   020054   EXMG</b>														
U	EXMG	224	09/09/2025	77.004692	108.353332	160169.76	225374.93							
<b>Fire Prevention Officer I   005065   L522</b>														
A	FR40	002	10/04/2025	39.988290	53.588133	83175.64	111463.32	39.988290	41.987705	44.087090	46.291444	48.606016	51.036317	53.588133
<b>Fire Prevention Officer II   005066   L522</b>														
A	FR40	003	10/04/2025	43.159190	57.837443	89771.12	120301.88	43.159190	45.317150	47.583008	49.962158	52.460266	55.083279	57.837443
<b>Fire Prevention Officer Trnee   005064   L522</b>														
A	FR40	001	10/04/2025	31.348885	32.916330	65205.68	68465.97	31.348885	32.916330					
<b>Fire Recruit   009017   TEMP</b>														
A	TEMP	076	07/01/2021	25.134000	25.134000	52278.72	52278.72							

# Salary Schedule/Classification Listing

Schedule Effective Date: June 23, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Fire Service Worker   012014   IAMA</b>														
A IAMA	009	07/11/2026	24.464854	34.424506	50886.90	71602.97	24.464854	25.688097	26.972502	28.321127	29.737183	31.224042	32.785244	34.424506
<b>Firefighter   005010   L522</b>														
A FR56	001	10/04/2025	31.302374	41.948176	91152.51	122153.09	31.302374	32.867493	34.510868	36.236411	38.048232	39.950644	41.948176	
<b>Firefighter (Admin)   FA1   L522</b>														
A FR40	FA1	10/04/2025	44.434680	59.546722	92424.13	123857.18	44.434680	46.656414	48.989235	51.438697	54.010632	56.711164	59.546722	
<b>Fiscal Policy Analyst   001936   MGMT</b>														
A MGTE	208	09/20/2025	37.503229	52.770811	78006.72	109763.29	37.503229	39.378390	41.347310	43.414676	45.585410	47.864681	50.257915	52.770811
<b>Fleet Management Technician   016045   L39A</b>														
A OFFT	031	09/20/2025	32.983944	46.411722	68606.60	96536.38	32.983944	34.633141	36.364798	38.183038	40.092190	42.096800	44.201640	46.411722
<b>Fleet Manager   001881   MGMT</b>														
A MGTE	144	09/20/2025	54.783314	77.085625	113949.29	160338.10	54.783314	57.522480	60.398604	63.418534	66.589461	69.918934	73.414881	77.085625
<b>Fleet Service Coordinator   016976   L39A</b>														
A OFFT	136	09/20/2025	23.665961	33.300382	49225.20	69264.80	23.665961	24.849259	26.091722	27.396308	28.766123	30.204429	31.714650	33.300382
<b>Forensic Investigator I   016047   L39A</b>														
A OFFT	032	09/20/2025	29.592398	41.639476	61552.19	86610.11	29.592398	31.072018	32.625619	34.256900	35.969745	37.768232	39.656644	41.639476
<b>Forensic Investigator II   016048   L39A</b>														
A OFFT	033	09/20/2025	32.551639	45.803426	67707.41	95271.13	32.551639	34.179221	35.888182	37.682591	39.566721	41.545057	43.622310	45.803426
<b>GIS Specialist I   017026   L39A</b>														
A PROF	014	09/20/2025	39.127269	55.055997	81384.72	114516.47	39.127269	41.083632	43.137814	45.294705	47.559440	49.937412	52.434283	55.055997
<b>GIS Specialist II   017027   L39A</b>														
A PROF	015	09/20/2025	43.041718	60.564020	89526.77	125973.16	43.041718	45.193804	47.453494	49.826169	52.317477	54.933351	57.680019	60.564020
<b>GIS Specialist III   017028   L39A</b>														
A PROF	016	09/20/2025	49.012925	68.966108	101946.88	143449.50	49.012925	51.463571	54.036750	56.738588	59.575517	62.554293	65.682008	68.966108
<b>General Intern   009147   TEMP</b>														
A TEMP	079	12/13/2025	16.900000	20.000000	35152.00	41600.00								
<b>General Repair Worker   012010   IAMA</b>														
A IAMA	007	07/11/2026	24.262271	34.139453	50465.52	71010.06	24.262271	25.475385	26.749154	28.086612	29.490943	30.965490	32.513765	34.139453
<b>Generator Technician   006061   BULT</b>														
A BLDG	023	07/11/2026	34.748762	48.894997	72277.42	101701.59	34.748762	36.486200	38.310510	40.226035	42.237337	44.349204	46.566664	48.894997

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Gov't Affairs Mgr Public Sffy   020052   EXMG</b>														
U EXMG	002	02/22/2025	57.040548	89.838861	118644.34	186864.83								
<b>Government Affairs Manager   020050   EXMG</b>														
U EXMG	221	01/16/2025	51.855043	81.671692	107858.49	169877.12								
<b>Graduate Student Trainee   009144   TEMP</b>														
A TEMP	075	12/13/2025	16.900000	16.900000	35152.00	35152.00								
<b>Graphic Designer   001929   MGMT</b>														
A MGTE	199	09/20/2025	29.259662	39.210745	60860.10	81558.35	29.259662	30.722645	32.258777	33.871716	35.565302	37.343567	39.210745	
<b>Graphics Assistant   016957   L39A</b>														
A OFFT	127	09/20/2025	20.634890	29.035362	42920.57	60393.55	20.634890	21.666635	22.749967	23.887465	25.081838	26.335930	27.652726	29.035362
<b>HVAC Supervisor   006269   BULT</b>														
A BLDG	027	07/11/2026	37.639572	62.445899	78290.31	129887.47	37.639572	40.462540	43.497231	46.759523	50.266487	54.036473	58.089208	62.445899
<b>HVAC Systems Mechanic   004010   L39B</b>														
A PLNT	006	12/27/2025	36.482080	51.333950	75882.73	106774.62	36.482080	38.306184	40.221493	42.232568	44.344196	46.561406	48.889476	51.333950
<b>Homeless Services Manager   001939   MGMT</b>														
A MGTE	212	09/20/2025	55.782990	78.492268	116028.62	163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268
<b>Human Resources Manager   001851   MGMT</b>														
A MGTE	124	09/20/2025	55.782990	78.492268	116028.62	163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268
<b>Human Resources Manager-Rep20   020038   EXMG</b>														
U EXMG	042	09/20/2025	54.277298	86.341611	112896.78	179590.55								
<b>IT Manager   001761   MGMT</b>														
A MGTE	052	09/20/2025	61.664714	86.768445	128262.60	180478.37	61.664714	64.747950	67.985347	71.384614	74.953845	78.701537	82.636614	86.768445
<b>IT Supervisor   001762   MGMT</b>														
A MGTE	053	09/20/2025	54.087682	76.106800	112502.38	158302.14	54.087682	56.792066	59.631669	62.613252	65.743915	69.031111	72.482667	76.106800
<b>IT Support Specialist I   016219   L39A</b>														
A OFFT	086	09/20/2025	36.369400	51.175398	75648.35	106444.83	36.369400	38.187870	40.097263	42.102126	44.207232	46.417594	48.738474	51.175398
<b>IT Support Specialist II   016220   L39A</b>														
A OFFT	087	09/20/2025	40.007942	56.295192	83216.52	117094.00	40.007942	42.008339	44.108756	46.314194	48.629904	51.061399	53.614469	56.295192
<b>IT Trainee   016221   L39A</b>														
A OFFT	088	09/20/2025	28.617365	40.267506	59524.12	83756.41	28.617365	30.048233	31.550645	33.128177	34.784586	36.523815	38.350006	40.267506

# Salary Schedule/Classification Listing

Schedule Effective Date: June 23, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Instrument Technician I   003648   L39A</b>												
A OPMT	030	09/20/2025	31.662312 44.552052	65857.61 92668.27	31.662312	33.245428	34.907699	36.653084	38.485738	40.410025	42.430526	44.552052
<b>Instrument Technician II   003649   L39A</b>												
A OPMT	031	09/20/2025	35.649443 50.162346	74150.84 104337.68	35.649443	37.431915	39.303511	41.268687	43.332121	45.498727	47.773663	50.162346
<b>Instrument Technician Trainee   003646   L39A</b>												
A OPMT	028	09/20/2025	28.774412 40.488488	59850.78 84216.06	28.774412	30.213133	31.723790	33.309979	34.975478	36.724252	38.560465	40.488488
<b>Instrumentation Supervisor   015087   L39C</b>												
A SUPV	046	09/20/2025	40.964570 57.641262	85206.31 119893.82	40.964570	43.012798	45.163438	47.421610	49.792690	52.282324	54.896440	57.641262
<b>Integrated Waste Collectns Supt   001763   MGMT</b>												
A MGTE	054	09/20/2025	50.875461 71.586883	105820.96 148900.72	50.875461	53.419234	56.090196	58.894706	61.839441	64.931413	68.177984	71.586883
<b>Integrated Waste Equip Operatr   003663   L39A</b>												
A OPMT	044	04/04/2026	28.008010 39.410080	58256.66 81972.97	28.008010	29.408410	30.878830	32.422771	34.043910	35.746105	37.533410	39.410080
<b>Integrated Waste General Mgr   001764   MGMT</b>												
A MGTE	055	09/20/2025	60.599464 85.269531	126046.88 177360.62	60.599464	63.629437	66.810909	70.151454	73.659027	77.341978	81.209077	85.269531
<b>Integrated Waste General Supv   001765   MGMT</b>												
A MGTE	056	09/20/2025	45.787913 64.428193	95238.86 134010.64	45.787913	48.077309	50.481174	53.005233	55.655495	58.438270	61.360184	64.428193
<b>Integrated Waste Planning Supt   001766   MGMT</b>												
A MGTE	057	09/20/2025	50.875461 71.586883	105820.96 148900.72	50.875461	53.419234	56.090196	58.894706	61.839441	64.931413	68.177984	71.586883
<b>Integrated Waste Supervisor   015032   L39C</b>												
A SUPV	014	04/04/2026	38.499590 54.172789	80079.15 112679.40	38.499590	40.424569	42.445797	44.568087	46.796491	49.136316	51.593132	54.172789
<b>Investigator   001944   MGMT</b>												
A MGTE	216	09/20/2025	33.057527 46.515259	68759.66 96751.74	33.057527	34.710403	36.445923	38.268219	40.181630	42.190711	44.300247	46.515259
<b>Investment Officer   001767   MGMT</b>												
A MGTE	058	09/20/2025	51.853470 72.963038	107855.22 151763.12	51.853470	54.446143	57.168450	60.026872	63.028216	66.179627	69.488608	72.963038
<b>Investment Operations Analyst   001890   MGMT</b>												
A MGTE	153	09/20/2025	43.574345 61.313479	90634.64 127532.04	43.574345	45.753062	48.040715	50.442751	52.964889	55.613133	58.393790	61.313479
<b>Irrigation Technician   003921   L39A</b>												
A OPMT	066	09/20/2025	24.868877 34.993009	51727.26 72785.46	24.868877	26.112321	27.417937	28.788834	30.228276	31.739690	33.326675	34.993009
<b>Junior Engineer   011010   WCOE</b>												
A WCOE	001	12/27/2025	31.780859 44.718861	66104.19 93015.23	31.780859	33.369902	35.038397	36.790317	38.629833	40.561325	42.589391	44.718861

# Salary Schedule/Classification Listing

Schedule Effective Date: June 23, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Junior Landscape Assistant   011024   WCOE</b>														
A WCOE	015	12/27/2025	31.780859	44.718861	66104.19	93015.23	31.780859	33.369902	35.038397	36.790317	38.629833	40.561325	42.589391	44.718861
<b>Junior Planner   017004   L39A</b>														
A PROF	004	09/20/2025	28.847980	40.592005	60003.80	84431.37	28.847980	30.290379	31.804898	33.395143	35.064900	36.818145	38.659052	40.592005
<b>Junior Plant Operator   004001   L39B</b>														
A PLNT	001	12/27/2025	26.900744	37.852048	55953.55	78732.26	26.900744	28.245781	29.658070	31.140974	32.698023	34.332924	36.049570	37.852048
<b>Labor Relations Adm/EEO Invstg   020048   EXMG</b>														
U EXMG	006	09/20/2025	43.758000	64.340111	91016.64	133827.43								
<b>Labor Relations Analyst   020034   EXMG</b>														
U EXMG	005	09/20/2025	33.113798	52.671500	68876.70	109556.72								
<b>Labor Relations Officer   020036   EXMG</b>														
U EXMG	015	09/20/2025	44.168865	70.261615	91871.24	146144.16								
<b>Landscape Assistant   011017   WCOE</b>														
A WCOE	008	12/27/2025	37.159930	52.287752	77292.65	108758.52	37.159930	39.017926	40.968822	43.017263	45.168126	47.426532	49.797859	52.287752
<b>Landscape Technician I   016209   L39A</b>														
A OFFT	077	09/20/2025	27.137499	38.185187	56446.00	79425.19	27.137499	28.494374	29.919093	31.415048	32.985800	34.635090	36.366845	38.185187
<b>Landscape Technician II   016054   L39A</b>														
A OFFT	035	09/20/2025	28.494358	40.094423	59268.26	83396.40	28.494358	29.919076	31.415030	32.985781	34.635070	36.366824	38.185165	40.094423
<b>Law Office Administrator   001853   MGMT</b>														
A MGTE	126	09/20/2025	47.052667	66.207826	97869.55	137712.28	47.052667	49.405300	51.875565	54.469343	57.192810	60.052450	63.055072	66.207826
<b>Lead Events Associate   009094   TEMP</b>														
A TEMP	043	06/27/2026	18.590000	18.590000	38667.20	38667.20								
<b>Lead Forensic Investigator   016926   L39A</b>														
A OFFT	109	09/20/2025	35.806871	50.383866	74478.29	104798.44	35.806871	37.597215	39.477076	41.450930	43.523477	45.699651	47.984634	50.383866
<b>Legal Secretary (Ex)   010803   CONF</b>														
A CONF	021	09/20/2025	30.161889	42.440806	62736.73	88276.88	30.161889	31.669983	33.253482	34.916156	36.661964	38.495062	40.419815	42.440806
<b>Legal Staff Assistant (Ex)   010809   CONF</b>														
A CONF	025	09/20/2025	21.426359	30.149038	44566.83	62710.00	21.426359	22.497677	23.622561	24.803689	26.043873	27.346067	28.713370	30.149038
<b>Licensed Land Surveyor   001770   MGMT</b>														
A MGTE	165	09/20/2025	49.796378	70.068504	103576.47	145742.49	49.796378	52.286197	54.900507	57.645532	60.527809	63.554199	66.731909	70.068504

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Lifeguard   009013   TEMP</b>														
A TEMP	013	04/20/2024	18.500000	18.500000	38480.00	38480.00	18.500000							
<b>Locksmith   003928   L39A</b>														
A OPMT	074	09/20/2025	28.806200	40.533217	59916.90	84309.09	28.806200	30.246510	31.758836	33.346778	35.014117	36.764823	38.603064	40.533217
<b>Machinist   006009   BULT</b>														
A BLDG	006	07/11/2026	31.290192	51.911966	65083.60	107976.89	31.290192	33.636956	36.159728	38.871708	41.787086	44.921117	48.290201	51.911966
<b>Machinist Helper   006011   BULT</b>														
A BLDG	008	07/11/2026	25.076252	41.602734	52158.60	86533.69	25.076252	26.956971	28.978744	31.152150	33.488561	36.000203	38.700218	41.602734
<b>Machinist Supervisor   006010   BULT</b>														
A BLDG	007	07/11/2026	36.338116	60.286722	75583.28	125396.38	36.338116	39.063475	41.993236	45.142729	48.528434	52.168067	56.080672	60.286722
<b>Mail Processor I   016028   L39A</b>														
A OFFT	154	09/20/2025	20.836484	29.319025	43339.89	60983.57	20.836484	21.878308	22.972223	24.120834	25.326876	26.593220	27.922881	29.319025
<b>Mail Processor II   016022   L39A</b>														
A OFFT	152	09/20/2025	22.408614	31.531171	46609.92	65584.84	22.408614	23.529045	24.705497	25.940772	27.237811	28.599702	30.029687	31.531171
<b>Mail Processor II (Legacy)   016010   L39A</b>														
A OFFT	151	09/20/2025	23.529045	33.107730	48940.41	68864.08	23.529045	24.705497	25.940772	27.237811	28.599702	30.029687	31.531171	33.107730
<b>Maintenance Worker   003651   L39A</b>														
A OPMT	033	09/20/2025	20.634585	29.034933	42919.94	60392.66	20.634585	21.666314	22.749630	23.887111	25.081467	26.335540	27.652317	29.034933
<b>Marina Aide   009061   TEMP</b>														
A TEMP	032	12/13/2025	16.900000	16.900000	35152.00	35152.00								
<b>Marina Manager   001773   MGMT</b>														
A MGTE	062	09/20/2025	43.693077	61.480547	90881.60	127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547
<b>Marina&amp;Boating Facilities Attd   003650   L39A</b>														
A OPMT	032	09/20/2025	21.878307	30.784975	45506.88	64032.75	21.878307	22.972222	24.120833	25.326875	26.593219	27.922880	29.319024	30.784975
<b>Mayor   023000   MCNL</b>														
U MCNL	001	06/14/2025	88.684615	88.684615	184464.00	184464.00								
<b>Mayor Council Intern   009130   TEMP</b>														
A TEMP	064	12/13/2025	16.900000	24.040000	35152.00	50003.20								
<b>Mayoral Aide   022003   EMSU</b>														
U MCSB	010	12/13/2025	16.500000	23.120904	34320.00	48091.48								

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Mechanical Maintenance Supv   006054   BULT</b>												
A BLDG	016	07/11/2026	34.851458 57.820280	72491.03 120266.18	34.851458	37.465317	40.275216	43.295857	46.543046	50.033774	53.786307	57.820280
<b>Media &amp; Communications Officer   020027   EXMG</b>												
U EXMG	020	09/20/2025	47.369260 75.358240	98528.06 156745.14								
<b>Media &amp; Communications Spclst   001775   MGMT</b>												
A MGTE	064	09/20/2025	38.253297 53.826231	79566.86 111958.56	38.253297	40.165962	42.174260	44.282973	46.497122	48.821978	51.263077	53.826231
<b>Media Production Specialist I   017013   L39A</b>												
A PROF	007	09/20/2025	29.231381 41.131488	60801.27 85553.50	29.231381	30.692950	32.227597	33.838977	35.530926	37.307472	39.172846	41.131488
<b>Media Production Specialist II   017025   L39A</b>												
A PROF	013	09/20/2025	32.715949 46.034625	68049.17 95752.02	32.715949	34.351746	36.069333	37.872800	39.766440	41.754762	43.842500	46.034625
<b>Meter Reader   003621   L39A</b>												
A OPMT	011	09/20/2025	21.101523 26.931484	43891.17 56017.49			21.101523	22.156599	23.264429	24.427650	25.649032	26.931484
<b>Meter Reading Supervisor   015094   L39C</b>												
A SUPV	051	09/20/2025	28.131065 39.583233	58512.62 82333.12	28.131065	29.537618	31.014499	32.565224	34.193485	35.903159	37.698317	39.583233
<b>Museum Security Supervisor   015086   L39C</b>												
A SUPV	045	09/20/2025	24.950083 35.107272	51896.17 73023.13	24.950083	26.197587	27.507466	28.882839	30.326981	31.843330	33.435497	35.107272
<b>Neighborhood Rsrcs Coord I   016968   L39A</b>												
A OFFT	129	09/20/2025	26.495137 37.281319	55109.88 77545.14	26.495137	27.819894	29.210889	30.671433	32.205005	33.815255	35.506018	37.281319
<b>Neighborhood Rsrcs Coord II   016969   L39A</b>												
A OFFT	130	09/20/2025	29.858372 42.013730	62105.41 87388.56	29.858372	31.351291	32.918856	34.564799	36.293039	38.107691	40.013076	42.013730
<b>Neighborhood Services Area Mgr   001778   MGMT</b>												
A MGTE	067	09/20/2025	51.066951 71.856329	106219.26 149461.16	51.066951	53.620299	56.301314	59.116380	62.072199	65.175809	68.434599	71.856329
<b>Neighborhood Services Manager   001901   MGMT</b>												
A MGTE	167	09/20/2025	68.089126 95.808238	141625.38 199281.14	68.089126	71.493582	75.068261	78.821674	82.762758	86.900896	91.245941	95.808238
<b>Nurse   009027   TEMP</b>												
D DALY	006	10/04/2014	52.240000 63.200000	19067.60 23068.00	52.240000	57.460000	63.200000					
<b>OPS Accountability Analyst   021022   MCSU</b>												
U MCSA	132	09/20/2025	32.225726 51.263072	67029.51 106627.19								
<b>OPS Accountability Insp. Gen.   021024   MCSU</b>												
U MCSA	134	09/20/2025	44.452005 70.712034	92460.17 147081.03								

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>OPSA Assistant Director   020051   EXMG</b>												
U EXMG	222	09/20/2025	49.015611 77.971577	101952.47 162180.88								
<b>OPSA Community Engmt Coord   021028   MCSU</b>												
U MCSA	138	09/20/2025	32.225726 51.263072	67029.51 106627.19								
<b>OPSA Deputy Inspector General   021027   MCSU</b>												
U MCSA	137	09/20/2025	40.410913 64.283663	84054.70 133710.02								
<b>OPSA Investigator   021021   MCSU</b>												
U MCSA	131	09/20/2025	38.648779 61.480548	80389.46 127879.54								
<b>OPSA Senior Investigator   021029   MCSU</b>												
U MCSA	139	09/20/2025	40.581221 64.554577	84408.94 134273.52								
<b>Office Specialist   016095   L39A</b>												
A OFFT	054	09/20/2025	21.096969 26.925672	43881.70 56005.40			21.096969	22.151817	23.259408	24.422378	25.643497	26.925672
<b>Operations General Supervisor   001802   MGMT</b>												
A MGTE	086	09/20/2025	43.693077 61.480547	90881.60 127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547
<b>Painter   006012   BULT</b>												
A BLDG	009	07/11/2026	28.059355 46.551848	58363.46 96827.84	28.059355	30.163807	32.426092	34.858049	37.472403	40.282833	43.304045	46.551848
<b>Paralegal (Ex)   010804   CONF</b>												
A CONF	022	09/20/2025	32.991444 46.422275	68622.20 96558.33	32.991444	34.641016	36.373067	38.191720	40.101306	42.106371	44.211690	46.422275
<b>Paralegal Tech Support (Ex)   010805   CONF</b>												
A CONF	36	09/20/2025	39.456910 55.519835	82070.37 115481.26	39.456910	41.429756	43.501244	45.676306	47.960121	50.358127	52.876033	55.519835
<b>Park Equipment Operator   003666   L39A</b>												
A OPMT	046	09/20/2025	25.182908 35.434880	52380.45 73704.55	25.182908	26.442053	27.764156	29.152364	30.609982	32.140481	33.747505	35.434880
<b>Park Maintenance Manager   001781   MGMT</b>												
A MGTE	069	09/20/2025	49.650180 69.862787	103272.37 145314.60	49.650180	52.132689	54.739323	57.476289	60.350103	63.367608	66.535988	69.862787
<b>Park Maintenance Superintendent   001782   MGMT</b>												
A MGTE	070	09/20/2025	44.685161 62.876508	92945.14 130783.14	44.685161	46.919419	49.265390	51.728659	54.315092	57.030847	59.882389	62.876508
<b>Park Maintenance Worker   003927   L39A</b>												
A OPMT	072	09/20/2025	20.741265 21.778328	43141.83 45298.92							20.741265	21.778328
<b>Park Maintenance Worker I   003653   L39A</b>												
A OPMT	035	09/20/2025	20.634890 29.035362	42920.57 60393.55	20.634890	21.666635	22.749967	23.887465	25.081838	26.335930	27.652726	29.035362

# Salary Schedule/Classification Listing

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<b>Park Maintenance Worker II   003654   L39A</b>												
A OPMT	036	09/20/2025	23.308210 32.796991	48481.08 68217.74	23.308210	24.473620	25.697301	26.982166	28.331274	29.747838	31.235230	32.796991
<b>Park Maintenance Worker III   003655   L39A</b>												
A OPMT	037	09/20/2025	27.216887 38.296894	56611.12 79657.54	27.216887	28.577731	30.006618	31.506949	33.082296	34.736411	36.473232	38.296894
<b>Park Plan Design &amp; Devlpmt Mgr   001869   MGMT</b>												
A MGTE	135	09/20/2025	56.210324 79.093571	116917.47 164514.63	56.210324	59.020840	61.971882	65.070476	68.324000	71.740200	75.327210	79.093571
<b>Park Safety Ranger   002061   SPOA</b>												
A POAM	051	01/25/2025	31.711000 44.620562	65958.88 92810.77	31.711000	33.296550	34.961378	36.709447	38.544919	40.472165	42.495773	44.620562
<b>Park Safety Ranger Assistant   002060   SPOA</b>												
A POAM	050	01/25/2025	28.828181 40.564147	59962.62 84373.43	28.828181	30.269590	31.783070	33.372224	35.040835	36.792877	38.632521	40.564147
<b>Park Safety Ranger Supervisor   002062   SPOA</b>												
A POAM	052	01/25/2025	36.467650 51.313646	75852.71 106732.38	36.467650	38.291033	40.205585	42.215864	44.326657	46.542990	48.870139	51.313646
<b>Parking Enforcement Officer   003630   L39A</b>												
A OPMT	016	09/20/2025	22.542314 31.719300	46888.01 65976.14	22.542314	23.669430	24.852902	26.095547	27.400324	28.770340	30.208857	31.719300
<b>Parking Enforcement Supervisor   015025   L39C</b>												
A SUPV	010	09/20/2025	25.899682 36.443453	53871.34 75802.38	25.899682	27.194666	28.554399	29.982119	31.481225	33.055286	34.708050	36.443453
<b>Parking Facilities Maint Supv   015055   L39C</b>												
A SUPV	027	09/20/2025	29.350002 41.298400	61048.00 85900.67	29.350002	30.817502	32.358377	33.976296	35.675111	37.458867	39.331810	41.298400
<b>Parking Lot Attendant   003627   L39A</b>												
A OPMT	013	09/20/2025	20.293342 27.195018	42210.15 56565.64		20.293342	21.308009	22.373409	23.492079	24.666683	25.900017	27.195018
<b>Parking Lot Supervisor   015026   L39C</b>												
A SUPV	011	09/20/2025	23.146208 32.569039	48144.11 67743.60	23.146208	24.303518	25.518694	26.794629	28.134360	29.541078	31.018132	32.569039
<b>Parking Manager   001882   MGMT</b>												
A MGTE	145	09/20/2025	55.714327 78.395652	115885.80 163062.96	55.714327	58.500043	61.425045	64.496297	67.721112	71.107168	74.662526	78.395652
<b>Parking Meter Coin Collector   003628   L39A</b>												
A OPMT	014	09/20/2025	20.634890 29.035362	42920.57 60393.55	20.634890	21.666635	22.749967	23.887465	25.081838	26.335930	27.652726	29.035362
<b>Parking Meter Collection Supv   015085   L39C</b>												
A SUPV	044	09/20/2025	25.426412 35.777516	52886.94 74417.23	25.426412	26.697733	28.032620	29.434251	30.905964	32.451262	34.073825	35.777516
<b>Parking Meter Repair Worker   003629   L39A</b>												
A OPMT	015	09/20/2025	22.754505 32.017873	47329.37 66597.18	22.754505	23.892230	25.086841	26.341183	27.658242	29.041154	30.493212	32.017873

# Salary Schedule/Classification Listing

Schedule Effective Date: June 23, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Parks Supervisor   015028   L39C</b>														
A SUPV	013	09/20/2025	32.254108	45.384769	67088.54	94400.32	32.254108	33.866813	35.560154	37.338162	39.205070	41.165324	43.223590	45.384769
<b>Payroll Technician   010707   CONF</b>														
A CONF	008	09/20/2025	27.917882	39.283264	58069.20	81709.19	27.917882	29.313776	30.779465	32.318438	33.934360	35.631078	37.412632	39.283264
<b>Permit Services Manager   001784   MGMT</b>														
A MGTE	071	09/20/2025	46.484361	65.408165	96687.47	136048.98	46.484361	48.808579	51.249008	53.811458	56.502031	59.327133	62.293490	65.408165
<b>Permit Services Supervisor   015114   L39C</b>														
A SUPV	075	09/20/2025	34.483371	48.521568	71725.41	100924.86	34.483371	36.207540	38.017917	39.918813	41.914754	44.010492	46.211017	48.521568
<b>Personnel Analyst   010823   CONF</b>														
A CONF	043	09/20/2025	35.653039	50.167408	74158.32	104348.21	35.653039	37.435691	39.307476	41.272850	43.336493	45.503318	47.778484	50.167408
<b>Personnel Analyst   014012   MSUP</b>														
A MSUP	012	09/20/2025	35.653039	50.167408	74158.32	104348.21	35.653039	37.435691	39.307476	41.272850	43.336493	45.503318	47.778484	50.167408
<b>Personnel Technician   010708   CONF</b>														
A CONF	009	09/20/2025	27.917882	39.283264	58069.20	81709.19	27.917882	29.313776	30.779465	32.318438	33.934360	35.631078	37.412632	39.283264
<b>Personnel Transactions Coord   016065   L39A</b>														
A OFFT	037	09/20/2025	21.426556	30.149317	44567.24	62710.58	21.426556	22.497884	23.622778	24.803917	26.044113	27.346319	28.713635	30.149317
<b>Pick Up Driver   016988   L39A</b>														
A OFFT	150	09/20/2025	20.558278	23.798777	42761.22	49501.46					20.558278	21.586192	22.665502	23.798777
<b>Pilot   009126   TEMP</b>														
A TEMP	059	06/21/2008	35.433200	41.338800	73701.06	85984.70	35.433200	38.386000	41.338800					
<b>Planning Director   001786   MGMT</b>														
A MGTE	073	09/20/2025	61.914860	87.120426	128782.91	181210.49	61.914860	65.010603	68.261133	71.674190	75.257899	79.020794	82.971834	87.120426
<b>Plans Examiner I   016007   L39A</b>														
A OFFT	007	09/20/2025	30.064801	42.304194	62534.79	87992.72	30.064801	31.568041	33.146443	34.803765	36.543953	38.371151	40.289709	42.304194
<b>Plans Examiner II   016008   L39A</b>														
A OFFT	008	09/20/2025	31.652170	44.537782	65836.51	92638.59	31.652170	33.234778	34.896517	36.641343	38.473410	40.397081	42.416935	44.537782
<b>Plans Examiner III   016009   L39A</b>														
A OFFT	009	09/20/2025	37.021781	52.093364	77005.30	108354.20	37.021781	38.872870	40.816514	42.857340	45.000207	47.250217	49.612728	52.093364
<b>Plant Operator   004002   L39B</b>														
A PLNT	002	12/27/2025	32.222875	45.340821	67023.58	94308.91	32.222875	33.834019	35.525720	37.302006	39.167106	41.125461	43.181734	45.340821

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Plumber   006014   BULT</b>														
A BLDG	010	07/11/2026	30.087553	49.916730	62582.11	103826.80	30.087553	32.344119	34.769928	37.377673	40.180999	43.194574	46.434167	49.916730
<b>Plumber Apprentice   006264   BULT</b>														
A BLDG	021	07/11/2026	17.974748	29.820990	37387.48	62027.66	17.974748	19.322854	20.772068	22.329973	24.004721	25.805075	27.740456	29.820990
<b>Plumbing Supervisor   006270   BULT</b>														
A BLDG	028	07/11/2026	33.836365	56.136193	70379.64	116763.28	33.836365	36.374092	39.102149	42.034810	45.187421	48.576478	52.219714	56.136193
<b>Police Background Investigator   009104   TEMP</b>														
A TEMP	044	09/16/2019	31.025600	31.025600	64533.25	64533.25	31.025600							
<b>Police Captain   001789   MGMT</b>														
A MGTP	076	09/20/2025	83.218966	117.097443	173095.45	243562.68	83.218966	87.379914	91.748910	96.336355	101.153173	106.210832	111.521374	117.097443
<b>Police Chief   020028   EXMG</b>														
U PEXM	020	07/01/2023	86.581153	149.927884	180088.80	311850.00								
<b>Police Clerk I   016066   L39A</b>														
A OFFT	038	09/20/2025	21.052576	23.210465	43789.36	48277.77						21.052576	22.105205	23.210465
<b>Police Clerk II   016067   L39A</b>														
A OFFT	039	09/20/2025	21.096969	26.925672	43881.70	56005.40			21.096969	22.151817	23.259408	24.422378	25.643497	26.925672
<b>Police Clerk III   016068   L39A</b>														
A OFFT	040	09/20/2025	21.254079	29.906623	44208.48	62205.78	21.254079	22.316783	23.432622	24.604253	25.834466	27.126189	28.482498	29.906623
<b>Police Lieutenant   001870   MGMT</b>														
A MGTP	136	09/20/2025	72.364318	101.823862	150517.78	211793.63	72.364318	75.982534	79.781661	83.770744	87.959281	92.357245	96.975107	101.823862
<b>Police Officer   002027   SPOA</b>														
A SPOA	002	01/25/2025	42.972486	57.587240	89382.77	119781.46	42.972486	45.121110	47.377165	49.746023	52.233324	54.844990	57.587240	
<b>Police Officer Recruit   009123   TEMP</b>														
A TEMP	056	01/25/2025	40.926177	40.926177	85126.45	85126.45	40.926177							
<b>Police Records Specialist I   016933   L39A</b>														
A OFFT	113	09/20/2025	21.615257	30.414838	44959.74	63262.86	21.615257	22.696020	23.830821	25.022362	26.273480	27.587154	28.966512	30.414838
<b>Police Records Specialist II   016934   L39A</b>														
A OFFT	114	09/20/2025	24.857595	34.977134	51703.80	72752.44	24.857595	26.100475	27.405499	28.775774	30.214563	31.725291	33.311556	34.977134
<b>Police Records Specialist III   016935   L39A</b>														
A OFFT	115	09/20/2025	27.343325	38.474805	56874.12	80027.59	27.343325	28.710491	30.146016	31.653317	33.235983	34.897782	36.642671	38.474805

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Police Records Supervisor   015101   L39C</b>												
A SUPV	057	09/20/2025	30.077698 42.322342	62561.61 88030.47	30.077698	31.581583	33.160662	34.818695	36.559630	38.387611	40.306992	42.322342
<b>Police Sergeant   002015   SPOA</b>												
A SPOA	001	01/25/2025	57.326370 69.680560	119238.85 144935.56	57.326370	60.192688	63.202322	66.362438	69.680560			
<b>Police Social Services Admnstr   001932   MGMT</b>												
A MGTE	204	09/20/2025	48.061208 67.626946	99967.31 140664.05	48.061208	50.464268	52.987481	55.636855	58.418698	61.339633	64.406615	67.626946
<b>Pool Manager   009015   TEMP</b>												
A TEMP	015	04/20/2024	24.500000 24.500000	50960.00 50960.00	24.500000							
<b>Principal Accountant   001791   MGMT</b>												
A MGTE	078	09/20/2025	41.686479 58.657062	86707.88 122006.69	41.686479	43.770803	45.959343	48.257310	50.670176	53.203685	55.863869	58.657062
<b>Principal Applications Develpr   001828   MGMT</b>												
A MGTE	109	09/20/2025	53.225725 74.893941	110709.51 155779.40	53.225725	55.887011	58.681362	61.615430	64.696202	67.931012	71.327563	74.893941
<b>Principal Budget Analyst   020041   EXMG</b>												
U EXMG	036	09/20/2025	45.450966 72.301120	94538.01 150386.33								
<b>Principal Building Inspector   001793   MGMT</b>												
A MGTE	079	09/20/2025	47.995343 67.534265	99830.31 140471.27	47.995343	50.395110	52.914865	55.560608	58.338638	61.255570	64.318348	67.534265
<b>Principal Engineer   001918   MGMT</b>												
A MGTE	184	09/20/2025	60.506877 85.139253	125854.30 177089.65	60.506877	63.532221	66.708832	70.044274	73.546488	77.223812	81.085003	85.139253
<b>Principal Fiscal Policy Anlyst   001937   MGMT</b>												
A MGTE	209	09/20/2025	50.375548 70.883455	104781.14 147437.59	50.375548	52.894325	55.539041	58.315993	61.231793	64.293383	67.508052	70.883455
<b>Principal Planner   001795   MGMT</b>												
A MGTE	080	09/20/2025	52.627630 74.052362	109465.47 154028.91	52.627630	55.259012	58.021963	60.923061	63.969214	67.167675	70.526059	74.052362
<b>Principal Systems Engineer   001796   MGMT</b>												
A MGTE	081	09/20/2025	53.225725 74.893941	110709.51 155779.40	53.225725	55.887011	58.681362	61.615430	64.696202	67.931012	71.327563	74.893941
<b>Process Control Supervisor   001947   MGMT</b>												
A MGTE	219	09/20/2025	46.167391 64.962156	96028.17 135121.28	46.167391	48.475761	50.899549	53.444526	56.116752	58.922590	61.868720	64.962156
<b>Process Control Systems Splst   017037   L39A</b>												
A PROF	023	09/20/2025	43.173088 60.748869	89800.02 126357.65	43.173088	45.331742	47.598329	49.978245	52.477157	55.101015	57.856066	60.748869
<b>Procurement Services Manager   001797   MGMT</b>												
A MGTE	082	09/20/2025	55.782990 78.492268	116028.62 163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268

# Salary Schedule/Classification Listing

Schedule Effective Date: June 23, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Program Coord. (Adaptive Rec.)   016985   L39A</b>												
A OFFT	146	09/20/2025	24.089952 33.896983	50107.10 70505.72	24.089952	25.294450	26.559173	27.887132	29.281489	30.745563	32.282841	33.896983
<b>Program Coord. (Older Adults)   016984   L39A</b>												
A OFFT	145	09/20/2025	24.089952 33.896983	50107.10 70505.72	24.089952	25.294450	26.559173	27.887132	29.281489	30.745563	32.282841	33.896983
<b>Program Coordinator   016210   L39A</b>												
A OFFT	078	09/20/2025	23.617603 33.232337	49124.61 69123.26	23.617603	24.798483	26.038407	27.340327	28.707343	30.142710	31.649845	33.232337
<b>Program Developer   016211   L39A</b>												
A OFFT	079	09/20/2025	21.113064 28.293526	43915.17 58850.53		21.113064	22.168717	23.277153	24.441011	25.663062	26.946215	28.293526
<b>Program Develpr (Older Adults)   016986   L39A</b>												
A OFFT	147	09/20/2025	20.509834 28.859397	42660.46 60027.55	20.509834	21.535326	22.612092	23.742697	24.929832	26.176324	27.485140	28.859397
<b>Program Leader   016949   L39A</b>												
A OFFT	121	09/20/2025	20.361550 23.571038	42352.02 49027.76					20.361550	21.379627	22.448608	23.571038
<b>Program Leader (Older Adults)   016987   L39A</b>												
A OFFT	148	09/20/2025	21.069777 23.229429	43825.14 48317.21						21.069777	22.123266	23.229429
<b>Program Manager   001798   MGMT</b>												
A MGTE	083	09/20/2025	48.062386 67.628604	99969.76 140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
<b>Program Specialist   001799   MGMT</b>												
A MGTE	084	09/20/2025	43.693077 61.480547	90881.60 127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547
<b>Program Supervisor   015091   L39C</b>												
A SUPV	048	09/20/2025	30.760057 43.282490	63980.92 90027.58	30.760057	32.298060	33.912963	35.608611	37.389042	39.258494	41.221419	43.282490
<b>Program Suprvsr (Older Adults)   015112   L39C</b>												
A SUPV	073	09/20/2025	31.375259 44.148139	65260.54 91828.13	31.375259	32.944022	34.591223	36.320784	38.136823	40.043664	42.045847	44.148139
<b>Public Information Coordinator   017022   L39A</b>												
A PROF	011	09/20/2025	28.105171 39.546800	58458.76 82257.34	28.105171	29.510430	30.985952	32.535250	34.162012	35.870113	37.663619	39.546800
<b>Public Safety Admin. Manager   001788   MGMT</b>												
A MGTE	075	09/20/2025	49.810536 70.088426	103605.92 145783.93	49.810536	52.301063	54.916116	57.661922	60.545018	63.572269	66.750882	70.088426
<b>Public Safety Communicatns Mgr   001931   MGMT</b>												
A MGTE	203	09/20/2025	59.772643 84.106111	124327.10 174940.71	59.772643	62.761275	65.899339	69.194306	72.654021	76.286722	80.101058	84.106111
<b>Public Service Aide   009037   TEMP</b>												
A TEMP	025	12/13/2025	16.900000 16.900000	35152.00 35152.00								

# Salary Schedule/Classification Listing

Schedule Effective Date: June 23, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Real Property Agent I   017032   L39A</b>												
A PROF	019	09/20/2025	31.673730 44.568119	65881.36 92701.69	31.673730	33.257417	34.920288	36.666302	38.499617	40.424598	42.445828	44.568119
<b>Real Property Agent II   017033   L39A</b>												
A PROF	020	09/20/2025	36.542830 51.419432	76009.09 106952.42	36.542830	38.369971	40.288470	42.302894	44.418039	46.638941	48.970888	51.419432
<b>Real Property Agent III   017034   L39A</b>												
A PROF	021	09/20/2025	40.499869 56.987382	84239.73 118533.76	40.499869	42.524862	44.651105	46.883660	49.227843	51.689235	54.273697	56.987382
<b>Recreation Aide   016034   L39A</b>												
A TEMP	027	12/13/2025	16.900000 17.291476	35152.00 35966.27								
<b>Recreation Aide (Older Adults)   016035   L39A</b>												
A TEMP	071	12/13/2025	16.900000 17.120272	35152.00 35610.17								
<b>Recreation General Supervisor   001805   MGMT</b>												
A MGTE	089	09/20/2025	38.856106 54.674444	80820.70 113722.84	38.856106	40.798911	42.838857	44.980800	47.229840	49.591332	52.070899	54.674444
<b>Recreation Leader (Adpt Rec)   016036   L39A</b>												
A TEMP	026	12/13/2025	16.900000 17.291476	35152.00 35966.27								
<b>Recreation Manager   001803   MGMT</b>												
A MGTE	087	09/20/2025	50.792295 71.469861	105647.97 148657.31	50.792295	53.331910	55.998505	58.798430	61.738352	64.825270	68.066534	71.469861
<b>Recreation Superintendent   001804   MGMT</b>												
A MGTE	088	09/20/2025	43.173452 60.749383	89800.78 126358.72	43.173452	45.332125	47.598731	49.978668	52.477601	55.101481	57.856555	60.749383
<b>Registered Veterinary Tech   003926   L39A</b>												
A OPMT	071	09/20/2025	28.084924 39.518307	58416.64 82198.08	28.084924	29.489170	30.963629	32.511810	34.137400	35.844270	37.636483	39.518307
<b>Registrar   017014   L39A</b>												
A PROF	008	09/20/2025	27.192103 38.262020	56559.57 79585.00	27.192103	28.551708	29.979293	31.478258	33.052171	34.704780	36.440019	38.262020
<b>Reserve Community Service Off   002000   SPOA</b>												
A TEMP	062	01/25/2025	30.532950 30.532950	63508.54 63508.54	30.532950							
<b>Reserve Dispatcher   002001   SPOA</b>												
A TEMP	049	01/25/2025	45.394643 45.394643	94420.86 94420.86	45.394643							
<b>Reserve Evidence &amp; Prop Tech   009021   TEMP</b>												
A TEMP	060	06/21/2008	19.310800 19.310800	40166.46 40166.46	19.310800							
<b>Reserve Police Officer I   002002   SPOA</b>												
A TEMP	006	01/25/2025	52.735567 57.587240	109689.98 119781.46	57.587240	52.735567	52.735567					

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Reserve Police Officer II   002003   SPOA</b>												
A TEMP	004	01/25/2025	42.972486 42.972486	89382.77 89382.77	42.972486							
<b>Reserve Police Officer III   002004   SPOA</b>												
A TEMP	002	01/25/2025	33.662578 33.662578	70018.16 70018.16	33.662578							
<b>Reserve Police Records Spec   009121   TEMP</b>												
A TEMP	055	06/21/2008	19.460300 19.460300	40477.42 40477.42	19.460300							
<b>Reserve Police Sergeant   002005   SPOA</b>												
A TEMP	019	01/25/2025	69.680560 69.680560	144935.56 144935.56	69.680560							
<b>Risk Manager   001864   MGMT</b>												
A MGTE	166	09/20/2025	61.361371 86.341612	127631.65 179590.55	61.361371	64.429440	67.650912	71.033458	74.585131	78.314388	82.230107	86.341612
<b>Sacramento Fire EMT   005180   L522</b>												
A FR42	001	10/04/2025	26.206639 31.854334	57235.30 69569.86	26.206639	27.516971	28.892820	30.337461	31.854334			
<b>Sacramento Fire Paramedic   005181   L522</b>												
A FR42	002	10/04/2025	30.137635 36.632484	65820.60 80005.34	30.137635	31.644517	33.226743	34.888080	36.632484			
<b>Security Guard   003641   L39A</b>												
A OPMT	025	09/20/2025	20.482843 26.141875	42604.31 54375.10			20.482843	21.506985	22.582334	23.711451	24.897024	26.141875
<b>Security Officer   002006   SPOA</b>												
A TEMP	051	01/25/2025	29.693731 29.693731	61762.96 61762.96	29.693731							
<b>Senior Accountant Auditor   010824   CONF</b>												
A CONF	045	09/20/2025	39.806877 56.012273	82798.30 116505.53	39.806877	41.797221	43.887082	46.081436	48.385508	50.804783	53.345022	56.012273
<b>Senior Accountant Auditor   014013   MSUP</b>												
A MSUP	013	09/20/2025	39.806877 56.012273	82798.30 116505.53	39.806877	41.797221	43.887082	46.081436	48.385508	50.804783	53.345022	56.012273
<b>Senior Accounting Technician   015064   L39C</b>												
A SUPV	032	09/20/2025	25.786986 36.284879	53636.93 75472.55	25.786986	27.076335	28.430152	29.851660	31.344243	32.911455	34.557028	36.284879
<b>Senior Advisor to the Mayor   021017   MCSU</b>												
U MCSA	100	09/20/2025	41.415923 67.529438	86145.12 140461.23								
<b>Senior Animal Care Technician   015097   L39C</b>												
A SUPV	054	09/20/2025	24.574539 34.578843	51115.04 71923.99	24.574539	25.803266	27.093429	28.448100	29.870505	31.364030	32.932231	34.578843
<b>Senior Animal Control Officer   015033   L39C</b>												
A SUPV	015	09/20/2025	30.724856 43.232958	63907.70 89924.55	30.724856	32.261099	33.874154	35.567862	37.346255	39.213568	41.174246	43.232958

# Salary Schedule/Classification Listing

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Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Senior Applications Developer   001812   MGMT</b>												
A MGTE	094	09/20/2025	47.572926 66.939884	98951.69 139234.96	47.572926	49.951572	52.449151	55.071609	57.825189	60.716448	63.752270	66.939884
<b>Senior Architect   001813   MGMT</b>												
A MGTE	095	09/20/2025	51.254858 72.120733	106610.10 150011.12	51.254858	53.817601	56.508481	59.333905	62.300600	65.415630	68.686412	72.120733
<b>Senior Auditor   001935   MGMT</b>												
A MGTE	210	09/20/2025	36.711242 51.656404	76359.38 107445.32	36.711242	38.546804	40.474144	42.497851	44.622744	46.853881	49.196575	51.656404
<b>Senior Budget Analyst   010825   CONF</b>												
A CONF	046	09/20/2025	43.693077 61.480547	90881.60 127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547
<b>Senior Budget Analyst   014014   MSUP</b>												
A MSUP	014	09/20/2025	43.693077 61.480547	90881.60 127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547
<b>Senior Building Maint Worker   003632   L39A</b>												
A OPMT	017	09/20/2025	26.187456 36.848380	54469.91 76644.63	26.187456	27.496829	28.871670	30.315253	31.831016	33.422567	35.093695	36.848380
<b>Senior Camp Aquatics Leader   009133   TEMP</b>												
D DALY	010	03/28/2017	66.120000 80.000000	24133.80 29200.00	66.120000	72.722000	80.000000					
<b>Senior Carpenter   006256   BULT</b>												
A BLDG	017	07/11/2026	29.335235 48.668597	61017.29 101230.68	29.335235	31.535378	33.900531	36.443071	39.176301	42.114524	45.273113	48.668597
<b>Senior Claims Collector   016103   L39A</b>												
A OFFT	057	09/20/2025	27.817521 39.142047	57860.44 81415.46	27.817521	29.208397	30.668817	32.202258	33.812371	35.502990	37.278140	39.142047
<b>Senior Code Enforcement Ofcr   015066   L39C</b>												
A SUPV	034	09/20/2025	33.101416 46.577016	68850.94 96880.19	33.101416	34.756487	36.494311	38.319027	40.234978	42.246727	44.359063	46.577016
<b>Senior Council Representative   021016   MCSU</b>												
U MCSA	050	09/20/2025	30.370000 64.060438	63169.60 133245.71								
<b>Senior Custodian   003678   L39A</b>												
A OPMT	050	09/20/2025	20.634890 29.035362	42920.57 60393.55	20.634890	21.666635	22.749967	23.887465	25.081838	26.335930	27.652726	29.035362
<b>Senior Debt Analyst   001814   MGMT</b>												
A MGTE	096	09/20/2025	45.777909 64.414115	95218.05 133981.36	45.777909	48.066804	50.470144	52.993651	55.643334	58.425501	61.346776	64.414115
<b>Senior Department Sys Spclst   016222   L39A</b>												
A OFFT	089	09/20/2025	43.337838 60.980689	90142.70 126839.83	43.337838	45.504730	47.779966	50.168964	52.677412	55.311283	58.076847	60.980689
<b>Senior Deputy City Attorney   001815   MGMT</b>												
A MGTE	097	09/20/2025	73.241852 103.058640	152343.05 214361.97	73.241852	76.903945	80.749142	84.786599	89.025929	93.477225	98.151086	103.058640

# Salary Schedule/Classification Listing

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Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Senior Deputy City Clerk   010828   CONF</b>														
A CONF	049	09/20/2025	30.163571	42.443174	62740.23	88281.80	30.163571	31.671750	33.255338	34.918105	36.664010	38.497210	40.422070	42.443174
<b>Senior Deputy City Clerk   014004   MSUP</b>														
A MSUP	005	09/20/2025	30.163571	42.443174	62740.23	88281.80	30.163571	31.671750	33.255338	34.918105	36.664010	38.497210	40.422070	42.443174
<b>Senior Development Project Mgr   001816   MGMT</b>														
A MGTE	098	09/20/2025	48.789090	68.651148	101481.31	142794.39	48.789090	51.228544	53.789971	56.479470	59.303443	62.268615	65.382046	68.651148
<b>Senior Electrician   006266   BULT</b>														
A BLDG	022	07/11/2026	33.872027	56.195356	70453.82	116886.34	33.872027	36.412429	39.143361	42.079113	45.235046	48.627674	52.274750	56.195356
<b>Senior Electronic Maint Tech   003633   L39A</b>														
A OPMT	018	09/20/2025	37.466525	52.719163	77930.37	109655.86	37.466525	39.339851	41.306844	43.372186	45.540795	47.817835	50.208727	52.719163
<b>Senior Engineer   001817   MGMT</b>														
A MGTE	099	09/20/2025	51.862736	72.976078	107874.49	151790.24	51.862736	54.455873	57.178667	60.037600	63.039480	66.191454	69.501027	72.976078
<b>Senior Engineering Technician   015111   L39C</b>														
A SUPV	071	09/20/2025	33.835457	47.609887	70377.75	99028.56	33.835457	35.527230	37.303591	39.168771	41.127210	43.183571	45.342750	47.609887
<b>Senior Equipment Service Wrkr   012007   IAMA</b>														
A IAMA	013	07/11/2026	22.235562	31.287668	46249.97	65078.35	22.235562	23.347340	24.514707	25.740442	27.027464	28.378837	29.797779	31.287668
<b>Senior Evidence/Property Tech   016072   L39A</b>														
A OFFT	042	09/20/2025	28.732388	40.429355	59763.37	84093.06	28.732388	30.169007	31.677457	33.261330	34.924397	36.670617	38.504148	40.429355
<b>Senior Fire Prevention Officer   005159   L522</b>														
A FR40	007	10/04/2025	47.502060	63.657304	98804.28	132407.19	47.502060	49.877163	52.371021	54.989572	57.739051	60.626004	63.657304	
<b>Senior Fiscal Policy Analyst   001938   MGMT</b>														
A MGTE	211	09/20/2025	44.977976	63.288529	93554.19	131640.14	44.977976	47.226875	49.588219	52.067630	54.671011	57.404562	60.274790	63.288529
<b>Senior Generator Technician   006062   BULT</b>														
A BLDG	024	07/11/2026	36.966721	52.015888	76890.78	108193.05	36.966721	38.815057	40.755810	42.793600	44.933280	47.179944	49.538941	52.015888
<b>Senior HVAC Systems Mechanic   004011   L39B</b>														
A PLNT	007	12/27/2025	40.130228	56.467260	83470.87	117451.90	40.130228	42.136739	44.243576	46.455755	48.778543	51.217470	53.778343	56.467260
<b>Senior IT Support Spclst   016223   L39A</b>														
A OFFT	090	09/20/2025	44.007350	61.922760	91535.29	128799.34	44.007350	46.207718	48.518104	50.944009	53.491209	56.165769	58.974057	61.922760
<b>Senior Intg Was Equip Operator   003664   L39A</b>														
A OPMT	045	04/04/2026	29.861150	42.017637	62111.19	87396.68	29.861150	31.354207	32.921917	34.568013	36.296414	38.111235	40.016797	42.017637

# Salary Schedule/Classification Listing

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<b>Senior Investment Officer   001818   MGMT</b>												
A MGTE	100	09/20/2025	61.004082 85.838869	126888.49 178544.85	61.004082	64.054286	67.257000	70.619850	74.150843	77.858385	81.751304	85.838869
<b>Senior Landfill Engn Tech   016208   L39A</b>												
A OFFT	076	09/20/2025	33.835457 47.609887	70377.75 99028.56	33.835457	35.527230	37.303591	39.168771	41.127210	43.183571	45.342750	47.609887
<b>Senior Landscape Architect   001819   MGMT</b>												
A MGTE	101	09/20/2025	45.880079 64.557878	95430.56 134280.39	45.880079	48.174083	50.582787	53.111926	55.767522	58.555898	61.483693	64.557878
<b>Senior Legal Staff Asst (Ex)   010811   CONF</b>												
A CONF	032	09/20/2025	26.534921 37.337299	55192.64 77661.58	26.534921	27.861667	29.254750	30.717488	32.253362	33.866030	35.559332	37.337299
<b>Senior Lifeguard   009016   TEMP</b>												
A TEMP	016	06/27/2026	20.350000 20.350000	42328.00 42328.00	20.350000							
<b>Senior Maintenance Worker   003652   L39A</b>												
A OPMT	034	09/20/2025	22.849004 32.150843	47525.93 66873.75	22.849004	23.991454	25.191027	26.450578	27.773107	29.161762	30.619850	32.150843
<b>Senior Office Specialist   016096   L39A</b>												
A OFFT	055	09/20/2025	21.254079 29.906623	44208.48 62205.78	21.254079	22.316783	23.432622	24.604253	25.834466	27.126189	28.482498	29.906623
<b>Senior Painter   006051   BULT</b>												
A BLDG	013	07/11/2026	29.824518 49.480341	62035.00 102919.11	29.824518	32.061357	34.465959	37.050906	39.829724	42.816953	46.028224	49.480341
<b>Senior Parking Lot Attendant   003668   L39A</b>												
A OPMT	047	09/20/2025	21.316341 29.994232	44337.99 62388.00	21.316341	22.382158	23.501266	24.676329	25.910145	27.205652	28.565935	29.994232
<b>Senior Parking Lot Supervisor   015067   L39C</b>												
A SUPV	035	09/20/2025	29.350002 41.298400	61048.00 85900.67	29.350002	30.817502	32.358377	33.976296	35.675111	37.458867	39.331810	41.298400
<b>Senior Personnel Analyst   001821   MGMT</b>												
A MGTE	103	09/20/2025	41.389819 58.239632	86090.82 121138.44	41.389819	43.459310	45.632276	47.913890	50.309584	52.825063	55.466316	58.239632
<b>Senior Personnel Trans Coord   016131   L39A</b>												
A OFFT	070	09/20/2025	23.574985 33.172372	49035.97 68998.53	23.574985	24.753734	25.991421	27.290992	28.655542	30.088319	31.592735	33.172372
<b>Senior Planner   001822   MGMT</b>												
A MGTE	104	09/20/2025	44.733488 62.944509	93045.66 130924.58	44.733488	46.970162	49.318670	51.784603	54.373833	57.092525	59.947151	62.944509
<b>Senior Plant Operator   004003   L39B</b>												
A PLNT	003	12/27/2025	38.704750 54.461469	80505.88 113279.86	38.704750	40.639988	42.671987	44.805586	47.045865	49.398158	51.868066	54.461469
<b>Senior Plumber   006258   BULT</b>												
A BLDG	018	07/11/2026	33.191807 55.066839	69038.96 114539.02	33.191807	35.681193	38.357282	41.234078	44.326634	47.651132	51.224967	55.066839

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Senior Police Records Supv   015082   L39C</b>												
A SUPV	042	09/20/2025	33.085394 46.554472	68817.62 96833.30	33.085394	34.739664	36.476647	38.300479	40.215503	42.226278	44.337592	46.554472
<b>Senior Policy Advisor   021025   MCSU</b>												
U MCSA	135	09/20/2025	41.415923 65.882380	86145.12 137035.35								
<b>Senior Rec Aide (Older Adults)   016037   L39A</b>												
A TEMP	072	12/13/2025	16.900000 19.972928	35152.00 41543.69								
<b>Senior Recreation Aide   016038   L39A</b>												
A TEMP	052	12/13/2025	16.900000 19.972928	35152.00 41543.69								
<b>Senior Staff Assistant   010712   CONF</b>												
A CONF	012	09/20/2025	24.160659 33.996474	50254.17 70712.67	24.160659	25.368692	26.637127	27.968983	29.367432	30.835804	32.377594	33.996474
<b>Senior Stationary Engineer   004004   L39B</b>												
A PLNT	004	12/27/2025	37.359989 52.569255	77708.78 109344.05	37.359989	39.227988	41.189387	43.248856	45.411299	47.681864	50.065957	52.569255
<b>Senior Store Keeper   015105   L39C</b>												
A SUPV	061	09/20/2025	24.239618 34.107576	50418.40 70943.76	24.239618	25.451599	26.724179	28.060388	29.463407	30.936577	32.483406	34.107576
<b>Senior Systems Engineer   001823   MGMT</b>												
A MGTE	105	09/20/2025	47.745690 67.182979	99311.04 139740.60	47.745690	50.132974	52.639623	55.271604	58.035184	60.936943	63.983790	67.182979
<b>Senior Telecommunications Tech   003923   L39A</b>												
A OPMT	068	09/20/2025	38.097378 53.606837	79242.55 111502.22	38.097378	40.002247	42.002359	44.102477	46.307601	48.622981	51.054130	53.606837
<b>Senior Tree Maintenance Worker   003661   L39A</b>												
A OPMT	042	09/20/2025	26.034824 36.633612	54152.43 76197.91	26.034824	27.336565	28.703393	30.138563	31.645491	33.227766	34.889154	36.633612
<b>Senior Tree Pruner   003680   L39A</b>												
A OPMT	051	09/20/2025	27.483565 38.672135	57165.82 80438.04	27.483565	28.857743	30.300630	31.815662	33.406445	35.076767	36.830605	38.672135
<b>Special Assistant to the Mayor   021005   MCSU</b>												
U MCSA	060	09/20/2025	41.761052 66.431394	86862.99 138177.30								
<b>Special Asst to City Attny(Ex)   010826   CONF</b>												
A CONF	047	09/20/2025	32.546116 45.795653	67695.92 95254.96	32.546116	34.173422	35.882093	37.676198	39.560008	41.538008	43.614908	45.795653
<b>Special Asst. to City Attorney   014015   MSUP</b>												
A MSUP	015	09/20/2025	32.546116 45.795653	67695.92 95254.96	32.546116	34.173422	35.882093	37.676198	39.560008	41.538008	43.614908	45.795653
<b>Special Districts Manager   001915   MGMT</b>												
A MGTE	202	09/20/2025	55.782990 78.492268	116028.62 163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268

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<b>Special Projects Manager   001855   MGMT</b>												
A MGTE	127	09/20/2025	48.936248 68.858216	101787.40 143225.09	48.936248	51.383060	53.952213	56.649824	59.482315	62.456431	65.579253	68.858216
<b>Sr Parking Enforcement Officer   003667   L39A</b>												
A OPMT	075	09/20/2025	24.225350 34.087500	50388.73 70902.00	24.225350	25.436618	26.708449	28.043871	29.446065	30.918368	32.464286	34.087500
<b>Staff Assistant   010713   CONF</b>												
A CONF	013	09/20/2025	21.426359 30.149038	44566.83 62710.00	21.426359	22.497677	23.622561	24.803689	26.043873	27.346067	28.713370	30.149038
<b>Staff Assistant-Mayor Council   022002   EMSU</b>												
U MCSB	020	09/20/2025	18.952716 30.149034	39421.65 62709.99								
<b>Stagehand I   006016   BULT</b>												
A BLDG	011	07/11/2026	26.415660 37.169486	54944.57 77312.53	26.415660	27.736443	29.123265	30.579428	32.108399	33.713819	35.399510	37.169486
<b>Stagehand II   006017   BULT</b>												
A BLDG	012	07/11/2026	24.649089 40.894051	51270.10 85059.63	24.649089	26.497771	28.485104	30.621487	32.918099	35.386956	38.040978	40.894051
<b>Stationary Engineer   004005   L39B</b>												
A PLNT	005	12/27/2025	33.959881 47.784961	70636.55 99392.72	33.959881	35.657875	37.440769	39.312807	41.278447	43.342369	45.509487	47.784961
<b>Storekeeper   016087   L39A</b>												
A OFFT	049	09/20/2025	22.539004 31.714643	46881.13 65966.46	22.539004	23.665954	24.849252	26.091715	27.396301	28.766116	30.204422	31.714643
<b>Stores Administrator   001945   MGMT</b>												
A MGTE	217	09/20/2025	36.431710 51.263076	75777.96 106627.20	36.431710	38.253296	40.165961	42.174259	44.282972	46.497121	48.821977	51.263076
<b>Stores Clerk I   016088   L39A</b>												
A OFFT	050	09/20/2025	20.482843 26.141875	42604.31 54375.10			20.482843	21.506985	22.582334	23.711451	24.897024	26.141875
<b>Stores Clerk II   016089   L39A</b>												
A OFFT	051	09/20/2025	20.634890 29.035362	42920.57 60393.55	20.634890	21.666635	22.749967	23.887465	25.081838	26.335930	27.652726	29.035362
<b>Street Construction Equip Optr   003687   L39A</b>												
A OPMT	056	09/20/2025	33.954540 47.777448	70625.44 99377.09	33.954540	35.652267	37.434880	39.306624	41.271955	43.335553	45.502331	47.777448
<b>Street Construction Laborer   003688   L39A</b>												
A OPMT	057	09/20/2025	30.801566 43.340895	64067.26 90149.06	30.801566	32.341644	33.958726	35.656662	37.439495	39.311470	41.277043	43.340895
<b>Street Construction Lbr Trnee   003690   L39A</b>												
A OPMT	058	09/20/2025	23.753624 23.753624	49407.54 49407.54	23.753624							
<b>Street Maintenance Supv   015099   L39C</b>												
A SUPV	056	09/20/2025	35.657266 50.173352	74167.11 104360.57	35.657266	37.440129	39.312135	41.277742	43.341629	45.508710	47.784145	50.173352

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Streets Manager   001883   MGMT</b>												
A MGTE	146	09/20/2025	49.912890 70.232449	103818.81 146083.49	49.912890	52.408535	55.028962	57.780410	60.669430	63.702902	66.888047	70.232449
<b>Structural Maintenance Supv   006053   BULT</b>												
A BLDG	015	07/11/2026	34.824369 57.775339	72434.69 120172.70	34.824369	37.436197	40.243912	43.262205	46.506870	49.994885	53.744501	57.775339
<b>Student Trainee   009009   TEMP</b>												
A TEMP	009	12/13/2025	16.900000 16.900000	35152.00 35152.00								
<b>Supervising Architect   001829   MGMT</b>												
A MGTE	110	09/20/2025	56.949841 80.134146	118455.67 166679.02	56.949841	59.797333	62.787200	65.926560	69.222888	72.684032	76.318234	80.134146
<b>Supervising Building Inspector   015096   L39C</b>												
A SUPV	053	09/20/2025	41.632465 58.581058	86595.53 121848.60	41.632465	43.714088	45.899792	48.194782	50.604521	53.134747	55.791484	58.581058
<b>Supervising Code Enforce Ofcr   015006   L39C</b>												
A SUPV	076	09/20/2025	38.066411 53.563265	79178.14 111411.59	38.066411	39.969732	41.968219	44.066630	46.269962	48.583460	51.012633	53.563265
<b>Supervising Community Ctr Attd   015058   L39C</b>												
A SUPV	029	09/20/2025	26.477103 37.255943	55072.37 77492.36	26.477103	27.800958	29.191006	30.650556	32.183084	33.792238	35.481850	37.255943
<b>Supervising Construction Insp   015074   L39C</b>												
A SUPV	037	09/20/2025	39.320322 55.327642	81786.27 115081.50	39.320322	41.286338	43.350655	45.518188	47.794097	50.183802	52.692992	55.327642
<b>Supervising Deputy City Atty   020037   EXMG</b>												
U EXMG	092	07/01/2023	67.356778 128.869091	140102.10 268047.71								
<b>Supervising Dispatcher   015039   L39C</b>												
A SUPV	018	04/04/2026	46.059961 64.810990	95804.72 134806.86	46.059961	48.362959	50.781107	53.320162	55.986170	58.785478	61.724752	64.810990
<b>Supervising Engineer   001831   MGMT</b>												
A MGTE	112	09/20/2025	57.625263 81.084531	119860.55 168655.82	57.625263	60.506526	63.531852	66.708445	70.043867	73.546060	77.223363	81.084531
<b>Supervising Financial Analyst   001832   MGMT</b>												
A MGTE	113	09/20/2025	48.062386 67.628604	99969.76 140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
<b>Supervising Fire Svc Worker   012059   IAMA</b>												
A IAMA	012	07/11/2026	28.134605 39.588214	58519.98 82343.48	28.134605	29.541335	31.018402	32.569322	34.197788	35.907677	37.703061	39.588214
<b>Supervising Forensic Invstg   015060   L39C</b>												
A SUPV	030	09/20/2025	39.387523 55.422199	81926.05 115278.17	39.387523	41.356899	43.424744	45.595981	47.875780	50.269569	52.783047	55.422199
<b>Supervising Generator Tech   006063   BULT</b>												
A BLDG	025	07/11/2026	34.079238 56.539132	70884.82 117601.40	34.079238	36.635181	39.382820	42.336531	45.511771	48.925154	52.594541	56.539132

# Salary Schedule/Classification Listing

Schedule Effective Date: June 23, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Supervising Landscape Architct   001898   MGMT</b>														
A MGTE	160	09/20/2025	50.468170	71.013785	104973.79	147708.67	50.468170	52.991579	55.641158	58.423216	61.344377	64.411596	67.632176	71.013785
<b>Supervising Legal Secretary   010816   CONF</b>														
A CONF	028	09/20/2025	34.686173	48.806928	72147.24	101518.41	34.686173	36.420482	38.241506	40.153581	42.161260	44.269323	46.482789	48.806928
<b>Supervising Plant Operator   015040   L39C</b>														
A SUPV	019	09/20/2025	50.401415	70.919853	104834.94	147513.29	50.401415	52.921486	55.567560	58.345938	61.263235	64.326397	67.542717	70.919853
<b>Supervising Police Clerk   015041   L39C</b>														
A SUPV	020	09/20/2025	25.698632	36.160555	53453.16	75213.95	25.698632	26.983564	28.332742	29.749379	31.236848	32.798690	34.438624	36.160555
<b>Supervising Property Assistant   015062   L39C</b>														
A SUPV	031	09/20/2025	31.153463	43.836051	64799.20	91178.99	31.153463	32.711136	34.346693	36.064028	37.867229	39.760590	41.748620	43.836051
<b>Supervising Surveyor   015065   L39C</b>														
A SUPV	033	09/20/2025	43.343800	60.989079	90155.10	126857.28	43.343800	45.510990	47.786539	50.175866	52.684659	55.318892	58.084837	60.989079
<b>Supervising Water Quality Chem   015035   L39C</b>														
A SUPV	016	09/20/2025	42.870442	60.323018	89170.52	125471.88	42.870442	45.013964	47.264662	49.627895	52.109290	54.714755	57.450493	60.323018
<b>Support Services Manager   001834   MGMT</b>														
A MGTE	115	09/20/2025	48.062386	67.628604	99969.76	140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
<b>Survey Party Chief   015102   L39C</b>														
A SUPV	058	09/20/2025	35.614547	50.113245	74078.26	104235.55	35.614547	37.395274	39.265038	41.228290	43.289705	45.454190	47.726900	50.113245
<b>Survey Technician I   003924   L39A</b>														
A OPMT	069	09/20/2025	23.312743	32.803370	48490.50	68231.01	23.312743	24.478380	25.702299	26.987414	28.336785	29.753624	31.241305	32.803370
<b>Survey Technician II   003925   L39A</b>														
A OPMT	070	09/20/2025	26.364668	37.097735	54838.51	77163.29	26.364668	27.682901	29.067046	30.520398	32.046418	33.648739	35.331176	37.097735
<b>Systems Engineer   010714   CONF</b>														
A CONF	014	09/20/2025	43.458176	61.150018	90393.01	127192.04	43.458176	45.631085	47.912639	50.308271	52.823685	55.464869	58.238112	61.150018
<b>Telecommunications Engineer I   011023   WCOE</b>														
A WCOE	014	12/27/2025	45.202283	63.604152	94020.75	132296.64	45.202283	47.462397	49.835517	52.327293	54.943658	57.690841	60.575383	63.604152
<b>Telecommunications Engn II   011025   WCOE</b>														
A WCOE	016	12/27/2025	49.402249	69.513925	102756.68	144588.96	49.402249	51.872361	54.465979	57.189278	60.048742	63.051179	66.203738	69.513925
<b>Telecommunications Engn III   011026   WCOE</b>														
A WCOE	017	12/27/2025	53.354310	75.074871	110976.96	156155.73	53.354310	56.022025	58.823126	61.764282	64.852496	68.095121	71.499877	75.074871

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Telecommunications SysAnls I   017029   L39A</b>												
A PROF	017	09/20/2025	35.679933 50.205249	74214.26 104426.92	35.679933	37.463930	39.337127	41.303983	43.369182	45.537641	47.814523	50.205249
<b>Telecommunications SysAnls II   017030   L39A</b>												
A PROF	018	09/20/2025	39.249497 55.227984	81638.95 114874.21	39.249497	41.211972	43.272571	45.436200	47.708010	50.093410	52.598080	55.227984
<b>Telecommunications SysAnls III   017035   L39A</b>												
A PROF	022	09/20/2025	43.173088 60.748869	89800.02 126357.65	43.173088	45.331742	47.598329	49.978245	52.477157	55.101015	57.856066	60.748869
<b>Telecommunications Tech I   003683   L39A</b>												
A OPMT	054	09/20/2025	35.192263 49.519049	73199.91 102999.62	35.192263	36.951876	38.799470	40.739444	42.776416	44.915237	47.160999	49.519049
<b>Telecommunications Tech II   003684   L39A</b>												
A OPMT	055	09/20/2025	36.951955 51.995113	76860.07 108149.84	36.951955	38.799553	40.739531	42.776508	44.915333	47.161100	49.519155	51.995113
<b>Telecommunications Tech Trnee   003682   L39A</b>												
A OPMT	053	09/20/2025	29.966271 42.165554	62329.84 87704.35	29.966271	31.464585	33.037814	34.689705	36.424190	38.245400	40.157670	42.165554
<b>Ticket Seller (Exempt)   009010   TEMP</b>												
A TEMP	010	12/13/2025	16.900000 16.900000	35152.00 35152.00								
<b>Traffic Ctrl&amp;Light Supv   015045   L39C</b>												
A SUPV	022	09/20/2025	41.018010 57.716459	85317.46 120050.24	41.018010	43.068910	45.222356	47.483474	49.857648	52.350530	54.968056	57.716459
<b>Traffic Ctrl&amp;Light Tech I   003637   L39A</b>												
A OPMT	021	09/20/2025	30.711094 43.213592	63879.08 89884.27	30.711094	32.246649	33.858981	35.551930	37.329526	39.196002	41.155802	43.213592
<b>Traffic Ctrl&amp;Light Tech II   003636   L39A</b>												
A OPMT	020	09/20/2025	33.786091 47.540423	70275.07 98884.08	33.786091	35.475396	37.249166	39.111624	41.067205	43.120565	45.276593	47.540423
<b>Traffic Ctrl&amp;Light Tech Trnee   003635   L39A</b>												
A OPMT	019	09/20/2025	27.282271 38.388896	56747.12 79848.90	27.282271	28.646385	30.078704	31.582639	33.161771	34.819860	36.560853	38.388896
<b>Traffic Investigator I   016202   L39A</b>												
A OFFT	072	09/20/2025	25.014357 35.197712	52029.86 73211.24	25.014357	26.265075	27.578329	28.957245	30.405107	31.925362	33.521630	35.197712
<b>Traffic Investigator II   016203   L39A</b>												
A OFFT	073	09/20/2025	28.173781 39.643339	58601.46 82458.14	28.173781	29.582470	31.061593	32.614673	34.245407	35.957677	37.755561	39.643339
<b>Traffic Investigator III   016204   L39A</b>												
A OFFT	074	09/20/2025	31.041947 43.679136	64567.25 90852.60	31.041947	32.594044	34.223746	35.934933	37.731680	39.618264	41.599177	43.679136
<b>Traffic Supervisor   015109   L39C</b>												
A SUPV	069	09/20/2025	33.018706 46.460634	68678.91 96638.12	33.018706	34.669641	36.403123	38.223279	40.134443	42.141165	44.248223	46.460634

# Salary Schedule/Classification Listing

Schedule Effective Date: June 23, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Traffic Worker I   008001   TRAF</b>														
A TRAF	001	01/10/2026	25.313643	35.618838	52652.38	74087.18	25.313643	26.579325	27.908291	29.303706	30.768891	32.307336	33.922703	35.618838
<b>Traffic Worker II   008002   TRAF</b>														
A TRAF	002	01/10/2026	27.835802	39.167770	57898.47	81468.96	27.835802	29.227592	30.688972	32.223421	33.834592	35.526322	37.302638	39.167770
<b>Traffic Worker III   008003   TRAF</b>														
A TRAF	003	01/10/2026	29.579586	41.621448	61525.54	86572.61	29.579586	31.058565	32.611493	34.242068	35.954171	37.751880	39.639474	41.621448
<b>Traffic Worker Trainee   008005   TRAF</b>														
A TRAF	005	01/10/2026	22.206232	31.246399	46188.96	64992.51	22.206232	23.316544	24.482371	25.706490	26.991814	28.341405	29.758475	31.246399
<b>Training Specialist   001857   MGMT</b>														
A MGTE	129	09/20/2025	39.418875	55.466317	81991.26	115369.94	39.418875	41.389819	43.459310	45.632276	47.913890	50.309585	52.825064	55.466317
<b>Treasury Analyst   010827   CONF</b>														
A CONF	048	09/20/2025	39.806877	56.012273	82798.30	116505.53	39.806877	41.797221	43.887082	46.081436	48.385508	50.804783	53.345022	56.012273
<b>Treasury Analyst   014016   MSUP</b>														
A MSUP	016	09/20/2025	39.806877	56.012273	82798.30	116505.53	39.806877	41.797221	43.887082	46.081436	48.385508	50.804783	53.345022	56.012273
<b>Treasury Assistant   010715   CONF</b>														
A CONF	033	09/20/2025	28.509594	40.115862	59299.96	83440.99	28.509594	29.935074	31.431828	33.003419	34.653590	36.386270	38.205583	40.115862
<b>Treasury Manager   001801   MGMT</b>														
A MGTE	085	09/20/2025	71.241149	100.243450	148181.59	208506.38	71.241149	74.803206	78.543366	82.470534	86.594061	90.923764	95.469952	100.243450
<b>Tree Maintenance Supervisor   015046   L39C</b>														
A SUPV	023	09/20/2025	32.000454	45.027852	66560.94	93657.93	32.000454	33.600477	35.280501	37.044526	38.896752	40.841590	42.883669	45.027852
<b>Tree Maintenance Worker   003660   L39A</b>														
A OPMT	041	09/20/2025	24.586688	34.595939	51140.31	71959.55	24.586688	25.816022	27.106823	28.462164	29.885272	31.379536	32.948513	34.595939
<b>Tree Maintenance Worker Trnee   003917   L39A</b>														
A OPMT	065	09/20/2025	21.062559	29.637136	43810.12	61645.24	21.062559	22.115687	23.221471	24.382545	25.601672	26.881756	28.225844	29.637136
<b>Tree Pruner I   003639   L39A</b>														
A OPMT	023	09/20/2025	23.203835	32.650125	48263.98	67912.26	23.203835	24.364027	25.582228	26.861339	28.204406	29.614626	31.095357	32.650125
<b>Tree Pruner II   003640   L39A</b>														
A OPMT	024	09/20/2025	25.524237	35.915166	53090.41	74703.54	25.524237	26.800449	28.140471	29.547495	31.024870	32.576114	34.204920	35.915166
<b>Tree Pruner Supervisor   015047   L39C</b>														
A SUPV	024	09/20/2025	31.372901	44.144822	65255.63	91821.23	31.372901	32.941546	34.588623	36.318054	38.133957	40.040655	42.042688	44.144822

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Tree Pruner Trainee   003638   L39A</b>												
A OPMT	022	09/20/2025	20.275323 28.529415	42172.67 59341.18	20.275323	21.289089	22.353543	23.471220	24.644781	25.877020	27.170871	28.529415
<b>Urban Design Manager   001894   MGMT</b>												
A MGTE	156	09/20/2025	56.949841 80.134146	118455.67 166679.02	56.949841	59.797333	62.787200	65.926560	69.222888	72.684032	76.318234	80.134146
<b>Util Operations &amp; Maint Supt   001841   MGMT</b>												
A MGTE	120	09/20/2025	55.441556 78.011838	115318.44 162264.62	55.441556	58.213634	61.124316	64.180532	67.389559	70.759037	74.296989	78.011838
<b>Utilities Locator   007010   L447</b>												
A WATR	006	07/11/2026	32.415062 45.611247	67423.33 94871.39	32.415062	34.035815	35.737606	37.524486	39.400710	41.370746	43.439283	45.611247
<b>Utilities O&amp;M Leadworker   007002   L447</b>												
A WATR	002	07/11/2026	34.808080 48.978463	72400.81 101875.20	34.808080	36.548484	38.375908	40.294703	42.309438	44.424910	46.646155	48.978463
<b>Utilities O&amp;M Serviceworker   007001   L447</b>												
A WATR	001	07/11/2026	31.624449 44.498776	65778.85 92557.45	31.624449	33.205671	34.865955	36.609253	38.439716	40.361702	42.379787	44.498776
<b>Utilities O&amp;M Supervisor   015103   L39C</b>												
A SUPV	059	09/20/2025	40.111603 56.441053	83432.13 117397.39	40.111603	42.117183	44.223042	46.434194	48.755904	51.193699	53.753384	56.441053
<b>Utilities O&amp;M SvcWrk App   007901   L447</b>												
A WATR	003	07/11/2026	22.450854 27.227273	46697.78 56632.73	22.450854	23.573396	24.752066	27.227273				
<b>Utilities Ops and Maint Mgr   001842   MGMT</b>												
A MGTE	198	09/20/2025	60.599464 85.269531	126046.88 177360.62	60.599464	63.629437	66.810909	70.151454	73.659027	77.341978	81.209077	85.269531
<b>Utility Construction Coord   001839   MGMT</b>												
A MGTE	118	09/20/2025	46.815053 65.873481	97375.31 137016.84	46.815053	49.155806	51.613596	54.194276	56.903990	59.749190	62.736649	65.873481
<b>Utility Services Inspector   016099   L39A</b>												
A OFFT	056	09/20/2025	22.247343 31.304246	46274.47 65112.83	22.247343	23.359710	24.527696	25.754081	27.041785	28.393874	29.813568	31.304246
<b>Utility Worker   003602   L39A</b>												
A TEMP	011	12/13/2025	16.900000 17.636635	35152.00 36684.20								
<b>Vehicle Service Attendant   012005   IAMA</b>												
A IAMA	004	07/11/2026	18.850810 26.524982	39209.68 55171.96	18.850810	19.793350	20.783018	21.822169	22.913277	24.058941	25.261888	26.524982
<b>Veterinarian   001875   MGMT</b>												
A MGTE	140	09/20/2025	46.054936 64.803919	95794.27 134792.15	46.054936	48.357683	50.775567	53.314345	55.980062	58.779065	61.718018	64.803919
<b>Water Conservation Rep   016978   L39A</b>												
A OFFT	139	09/20/2025	22.247343 31.304246	46274.47 65112.83	22.247343	23.359710	24.527696	25.754081	27.041785	28.393874	29.813568	31.304246

# Salary Schedule/Classification Listing

Schedule Effective Date: June 23, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Water Conservation Specialist   016975   L39A</b>														
A OFFT	135	09/20/2025	24.994869	35.170291	51989.33	73154.20	24.994869	26.244612	27.556843	28.934685	30.381419	31.900490	33.495515	35.170291
<b>Water Conservation Supervisor   015107   L39C</b>														
A SUPV	072	09/20/2025	28.131065	39.583233	58512.62	82333.12	28.131065	29.537618	31.014499	32.565224	34.193485	35.903159	37.698317	39.583233
<b>Water Cross Conn Ctrl Spclst   007902   L447</b>														
A WATR	004	07/11/2026	40.024277	56.318177	83250.50	117141.81	40.024277	42.025491	44.126766	46.333104	48.649759	51.082247	53.636359	56.318177
<b>Water Quality Chemist   017008   L39A</b>														
A PROF	005	09/20/2025	37.721469	53.077895	78460.66	110402.02	37.721469	39.607542	41.587919	43.667315	45.850681	48.143215	50.550376	53.077895
<b>Water Quality Lab Tech   016080   L39A</b>														
A OFFT	043	09/20/2025	25.291713	35.587981	52606.76	74023.00	25.291713	26.556299	27.884114	29.278320	30.742236	32.279348	33.893315	35.587981
<b>Website Administrator   001904   MGMT</b>														
A MGTE	170	09/20/2025	51.066951	71.856329	106219.26	149461.16	51.066951	53.620299	56.301314	59.116380	62.072199	65.175809	68.434599	71.856329
<b>Workers Comp Claims Asst I   010818   CONF</b>														
A CONF	037	09/20/2025	27.917882	39.283264	58069.20	81709.19	27.917882	29.313776	30.779465	32.318438	33.934360	35.631078	37.412632	39.283264
<b>Workers Comp Claims Asst II   010819   CONF</b>														
A CONF	038	09/20/2025	30.709670	43.211591	63876.11	89880.11	30.709670	32.245154	33.857412	35.550283	37.327797	39.194187	41.153896	43.211591
<b>Workers Comp Claims Mgr   001927   MGMT</b>														
A MGTE	195	09/20/2025	55.782990	78.492268	116028.62	163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268
<b>Workers' Comp Claims Rep   001943   MGMT</b>														
A MGTE	215	09/20/2025	43.693077	61.480547	90881.60	127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547
<b>Workers' Comp Claims Supervr   001942   MGMT</b>														
A MGTE	214	09/20/2025	48.062386	67.628604	99969.76	140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
<b>Youth Aide   009068   TEMP</b>														
A TEMP	037	12/13/2025	16.900000	16.900000	35152.00	35152.00								
<b>Zoning Investigator   016213   L39A</b>														
A OFFT	080	09/20/2025	35.855735	50.452621	74579.93	104941.45	35.855735	37.648522	39.530948	41.507495	43.582870	45.762014	48.050115	50.452621
<b>Zoo Attendant I   003642   L39A</b>														
A OPMT	026	09/20/2025	21.541308	30.310785	44805.92	63046.43	21.541308	22.618373	23.749292	24.936757	26.183595	27.492775	28.867414	30.310785
<b>Zoo Attendant II   003643   L39A</b>														
A OPMT	027	09/20/2025	23.290173	32.771613	48443.56	68164.96	23.290173	24.454682	25.677416	26.961287	28.309351	29.724819	31.211060	32.771613