



# STAFF REPORT

CITY COUNCIL OF THE CITY OF SAUSALITO

## AGENDA TITLE

Amending the Memorandum of Understanding between the City and the Sausalito Police Association, Inc. and Revising Salary Ranges for FY09-10

## RECOMMENDED MOTION

Adopt a resolution of the City Council of the City of Sausalito approving an amendment to the memorandum of understanding between the City of Sausalito and the Southern Marin Professional Firefighters, Sausalito Group, IAFF local 1775 approved by the City Council of the City of Sausalito on December 2, 2008 and revising Resolution No. 5060 establishing the authorized staffing levels and salary ranges for all permanent and temporary positions for fiscal year 2009-10

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## SUMMARY:

With a Minute Order during its regular meeting of Tuesday, December 2, 2008 the City Council approved a Memorandum of Understanding between the City of Sausalito and the Southern Marin Professional Firefighters, Sausalito Group, IAFF Local 1775 ("the Association") pursuant to the provisions of Section 3500, *et seq.* of the Government Code of the State of California (the "MOU"). The term of that MOU commenced July 1, 2008 and ended June 30, 2009. Representatives of the Association and the City have met and conferred in good faith regarding wages, hours and other terms and conditions of employment for the employees in the Association, have freely exchanged information, opinions and proposals and have endeavored to reach agreement on all matters relating to the employment conditions and employer-employee relations of such employees. A tentative agreement has been accepted by the Association. Staff recommends that Council approve a Resolution amending the MOU as tentatively agreed, and to revising accordingly the salary ranges for all permanent and temporary positions for fiscal year 2009-10 adopted with Resolution 5060 of September 1, 2009.

The sole change with a fiscal impact is a salary increase of 1% effective January 1, 2010. The term of the MOU is being extended to June 30, 2010. The MOU is being amended for purposes of conformity with the Southern Marin Fire Protection District's MOU with its employees with respect to compensation for Captain's who maintain a paramedic's license. The City has no employees that qualify for compensation under this clause and therefore there is no fiscal impact at this time.

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Item: \_\_\_\_\_  
Meeting Date: January 12, 2010  
Page: 1

484  
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1

**ISSUES**

None identified. As part of the meetings and conferences, the City and the Association have similarly agreed to begin good-faith discussions toward a two-tiered system for retirement and/or health benefits for new employees as part of negotiations for the next MOU. Staff developed a schedule for those meetings beginning after the New Year.

**FISCAL IMPACT**

The expected total fiscal impact of the proposed amendment is approximately \$9,637 and well within the funds available for compensation of the affected employees under the approved budget.

**STAFF RECOMMENDATION**

ADOPT A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAUSALITO APPROVING AN AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SAUSALITO AND THE SOUTHERN MARIN PROFESSIONAL FIREFIGHTERS, SAUSALITO GROUP, IAFF LOCAL 1775 APPROVED BY THE CITY COUNCIL OF THE CITY OF SAUSALITO ON DECEMBER 2, 2008 AND REVISING RESOLUTION NO. 5060 ESTABLISHING THE AUTHORIZED STAFFING LEVELS AND SALARY RANGES FOR ALL PERMANENT AND TEMPORARY POSITIONS FOR FISCAL YEAR 2009-10

**ATTACHMENTS**

1. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAUSALITO APPROVING AN AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SAUSALITO AND THE SOUTHERN MARIN PROFESSIONAL FIREFIGHTERS, SAUSALITO GROUP, IAFF LOCAL 1775 APPROVED BY THE CITY COUNCIL OF THE CITY OF SAUSALITO ON DECEMBER 2, 2008 AND REVISING RESOLUTION NO. 5060 ESTABLISHING THE AUTHORIZED STAFFING LEVELS AND SALARY RANGES FOR ALL PERMANENT AND TEMPORARY POSITIONS FOR FISCAL YEAR 2009-10

**COPY WITH ATTACHMENTS:** Sausalito Group, IAFF Local 1775

PREPARED BY:



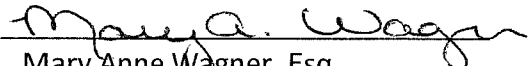
Jonathon Goldman  
Director of Public Works



Scott Paulin  
Chief of Police

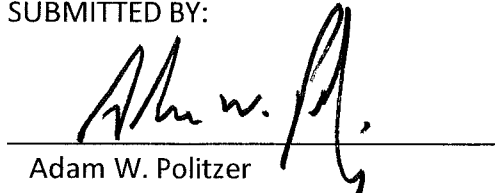
484  
2

REVIEWED BY:

  
Mary Anne Wagner, Esq.  
City Attorney

  
Charlie Francis  
Administrative Services Director/Treasurer

SUBMITTED BY:

  
Adam W. Politzer  
City Manager

484  
3

**RESOLUTION NO.**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAUSALITO APPROVING AN AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SAUSALITO AND THE SOUTHERN MARIN PROFESSIONAL FIREFIGHTERS, SAUSALITO GROUP, IAFF LOCAL 1775 APPROVED BY THE CITY COUNCIL OF THE CITY OF SAUSALITO ON DECEMBER 2, 2008 AND REVISING RESOLUTION NO. 5060 ESTABLISHING THE AUTHORIZED STAFFING LEVELS AND SALARY RANGES FOR ALL PERMANENT AND TEMPORARY POSITIONS FOR FISCAL YEAR 2009-10**

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**WHEREAS**, by Minute Order during its regular meeting of Tuesday, December 2, 2008 the City Council approved a Memorandum of Understanding between the City of Sausalito and the Southern Marin Professional Firefighters, Sausalito Group, IAFF Local 1775 (“the Association”) pursuant to the provisions of Section 3500, *et seq.* of the Government Code of the State of California (the “MOU”); and

**WHEREAS**, the term of said MOU commenced July 1, 2008 and ended June 30, 2009; and

**WHEREAS**, representatives of the Association and the City (the “Parties”) have met and conferred in good faith regarding wages, hours and other terms and conditions of employment for the employees in said representation unit; and

**WHEREAS**, the Parties have freely exchanged information, opinions and proposals and have endeavored to reach agreement on all matters relating to the employment conditions and employer-employee relations of such employees; and

**WHEREAS**, the Parties have agreed to begin similar good-faith discussions toward a two-tiered system of retirement and/or health benefits for new employees as part of the next MOU; and

**WHEREAS**, the Parties reached a Tentative Agreement, which has been accepted by the Association; and

**WHEREAS**, with Resolution 5060 of September 1, 2009 the City Council of the City of Sausalito established salary ranges for all permanent and temporary positions for fiscal year 2009-10.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Sausalito, California, as follows:

(1) The Memorandum of Understanding between the City of Sausalito and the Southern Marin Professional Firefighters, Sausalito Group, IAFF Local 1775 (the “Association”) pursuant to the provisions of Section 3500, *et seq.* of the Government Code of the State of California (the “MOU”) approved by the City Council of the City of Sausalito on December 2, 2008 is hereby amended as follows:

(A) The term of the MOU, reflected on the first page and in the last paragraph of the preamble of the MOU, shall be modified as indicated in the following paragraph:

“This Memorandum of Understanding shall be presented to the Sausalito City Council for ratification as the joint recommendations of the undersigned for salary and fringe benefit adjustments for the period commencing on July 1, 2008-2009 and ending upon the earlier to occur of: (1) June 30, 2009 2010; or (2) the termination of the SMFPD Agreement.”

484  
4

(B) Attachment No. 1 is replaced in its entirety with the attached Exhibit A incorporated by reference hereunder and reflecting a 1.0% wage increase effective January 1, 2010 for each represented employee as of January 1, 2010.

(C) Section 5. Salary and Wage Plan for Lieutenant is deleted in its entirety.

(D) Section 6. Salary and Wage Plan for Captain

The following paragraph of the subject section shall be added, becoming the fourth and last paragraph in the subject section:

“Persons in this classification will receive reimbursement from the City for the maintenance of their Paramedic license. The City will reimburse the employee up to 48 hours every two years at the rate of one and one-half (1-1/2) times their hourly rate.”

(2) The attached Exhibit B modified from that adopted with Resolution 5060 (Table 3C) sets forth the salary range for each permanent position represented by the Association and is hereby made a part of this Resolution by reference.

**APPROVED AND ADOPTED** at a regular meeting of the City Council of the City of Sausalito held on the 12th day of January 2010 by the following vote:

AYES: Councilmembers:  
NOES: Councilmembers:  
ABSENT: Councilmembers:  
ABSTAIN: Councilmembers:

\_\_\_\_\_  
MAYOR OF THE CITY OF SAUSALITO

ATTEST:

\_\_\_\_\_  
CITY CLERK

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5

## ATTACHMENT No. 1

1. Monthly base salaries effective January 1, 2010 through June 30, 2010:

<b>CLASSIFICATION</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>ENGINEER</b>
Fire Captain	\$7,152	\$7,528			
Firefighter	\$5,642	\$5,759	\$5,876	\$5,994	\$6,117
Firefighter/Paramedic	\$6,359	\$6,488	\$6,622	\$6,756	\$6,894

484  
6

**Exhibit "B"**

City of Sausalito

Salary Schedule – Table 3C

FY 2009-10

FIRE SALARIES

Effective January 1, 2010

*NOTE: Salaries listed for members of the Firefighters' Association do NOT include any portion of the employee's portion of the PERS contribution; they do not have benefit of the Internal Revenue Code Section 414(b)(2) provision.*

<b>Classification</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Fire Captain	Annual	\$85,822	\$90,330			
	Monthly	\$7,152	\$7,528			
	Biweekly	\$3,301	\$3,474			
	Hourly	\$29.47	\$31.02			
Firefighter	Annual	\$67,702	\$69,108	\$70,514	\$71,932	\$73,399
	Monthly	\$5,642	\$5,759	\$5,876	\$5,994	\$6,117
	Biweekly	\$2,604	\$2,658	\$2,712	\$2,766	\$2,823
	Hourly	\$23.25	\$23.74	\$24.22	\$24.70	\$25.21
Firefighter/Paramedic	Annual	\$76,308	\$77,859	\$79,459	\$81,071	\$82,731
	Monthly	\$6,359	\$6,488	\$6,622	\$6,756	\$6,894
	Biweekly	\$2,935	\$2,995	\$3,056	\$3,118	\$3,182
	Hourly	\$26.21	\$26.73	\$27.29	\$27.84	\$28.41

**NOTE: EDUCATION INCENTIVE PAY**

- A. 2 ½% of the monthly base salary per month pay incentive for current employees with a 30 unit vocational Fire Science Certificate.
- B. 5% of the monthly base salary per month pay incentive for employees holding an AA/AS Degree in Fire Science from an accredited college or university. (Not in addition to the above 2 ½% for a 30 unit certificate)
- C. 2 ½% of the monthly base salary per month pay incentive for employees holding a Fire Officer I Certificate from the State Board.
- D. 1% of the monthly base salary per month pay incentive for employees holding a Chief Officer Certificate from the State Board of Fire Services.
- E. 2% of the monthly base salary per month pay incentive for employees holding a Bachelor's Degree in a field related to the fire service (as approved by the Fire Chief).

404  
7

