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Fire Chief

# Sacramento Metropolitan Fire District

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## RESOLUTION NO. 2011-40

### A RESOLUTION PROVIDING FOR AN AMENDMENT TO RESOLUTION NO. 08-07 AFFECTING SAFETY SENIOR MANAGEMENT, MANAGEMENT AND UNREPRESENTED CONFIDENTIAL EMPLOYEES

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

On March 24, 2011

**WHEREAS**, the Board of Directors of the Sacramento Metropolitan Fire District adopted Resolution No. 08-07 on January 11, 2007, governing the Terms and Conditions of Employment for **Safety** employees who are not members of recognized bargaining groups; and

**WHEREAS**, due to budget deficit in these economic times, the Fire Chief is recommending the changes in this resolution to ensure that all bargaining groups are treated equally; and

**NOW, THEREFORE, BE IT RESOLVED**, by the Board of Directors of the Sacramento Metropolitan Fire District that Sections 1A, 7, 9A, 10I, 11B, 12E, and 12H of Resolution No. 08-07 hereby be amended as follows:

#### 1. FLSA STATUS – BUSINESS HOURS

- A. All **Safety** Senior Management, Management and Unrepresented Confidential Employees, hereinafter “Employees”, are salaried employees and are exempt from Fair Labor Standards Act (FLSA), with the exception of those classification listed below in section 2 (D), which are non-exempt and subject to compensation for overtime. Overtime shall be compensated at the rate of one and one-half times the employee’s base wage exclusive of incentives. CTO hours accrued after the approval of this amendment will be compensated at the employee’s base wage exclusive of incentives.

## 7. HOLIDAYS

Safety Employees shall receive those holidays which are recognized for all other employees of the District. The employees will sell all of the Holiday Leave accruals on monthly basis effective January 1, 2011. Holiday time is reportable to PERS for retirement purposes.

40 hour      103 hours (144/1.4)

56 hour      144 hours

## 9. SICK LEAVE

A. Accumulation shall be at the rate of 7.88 hours per month for day personnel and 11 hours for shift personnel until the end of the fifth year of employment for new employees hired after the approval of this amendment. Thereafter, accumulation shall be at the rate of 15.75 hours per month for day personnel and 22.00 per month for shift personnel.

## 10. HEALTH BENEFITS

### I. Retirement Medical

1. Upon retirement, medical coverage will be paid by the District for both the employee and dependents in accordance with Section 22810 of the Government Code which provides:

*“... Any annuitant, who at the time he or she became an annuitant was enrolled in a health benefits plan, may continue his or her enrollment as provided by regulations of the board, without discrimination as to premium rates or benefit coverage.”*

2. Except for employees retiring for service connected disability, all new employees hired after the ratification and approval of this agreement and retiring from the District will obtain five percent (5%) credit per year towards retiree medical up to one hundred percent (100%) at the completion of twenty (20) years of employment with the District.

## 11. RETIREMENT BENEFITS

### B. Specified Benefits

5. Safety Retirement shall be three (3%) at 50. All local safety members hired after the date of ratification and approval of this agreement shall be covered under the PERS 3% @ 55 years of service local safety member plan.
7. Effective on the date of ratification and approval of this agreement, all personnel shall pay six (6) percentage points of the employer's percentage contribution to PERS retirement. Payments will be deducted on a pre-tax basis and applied towards the employer's contribution pursuant to IRC 414(h)(2) and Government Code Section 20516 and maintained in the employee's account.
8. Effective on July 1, 2011, all personnel shall pay an additional three (3) percentage points of the employer's percentage contribution to PERS retirement. Payments will be deducted on a pre-tax basis and applied towards the employer's contribution pursuant to IRC 414(h)(2) and Government Code Section 20516 and maintained in the employee's account for a total of nine (9) percentage points of the employer's percentage contribution to PERS retirement..
9. Effective on July 1, 2012, all personnel shall pay an additional three (3) percentage points of the employer's percentage contribution to PERS retirement. Payments will be deducted on a pre-tax basis and applied towards the employer's contribution pursuant to IRC 414(h)(2) and Government Code Section 20516 and maintained in the employee's account for a total of twelve (12) percentage points of the employer's percentage contribution to PERS retirement.

## **12. EDUCATION and LONGEVITY INCENTIVES**

- E. All above referenced Certifications Programs combined shall not exceed five percent (5%) for the first five (5) years of employment for new employees hired after the approval of this amendment. After five (5) years of employment, the employee may be brought up to seven percent (7%) of base pay.
- H. The maximum amount employee may receive in educational incentives shall not exceed five percent (5%) for the first five (5) years of employment for new employees hired after the approval of this amendment. After five (5) years of employment, the employee may receive ten and one half percent (10.5%) of base pay.

ON A MOTION by Director Kelly, seconded by  
Director Orzalli, the foregoing resolution was passed and  
adopted this 24th day of March, 2011, by the following vote to  
wit:

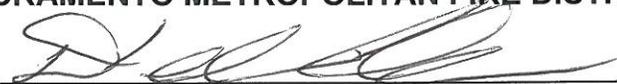
**AYES:** Clark, Goold, Granados, Jones, Kelly, Monk, Orzalli

**NOES:** None

**ABSTAIN:** None

**ABSENT:** Pierson

**SACRAMENTO METROPOLITAN FIRE DISTRICT**

By: 

President, Board of Directors

Attested By:



Clerk of the Board