



Sacramento Metropolitan Fire District

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DON METTE
Fire Chief

RESOLUTION NO. 33-08

A RESOLUTION PROVIDING FOR AN AMENDMENT TO RESOLUTION NO. 07-07 AFFECTING NON-SAFETY SENIOR MANAGEMENT, MANAGEMENT AND UNREPRESENTED CONFIDENTIAL EMPLOYEES

Adopted by the Board of Directors of the
SACRAMENTO METROPOLITAN FIRE DISTRICT

On February 14, 2008

WHEREAS, the Board of Directors of the Sacramento Metropolitan Fire District adopted Resolution No. 07-07 on January 11, 2007, governing the Terms and Conditions of Employment for Non-Safety employees who are not members of recognized bargaining groups; and

WHEREAS, due to the weakening of the housing market, District revenues are projected to not support any permanent salary increases that exceed four percent. The Fire Chief is recommending the changes in this resolution to ensure that all bargaining groups are treated equally in the coming year; and

WHEREAS, this Resolution includes the addition of out-of-classification compensation for the Non-Safety employees who are not members of a recognized bargaining group; and

WHEREAS, the Day Staffing specialist and the Grant/Economic Development Manager positions authorized by this Board after adoption of the original resolution are reflected in this resolution as an addition.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Directors of the Sacramento Metropolitan Fire District that Sections 2B, 2C, 2D, 4B, 13K and 13L of Resolution No. 07-07 hereby be amended as follows:

2. **EMPLOYEES POSITIONS COVERED UNDER THIS RESOLUTION
(NON-SAFETY POSITIONS ONLY)**

- A. The members of Senior Management include any Non-Safety person employed in, or assigned to, the following classifications:

General Counsel	Chief Financial Officer
Assoc. General Counsel	

- B. The members of Management Employees include any **Non-Safety** person employed in, or assigned to, the following classifications:

CQI Manager	Fleet Manager
Logistics Manager	Information Technology Manager
Deputy Fire Marshal	Facility Supervisor
Assistant Fleet Manager	Human Resources Manager
Grant/Economic Development Manager	

- C. The members of Unrepresented Confidential Employees who are FLSA exempt include any **Non-Safety** person employed in, or assigned to, the following classifications:

<u>FLSA Exempt:</u>	
Board Clerk	Financial Analyst
Senior Staff Admin. Coordinator	Purchasing Agent
Office Manager	Staffing Specialist
Human Resources Analyst	Project Manager
Warehouse Supervisor	Day Staffing Specialist
Accounting Supervisor	

- D. The members of Unrepresented Confidential Employees who are FLSA non-exempt include any Non-Safety person employed in, or assigned to the following classifications:

<u>FLSA Non-Exempt:</u>	
Legal Secretary	Secretary
Human Resources Technician	

- E. The members of Unrepresented Employees include any **Non-Safety** person employed in, or assigned to, the following classifications:

Info Infrastructure Tech	Help Desk Tech
Network Systems Tech	Electronics Tech
Computer System Tech	Health & Fitness
Telecommunications Tech	Program Manager

4. COMPENSATION

For years one through three, all non-safety personnel covered in this resolution will obtain an annual salary increase of four percent (4%). The salary increase will take place on the 1st of January for years 2007, 2008 and 2009.

For years of 2010 and 2011, the wages will be determined by the Fire Chief and Board of Directors.

- A. The Fire Chief on an annual basis shall grant step increases after a successful evaluation. The Fire Chief is granted the authority to withhold step increases; however, those affected employees may request reconsideration by the Board.
- B. Out-of-Classification Day shall provide a 5% Salary Increase. Qualifications for Out-of-Class Day shall be determined solely by the Fire Chief. In addition to the Fire Chief's approval, Out-of-Class pay shall meet the following criteria:
 - 1. Employee shall work Out-of-Class for 30 days or more.
 - 2. Employee shall work Out-of-Class in a higher job classification.

13. EDUCATION and LONGEVITY INCENTIVES

- K. ~~Effective **January 1, 2008** Management and Unrepresented employees shall be eligible for Continuing Education (CE) incentive at three percent (3.0%) of base salary. CE criteria shall be at the sole discretion of the Fire Chief. Not cumulative with prior CE language.~~
- L. ~~Effective **January 1, 2009** Management and Unrepresented employees shall be eligible for Continuing Education (CE) incentive at five percent (5%) of base salary. CE criteria shall be at the sole discretion of the Fire Chief. Not cumulative with prior CE language.~~

Above Sections 13 K. and 13 L. deleted.

ON A MOTION by Director Granados, seconded by Director Clark
 , the foregoing resolution was passed and adopted this 14th
day of February, 2008, by the following vote to wit:

AYES: Clark, Goold, Granados, Jones, Lawson, Trujillo, Valley

NOES: None

ABSTAIN: None

ABSENT: Engellenner, Kelly

SACRAMENTO METROPOLITAN FIRE DISTRICT

By: Ray Trujillo
President, Board of Directors

Attested By:

Charlotte Wilson
Clerk of the Board