AGENDA

January 5, 2017

CITY COUNCIL MEETING
3:00 p.m.
City Council Chambers
311 Vernon Street
Roseville, California

1. CALL TO ORDER

2. ROLL CALL

Vice Mayor:	**Bonnie Gore**
Councilmember:	**Scott Alvord**
Councilmember:	**Tim Herman**
Councilmember:	**John Allard**
Mayor:	**Susan Rohan**

3. PLEDGE OF ALLEGIANCE

4. MEETING PROCEDURES

NOTICE TO THE PUBLIC

All Items on the agenda will be open for the public comment before final action is taken. Speakers are requested to restrict comments to the item as it appears on the agenda and stay within a five (5) - minute time limit. The Mayor has the discretion of limiting the total discussion time for an item.

5. PUBLIC COMMENTS

NOTICE TO THE PUBLIC

Persons may address the City Council on items not on this agenda. Please complete a "Speaker Information Card" and present it to the City Clerk prior to the start of the meeting. Speakers shall restrict their comments to issues that are within the subject jurisdiction of the City Council and limit their comments to three (3) minutes per person. The total time allocated for Public Comment is 25 minutes. The Brown Act, with certain exceptions, does not permit the City Council to discuss or take action on issues that are not listed on the agenda.

6. ORDINANCES

6.1. Roseville Firefighters 2017-2018 Memorandum of Understanding

Memo from Human Resources Director Gayle Satchwell recommending Council adopt RESOLUTION NO. 17-1 APPROVING THE MASTER MEMORANDUM OF UNDERSTANDING BETWEEN CITY OF ROSEVILLE AND ROSEVILLE FIREFIGHTERS, LOCAL 1592, AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE MEMORANDUM OF UNDERSTANDING ON BEHALF OF THE CITY OF ROSEVILLE; and adopt ORDINANCE NO. 5777 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING ORDINANCE NO. 5634, THE SALARY ORDINANCE FOR EMPLOYEES REPRESENTED BY ROSEVILLE FIREFIGHTERS, LOCAL 1592, AS AMENDED BY APPENDIX "A" TO BE EFFECTIVE JANUARY 7, 2017, AS AN URGENCY MEASURE; and adopt ORDINANCE NO. 5778 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING ORDINANCE NO. 5634, THE SALARY ORDINANCE FOR EMPLOYEES REPRESENTED BY ROSEVILLE FIREFIGHTERS, LOCAL 1592, AS AMENDED BY APPENDIX "A" TO BE EFFECTIVE JANUARY 7, 2017, AS AN URGENCY MEASURE. This item requests Council to approve the Roseville Firefighters, Local 1592 Memorandum of Understanding (MOU) and approve Salary Schedules A & B. The cost of the MOU to the General Fund through the end of calendar year 2017 is $489,806.00. Approximately 50% will impact FY2017 and will be funded by contingency funds. The cost to the General Fund for the calendar year 2018 is $478,434.00 and will be reflected in the FY2018 budget.

CC #: 8221

File #: 0600-01

CONTACT: Gayle Satchwell 916-774-5374 gsatchwell@roseville.ca.us

7. COUNCIL / STAFF / REPORTS/ COMMENTS

8. ADJOURNMENT

COUNCIL COMMUNICATION

CC #: 8221
File #: 0600-01

Title: Roseville Firefighters 2017-2018 Memorandum of Understanding
Contact: Gayle Satchwell 916-774-5374 gsatchwell@roseville.ca.us

Meeting Date: 1/5/2017
Item #: 6.1.

RECOMMENDATION TO COUNCIL

It is recommended that the City Council take the following actions:

1. Adopt a resolution approving the attached Roseville Firefighters, Local 1592 (RFF) Memorandum of Understanding; and
2. Adopt an ordinance to approve RFF Salary Schedule-A (Appendix A) reflecting a salary increase effective January 7, 2017; and
3. Adopt an ordinance to approve a new RFF Salary Schedule-B (Appendix A) effective January 7, 2017.

BACKGROUND

The Memorandum of Understanding (MOU) for RFF expired at the end of the 2016 calendar year. During the negotiations in the last and current cycle with City of Roseville employee bargaining units, the City's goal has been to ensure it is competitive in the marketplace for recruitment and retention purposes while maintaining fiscal responsibility. An important aspect of the City's policy on negotiations is to move towards consistency, wherever appropriate and practicable. In particular, the City has strived to achieve internal equity among the employee group's medical benefits for current employees, deferred compensation, general salary increases, retiree health benefits, retiree COLAs on retirement benefits and strategies to contain pension costs.

Discussion

After multiple bargaining sessions, the City and RFF reached a total tentative agreement on December 7, 2016. The tentative agreement was subsequently ratified by the RFF membership in early January of 2017. The significant provisions of the agreement are aligned with the pattern established for all City bargaining units in order to provide a fair and consistent compensation package for all City employees and to further the City's fiscal goal of reducing pension costs.

The proposed successor MOU with RFF includes the following significant provisions:

Term

The term of the agreement covers two years, January 7, 2017 through December 31, 2018.

Salaries

The proposed salary increases are in line with the pattern that the city has presented to all bargaining units and are as follows:

General

January 2018 - 2.0% salary increase

EPMC Exchange
January 2017 - 2.0% in exchange for 9% Employer Paid Member Contribution (EPMC) no longer being in effect

Deferred Compensation

In line with the goal to bring consistency among the bargaining units, a deferred compensation contribution increase is recommended in addition to the current 2% for RFF covered employees with 5 or more years of continuous service as follows:

January 2017 - 1.0% for a total of 3%

Health and Welfare

In December 2017, all bargaining units will receive a $25 per month increase in the City medical contribution, bringing the total contribution to $1321 per month. In line with the goal of consistency among the bargaining units for medical benefits, this contract also provides a monthly increase in year two.

December 2017
$25/month for a total of $1321 per month

December 2018
$26/month for a total of $1347 per month

New Hires

Several changes are being proposed for employees hired after January 7, 2017. These changes are consistent with the cost controlling strategies negotiated with all other employee groups for new hires.

Lower Salary Schedule B

As mentioned earlier, a total compensation survey was performed for RFF covered employees. As a result, a new lower salary schedule is being proposed for those classifications that were identified to be above the labor market (see below). This new salary schedule will be implemented for all employees hired into the affected classifications after January 7, 2017.

Job Title	January 2017 (% reduction)
Firefighter – EMT I	11.602
Firefighter/Paramedic I/II	11.602
Fire Inspector I/II	11.602
Fire Engineer	11.602
Fire and Environmental Safety Inspector I/II	11.602
Captain	17.932
Fire Inspection Supervisor	17.932
Hazardous Materials Inspector	17.932

Increased Number of Steps in Salary Schedule B

Currently, employees under Schedule A are eligible for annual step increases of 5% of their salary based on merit. For the RFF unit, Schedule B is being proposed with an increased number of merit steps from the current 8 steps to 15 steps. The new merit steps of 2.5% will be effective January 7, 2017.

Service Term Bonus

All bargaining units currently have some sort of Service Term bonus provision. For employees hired after January 7, 2017, the bonus is being transitioned to a non-PERSable annual lump sum amount.

FISCAL IMPACT

The cost to the General Fund of the approved RFF MOU through the end of the current calendar year is $489,806. This fiscal year 2017 increase will be funded by contingency funds. These amounts will be partially offset by savings or reductions in payroll costs stemming from future retirements and other components of the MOU.

	2017	**2018**	**Ongoing**
General Fund	$489,806	$478,434	$501,864

As a result of the new salary schedule B the following job codes have been added:

Job Code	**Title**
B150	FIRE & ENVIRONMENTAL SAFETY INSPECTOR I
B151	FIRE & ENVIRONMENTAL SAFETY INSPECTOR II
B152	FIRE CAPTAIN
B153	FIRE ENGINEER
B154	FIRE INSPECTION SUPERVISOR
B155	FIRE INSPECTOR I
B156	FIRE INSPECTOR II
B157	FIREFIGHTER PARAMEDIC I

B158	FIREFIGHTER PARAMEDIC II
B159	FIREFIGHTER-EMT I
B160	HAZARDOUS MATERIALS INSPECTOR

ECONOMIC DEVELOPMENT / JOBS CREATED

No new jobs will be created by this action.

ENVIRONMENTAL REVIEW

Salary schedule and staffing changes are not considered a “project” as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines 15378). Consequently no CEQA action is required.

Respectfully Submitted,

Gayle Satchwell, Human Resources Director

_____

Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 17-1

RFF Final MOU

Ordinance No. 5777

RFF Salary Schedule A

Ordinance No. 5778

RFF Salary Schedule B

RESOLUTION NO. 17-01

APPROVING THE MASTER MEMORANDUM OF UNDERSTANDING BETWEEN CITY OF ROSEVILLE AND ROSEVILLE FIREFIGHTERS, LOCAL 1592, AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE MEMORANDUM OF UNDERSTANDING ON BEHALF OF THE CITY OF ROSEVILLE

WHEREAS, a Master Memorandum of Understanding, between the City of Roseville and Roseville Firefighters, Local 1592, has been reviewed by the City Council;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said the Master Memorandum of Understanding is hereby approved and the City Manager is authorized to execute it on behalf of the City of Roseville.

PASSED AND ADOPTED by the Council of the City of Roseville this ___ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

_____
MAYOR

ATTEST:

_____
City Clerk

Memorandum of Understanding

Roseville Firefighters, Local 1592 and City of Roseville

Term of Agreement:

January 5, 2017 – December 31, 2018

CITY OF ROSEVILLE CALIFORNIA

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MEMORANDUM OF UNDERSTANDING

CHAPTER 1. ADMINISTRATION

ARTICLE I. PARTIES TO UNDERSTANDING

This Memorandum of Understanding (MOU) relates to issues within the scope of representation existing between the CITY OF ROSEVILLE, CALIFORNIA, (City) and the ROSEVILLE FIREFIGHTERS, LOCAL 1592, (Union or RFF) and those employees occupying the classes listed in Appendix "A", attached hereto and incorporated herein by this reference.

ARTICLE II. STATE LAW COMPLIANCE

This MOU complies with the provisions of Section 3500 et seq. of the Government Code of the State of California, and Chapter 3.17 of Roseville Municipal Code in that the Employer and Employee representatives who have executed this MOU did meet and confer in good faith and did reach agreement on those matters within the scope of representation.

ARTICLE III. RECOGNITION

The City hereby confirms its prior certification of the Union as the recognized employee organization for the 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.

ARTICLE IV. CITY COUNCIL APPROVAL

It is the mutual understanding of the parties that this MOU is of no force or effect until submitted to, and approved by, the City Council.

ARTICLE V. CONTINUATION OF BENEFITS

Except as otherwise provided herein, this MOU does not modify existing benefits contained in the current salary resolution and other compensation benefits, or in the Personnel Rules (Roseville Municipal Code Title 3). Such benefits remain unmodified and shall continue in full force and effect throughout the term of this MOU.

ARTICLE VI. TERM OF UNDERSTANDING

This MOU incorporates all modifications regarding wages, hours, and other terms and conditions of employment. This MOU shall be effective as of the first full pay period after January 5, 2017 and shall expire December 31, 2018. Should either party desire to commence the Meet and Confer process for the next subsequent MOU, they shall notify the other in writing no earlier than one hundred and twenty (120) calendar days prior to the expiration date of this MOU, and the Meet and Confer process shall begin no later than ninety (90) calendar days prior to the expiration date of this MOU.

ARTICLE VII. VALIDITY OF MOU

Should any article, section, or portion thereof of this MOU be held unlawful or unenforceable by any court of competent jurisdiction, including the California Public Employment Relations Board (PERB) such decision of the court shall only apply to the specific article, section, or portion thereof directly specified in the decision, and the remainder of this MOU shall not be affected thereby and shall continue in full force and effect.

ARTICLE VIII. MANAGEMENT RIGHTS

A. To ensure that the City is able to carry out its statutory functions and responsibilities, nothing contained in this MOU shall be construed to require the City to negotiate on matters which are solely a function of management, or are discretionary management decisions and/or perogatives as defined by applicable decisional law, including but not limited to the following:

1. To manage the City generally and to determine the issues of policy.

2. To determine the existence of facts which are the basis of management decisions.

3. To determine the necessity for and organization of any service or activity conducted by the City, and to expand or diminish services.

4. To determine the nature, manner, means, technology, and extent of services to be provided to the public.

5. To determine methods of financing.

6. To determine types of equipment or technology to be used.

7. To determine and/or change the facilities, methods, technology, means, organizational structure, and size and composition of the work force, and to allocate and assign the work by which City operations are to be conducted.

8. To determine and change the number of locations, relocations, and types of operations, processes, and materials to be used in carrying out all City functions, including, but not limited to, the right to contract for or subcontract any work or operation of the City, except where such contracts for service would be for the purpose of work force reductions.

9. To assign work to and schedule employees in accordance with requirements as determined by the City, and to establish and change work schedules and assignments upon reasonable notice and good faith consultation.

10. To lay off employees from duties because of lack of work or funds, or under conditions where continued work would be ineffective or non-productive.

11. To establish and modify productivity and performance programs and standards.

12. To dismiss, suspend without pay, demote, reprimand, withhold salary step increases, or otherwise discipline employees for cause.

13. To determine minimum qualifications, skills, abilities, knowledge, selection procedures and standards, and job classifications, and to reclassify employees in accordance with applicable policies and codes of the City.

14. To hire, transfer, promote, and demote employees for nondisciplinary reasons in accordance with applicable policies and codes of the City.

15. To determine policies, procedures, and standards for selection, training, and promotion of employees in accordance with applicable policies and codes of the City.

16. To establish reasonable employee performance standards including, but not limited to, quality and quantity standards; and to require compliance therewith.

17. To maintain order and efficiency in City facilities and operations.

18. To establish, publish, and/or modify rules and regulations to maintain order and safety and health in the City which are not in contravention of the Personnel Rules and Regulations or this MOU.

19. To restrict the activity of an employee organization on the municipal property and on municipal time except as set forth in this MOU.

20. To take any and all necessary action to carry out the mission of the City in emergencies.

21. To take any and all necessary actions to comply with the law.

B. No neutral third party, including the Personnel Board, shall have the authority to add, delete or otherwise modify any provision of these management rights, authorities, or functions, but shall be limited to matters of interpretation only.

C. Nothing in this Article is intended to limit the scope of bargaining as between the City and RFF in accordance with the MMBA, nor shall this Article limit the right of the RFF under the MMBA to bargain over the impacts of any changes made by the City if those changes impact the terms and conditions of employment.

D. The management rights shall not remove or limit the right of any classified employee to exercise grievance procedures.

CHAPTER 2. COMPENSATION

ARTICLE I. SALARIES

A. Salaries

(1) Effective the first full pay period in January 2018, all employees assigned to the classifications listed in Appendix "A" shall receive a base salary increase of 2%.

(2) Employer Paid Member Contribution (EPMC) Exchange

Effective the first full pay period in January of 2017, all employees assigned to the classifications listed in Appendix "A" shall receive a 2% salary increase in exchange for classic safety employees in January 2018 no longer paying the 9% EPMC and instead paying nine (9%) of compensation earnable as the employee's portion of the contribution to CalPERS as set forth in Chapter 5, Article I (A)(1)(b).

B. **Salaries – All Employees Hired On/After the first full pay period in January of 2017**

Effective the first full pay period in January 2017 or upon approval of the City Council, whichever is latest, for any current benchmark classification and internally tied classification in the bargaining unit above the median in the labor market survey distributed at the October 25th bargaining session, shall be reduced as follows:

Job Title	January 2017 (% reduction)
Firefighter – EMT I	11.602
Firefighter/Paramedic I/II	11.602
Fire Inspector I/II	11.602
Fire Engineer	11.602
Fire and Environmental Safety Inspector I/II	11.602
Captain	17.932
Fire Inspection Supervisor	17.932
Hazardous Materials Inspector	17.932

The new top for all such classifications shall be established on a new salary schedule B.

C. **Annual Merit Step Increases**

Effective the first full pay period in January 2017 or upon approval by the Council whichever is latest, the City will create a second salary schedule (B) which will apply to new hires for all listed classifications in the bargaining unit. The salary steps for the new salary schedule will be approximately 2.5% apart for each classification in the bargaining unit. For purposes of this provision, any employee who was initially hired before January 1, 2017 that had a break in City service and was rehired after January 1, 2017 will be deemed a newly hired employee under this provision.

D. **All Employees Hired prior to January 1, 2017**-Effective the first full pay period in January 2017, all employees hired before January 1, 2017 will remain on the current salary schedule (A) for all listed classifications in the bargaining unit. All such employees will continue on this salary schedule when promoted or transferred to other classifications within the bargaining unit.

E. City may reopen the economic terms and conditions of the MOU if any of the following occur:

1. General Fund revenue declines, or is projected to decline, by two percent (2%) or more in one year or one percent (1%) per year over two years. The contact can be reopened

only after: a) closing out the previous fiscal year, b) receiving County property tax projections for the current fiscal year, and c) the Finance Department revising revenue projections for the current fiscal year based on a) and b).

2. General Fund expenses increase by two percent (2%) or more, with no offsetting increase in revenue, based on an unfunded mandate of the State of California or an agency of the State.
3. The Roseville electorate, by local ballot initiative, approves a limitation to the salaries of Roseville management employees.

F. Any employee who is promoted to a position in a class with a higher salary range shall be placed in the step in the new higher range which is at least a ten percent (10%) increase over the employee's current salary step. In the event that the top step in the new range is less than ten percent (10%) the employee will then be assigned to the top step in the new salary range.

ARTICLE II. OVERTIME

A. Overtime work may be required of any employee in order to meet special or unusual service needs that are beneficial to the City and community. Overtime is defined as the number of hours worked in excess, and as an extension, of the normal schedule of work hours as illustrated below:

	Employee Work Schedule	Overtime
1.	Eight hours per day, and forty hours per week (5/8 plan)	Over eight hours per day five days per week
2.	Ten hours per day, four days per week (4/l0 plan)	Over ten hours per day and forty hours/week
3.	Twenty-four hours per shift (56 hour workweek)	Over twenty-four hours per shift. For shift extensions (see subsection E)
4.	A flex-time schedule approved by the City manager in writing	Over the prescribed hours per day and forty hours/week

B. Overtime in excess of eight (8) minutes or more shall be compensable and shall be rounded to the nearest fifteen (15) minutes.

C. Overtime shall be compensable at the rate of one and one-half (1 ½) times the employee's base hourly rate except as noted in Subsection "E" of this section.

D. Employees in the Fire Service who work a twenty-four (24) hour shift shall be compensated as follows for overtime worked:

1. Emergency Overtime. Emergency overtime shall be compensated at double the employee's normal hourly rate. "Emergency Overtime" is defined as those calls in which the employee is called back to work on their normal day off to fight a fire, assist in a hazardous spill, assist at a major accident scene, or any emergency classified as an "All-Call."

2. Regular Overtime. Regular overtime shall be compensated at one and one-half (1 ½) the employee's normal hourly rate. "Regular Overtime" is defined to include all extra shift assignments, special assignments and other assignments not specifically mentioned in Subdivision 1 of this subsection. Emergency calls during an extra shift assignment shall be compensated at the regular overtime (one and one-half) rate.

3. Shift Extension. If an employee is called to work early or is worked beyond the employee's normal work shift, compensation for overtime shall be calculated in accordance with Subsection "C" of this section.

4. Holidays, sick leave, compensatory time off, vacation leave and floating holidays are considered time worked for the purposes of computing overtime. Fair Labor Standards Act (FLSA) computations (for 24 day work cycle) will not include holiday, sick leave, compensatory time off (CTO), vacation and/or floating holidays as time worked.

5. Workers' Compensation leave, leave without pay requested by the employee, suspension or disciplinary action and a short week worked by a new employee shall not be considered as time worked for the purpose of computing overtime.

6. No employee may be required to work overtime during any scheduled work week in which that employee is on an unpaid status due to disciplinary action.

E. Compensatory Time. Compensatory Time shall be governed as follows:

Operations Staff

1. Subject to FLSA regulations, regularand probationary operations employees may, with the prior approval of their supervisor, accrue up to one hundred and forty-four (144) hours of compensatory time off in lieu of overtime pay. The accrual rate of compensatory time shall be at one and one-half (1½) times the hourly rate for each hour of compensatory time worked.

2. Once an employee has been credited with compensatory time, one (1) time per year the employee may request to receive a lump sum payment at one and one half (1½) the hourly rate for the hours accrued.

3. Compensatory time off hours which are not used by December 31 of each year will be cashed out.

4. The employee's immediate supervisor shall determine whether an employee shall accrue compensatory time or be paid overtime. However, the supervisor shall not deny the request for compensatory time for arbitrary or capricious reasons.

Prevention Staff

1. Regular and probationary prevention employees may, with the prior approval of their supervisor, accrue compensatory time off in lieu of overtime pay. The accrual rate of compensatory time shall be one and one half hour (1 ½) for each hour of compensatory time worked. Prevention staff are entitled to the annual lump sum cash out of a maximum of one hundred and forty-four (144) hours at straight time.

2. Upon separation the employee will be paid at the employee's current hourly rate or average of last three (3) years, whichever is higher, for the remaining compensatory balance.

3. Fire prevention employees may not exceed two hundred and forty (240) hours of CTO accumulation at any one time on the City's payroll system.

4. The employee's immediate supervisor shall determine whether an employee shall accrue compensatory time or be paid overtime. However, the supervisor shall not deny the request for compensatory time for arbitrary or capricious reasons.

F. Employees assigned to shift work in the Fire Department whose regular work schedule requires work on a holiday shall be compensated at their straight time hourly base rate of pay for performance of work on holidays.

G. Employees who are entitled to take holidays off work as holidays occur, and who are required to work on a holiday when they would otherwise observe the holiday off, shall be compensated by either of the following methods, the choice of which shall be made by the employee's supervisor in advance of such work:

1. If an employee works the holiday and does not receive any other scheduled work day off in lieu of working the holiday, the employee shall be compensated at the rate of regular pay plus time and one-half the employee's base hourly rate (for the actual number of hours worked on the holiday).

2. If an employee works the holiday and receives another scheduled work day off in lieu of working the holiday, the employee shall be compensated at the rate of time and one-half the employee's base hourly rate for the actual number of hours worked on the holiday. Under this option, the employee must be given another scheduled work day off within the period of five (5) working days before to five (5) working days after the worked holiday with corresponding notations upon appropriate payroll reports.

ARTICLE III. EMERGENCY WORK HOURS AND DUTY ASSIGNMENTS

(Refer to Section 3.12.040, Personnel Rules)

A. Many classes of employment in City service are subject to routine or periodic emergency callback work as an inherent and integral part of their assigned job responsibilities in order to provide continuous public services deemed to be necessary and appropriate by the City manager. Classes and positions in City service subject to emergency work hours shall be designated by the City manager.

B. Employees who occupy positions designated for emergency work hours, including callback, shall be required to keep the City apprised of a current telephone number where they can normally be reached during off-duty hours, and such employees shall be required to respond to such emergency work calls by the City within a reasonable amount of time, unless the employee is incapacitated or can give other just cause for not responding.

Employees may receive callback pay if fifteen (15) minutes have passed after the employee has been officially released from duty; anything less than fifteen (15) minutes shall be considered as a continuation of the previous call.

C. All permanent employees are entitled to a minimum call-back pay of two (2) hours at the appropriate overtime rate when said employee is required to return to work after leaving the worksite at the end of their scheduled work day or required to return to work on their scheduled day off. This provision does not apply when employees are required to work beyond their normal work day/shift without having been called to return to work.

ARTICLE IV. MEAL BREAK

The City agrees that any employee required to work at least two (2) hours beyond or prior to the employee's normal workshift shall be eligible for meals as provided below:

A. Employees required to work between two (2) to four (4) extra hours shall be entitled to one (1) meal break.

B. Employees required to work at least eight (8) extra hours shall be entitled to two (2) meal breaks.

C. Employees required to work at least twelve (12) extra hours shall be entitled to three (3) meal breaks.

D. In no event shall an employee be entitled to more than three (3) meal breaks in a given twenty-four (24) hour period.

Arrangements for meals shall be as follows:

A. City may provide a meal by bringing food to the work site.

B. City may allow the employee to go to a restaurant within first in district of his/her own choice, during which time the employee shall be on paid time.

C. If circumstance permit, the supervisor, in lieu of the options contained in paragraphs A and B, may authorize the employee to go home and consume a meal at no cost to the City for a period not to exceed one (1) hour.

D. An employee may purchase food at a grocery store on the way to, or during, the overtime work shift.

ARTICLE V. WORKING OUT OF CLASS

The principle for paying employees for performing higher level job responsibilities due to operational necessity is based on such considerations as: the employee's ability and qualifications to perform at a higher level, whether the employee would be required to perform only routine or a significant range of the higher job responsibilities, and the length of time necessary for an employee to perform in a higher class.

The purpose of compensating employees for performing work in a higher class is to establish a system by which employees will continuously receive a pay rate comparable to those job factors that establish pay for each class of work in City service. Authorization for an assignment to work in a higher class requires approval by the employee's supervisor and the Duty Chief, except under emergency conditions.

The following conditions shall prevail as the definition and standards of compensation:

A. In order to receive out of class pay, the employee must be formally assigned to the higher classification and such employee must be on a current promotional/eligibility list for the higher class with the following exceptions:

   1. When a person is not available on the appropriate promotional/eligibility list or if no list exists, the appointment is from employees who meet the minimum qualifications for the assignment and have passed a department qualifying process.

   2. To meet the requirements of an emergency condition that threatens life, property, or the general welfare of the City, the City Manager may authorize the employment of such persons that meet the minimum qualifications, as may be needed for the period of the emergency, without regard to examination or appointment regulations in this MOU or the Personnel Rules.

B. Employees are required to work at least one (1) hour in the higher class to receive the higher class pay and then for the nearest one-half (1/2) hour thereafter.

C. Employees assigned to work in a higher class shall be compensated for the actual number of hours worked in the higher class as follows:

   Pursuant to Roseville Municipal Code Section 3.07.080, no employee shall be required to perform duties which are not closely related both in kind of work and in level of responsibility to duties formerly assigned to positions in the class, except on a short-term, temporary, or emergency basis. However, if a supervisor assigns an employee to work out-of-class the employee shall be

paid out of class pay equal to ten percent (10%) or top step of the higher class where there is not ten percent (10%) differential between the two classes.

Work periods in higher class assignments shall not apply toward seniority or time-in-class considerations for promotional or lay-off purposes as regards the higher class.

ARTICLE VI. EDUCATIONAL INCENTIVE

A. Objectives:

1. Maximum participation in educational programs, both occupational and academic.
2. Enhance the Fire Service Profession:
    a. Upgrade minimum standards.
    b. Upgrade professional standards.
    c. Upgrade competency.
3. Encourage college graduates to enter the Fire Service.
4. Recognize prior and future academic achievement.
5. Recognize and remunerate for education.
6. Create the ability to cope with unique social problems through education.
7. Meet the challenges of today and tomorrow within the Fire Service.

B. Employees shall receive the following monthly educational incentive payments in consideration of the prescribed standards of educational achievement as indicated below:

Associate of Arts or Science Degree from an accredited college or university
5% of base pay

Bachelor of Arts or Science Degree from an accredited college or university
10% of base pay

California State Fire Marshal Educational Incentives

Job classification	Current CSFM Certification	%	CSFM Certification effective the first full pay period in January 2017 or upon City Council approval whichever is latest	%
Captain	Fire Officer Certificate	5%	Fire Officer Certificate if obtained prior to 12/31/16; or Company Officer Certificate	5%
Fire Engineer	Fire Officer Certificate	5%	Fire Apparatus Driver/Operator Pump Apparatus Certificate or Fire Officer Certificate if obtained prior to 12/31/16	5%
Fire Fighter/Paramedic	Fire Officer Certificate	5%	Fire Fighter II Certificate or Fire Officer Certificate if obtained prior to 12/31/16	5%
Fire Inspection Supervisor	Fire Prevention Officer; or Fire Inspector I Cert	5%	Fire Prevention Officer prior to 12/31/16; or Fire Inspector I Certificate	5%

Fire & Environmental Safety Inspector I/II	Fire Prevention Officer; or Fire Inspector I Cert	5%	Fire Prevention Officer prior to 12/31/16; or Fire Inspector I Certificate	5%
Fire Inspector I/II	Fire Prevention Officer; or Fire Inspector I Cert	5%	Fire Prevention Officer prior to 12/31/16; or Fire Inspector I Certificate	5%
All Classifications	Chief Fire Officer Certification	10%	Chief Fire Officer Certification prior to 12/31/18	10%

Note: AA/AS and BA/BS degrees are not cumulative. College degrees can be combined with CSFM certificates to a maximum of fifteen percent (15%).

Upon promotion, a member will retain CSFM incentive pay from their prior rank during the probationary period. CSFM certificates listed above are not cumulative.

C. Employees may not receive educational pay for both an AA degree and a BA/BS degree; only one qualifies for payment.

D. Education incentive pay shall not be computed for payroll purposes such that the payment results in a supplement to base salary compensation, particularly where it would have a compounding wage effect upon overtime and acting assignments.

Special Pays

E. Employees possessing a valid California State hazardous materials technician or specialist certificate and assigned to the Hazardous Material Response Team (HMRT) shall receive two and one-half (2.5%) of base salary bi-weekly.

F. Employees possessing a valid California State hazardous materials technician or specialist certificate who are assigned to the Task Force shall receive five percent (5%) of base pay bi-weekly.

Hazardous Material pay is at the Team or Task Force level and may not be compounded.

The City shall pay direct continuing education and recertification costs including annual training, fees, physical examinations and overtime for off-duty attendance up to a maximum of sixteen (16) hours annually. All expenses must be approved in advance by the employee's battalion chief. Assignments to the Task Force or Team will be at the discretion of fire management personnel in accordance with unit bidding policy.

The City has a goal of maintaining the HMRT at ten (10) qualified Team members per shift. However, this agreement in no way diminishes the City's right to determine the appropriate number of HMRT members.

In order to qualify for the hazardous materials certificate compensation, those employees assigned to the HMRT agree to:

Maintain the appropriate certification and Team membership until such time as replaced by another qualified technician/specialist; and,

Maintain requirements of hazardous materials physical as set forth by state law.

G. Employees assigned to the Rescue Task Force shall receive no more than five percent (5%) of base salary bi-weekly.

H. Employees possessing all requisite certificates to serve on the Rescue Task Force but not currently assigned shall receive no more than two and one-half (2.5%) of base salary bi-weekly.

ARTICLE VII. UNIFORM ALLOWANCE

A. The City shall provide an annual uniform allowance of $1000 per year. Such allowance shall be included in the bi-weekly payroll check and paid semi-annually with the first payment being paid with the last biweekly payroll check in July and the second with the last biweekly payroll check in December of each year. The allowance shall be effective the first full pay period after Union ratification and approval by the City Council and shall be prorated for the 2015 calendar year. The first allowance shall be prorated in the amount of $410 and paid the first pay period after Union ratification and approval by the City Council in open session.

B. This allowance will require the purchase, cleaning and maintenance of the following uniform items:

Pants
Short sleeve shirts
Long sleeve shirts
T-shirts with department logo
Wildland boots
Coat and jacket
Coat liner
Belt
Class A uniform

The department will provide one (1) Class A hat and tie upon hire.

C. The Fire Chief, at his/her discretion, may change the uniform specifications of the department consistent with changing times, conditions, availability, and legal requirements. Uniform specifications will be on file in the Fire Department Administrative Office.

D. Uniforms which are damaged in the line of duty shall be replaced by the department. Employees must report any uniform damaged in the line of duty to their supervisor immediately. The final determination as to the replacement of any uniforms damaged in the line of duty, is left to the sole discretion of the Fire Chief.

E. The City shall provide all safety equipment including, steel tip duty boots, protective turnout clothing including turnout boots, wildland protective clothing, and badges.

ARTICLE VIII. SERVICE TERM BONUS

A. In recognition of the substantial contribution to the community made by employees as a result of the length of their continuous City service, effective February 25, 2012, the City shall annually award each applicable employee service term bonus pay as indicated below.

Service Term	Service Term Bonus
Beginning of 10th year to completion of 14th year	2.5% of base salary
Beginning of 15th year to completion of 19th year	5.0% of base salary

Beginning of 20th year and every year thereafter	7.5% of base salary

Service term pay is not compounded and shall be included on each eligible employee's bi-weekly payroll. The service term pay is to be considered as part of an employee's total compensation.

B. Employees hired on or after January 1, 2017, who receive a satisfactory or above annual performance review shall receive an annual lump sum performance bonus as follows:

Service Term	Performance Bonus
Beginning of 10th year to completion of 14th year	2.5% of the annual base salary
Beginning of 15th year and every year thereafter	5.0% of the annual base salary

The annual lump sum performance bonus shall be paid with the first full pay check in January each year based upon the base salary paid during the first full pay period in the previous November of each year.

ARTICLE IX. EMERGENCY MEDICAL TECHNICIAN/PARAMEDIC

A. E.M.T. I

1. All employees in the unit hired after January 1, 1987, are required to maintain a valid E.M.T. I certificate as a condition of continued employment.

2. All employees in the unit who have a valid E.M.T. I certificate as of January 1, 1987, are required to maintain a valid E.M.T. I certificate as a condition of continued employment. This provision does not apply to fire prevention employees.

3. As of January 1, 1987, all classification specifications in the unit were amended to require an E.M.T. I certificate. All applicants for promotion to a higher class must possess a valid E.M.T. I certificate to be eligible to compete in the examination process.

4. All truck qualified personnel and those at the rank of firefighter will possess an EMT-D certificate. The City will provide initial EMT-D certification and recertification as required by the local EMS agency. No additional compensation will be provided for EMT-D certification.

5. The City will provide EMT 1A and FS recertification training as needed. Cross-over training from EMT 1A to EMT FS is the responsibility of the employee.

   Recertification training will be scheduled, as much as possible, during working hours. However, if an employee cannot attend the training, the employee will arrange to make up the training either by shift trade or on the employee’s time off. If training is made up on scheduled time off, no compensation whatsoever will be provided.

6. Regularly scheduled training, such as Self Contained Breathing Apparatus equipment, will be scheduled during working hours. If an employee is unable to attend the training, the employee is responsible for scheduling make up training either by shift trade or attendance at the next available session.

B. Paramedic

1. All employees in the Paramedic unit are required to maintain a valid Paramedic Certification as a condition of continued employment. The City shall pay for paramedics to attend up to two (2) CQI meetings, as well as direct continuing education and recertification costs including tuition and fees and overtime for off-duty attendance up to a maximum of twenty-four (24) hours annually. All expenses must be approved in advance by the employee's Battalion Chief and substantiated by a certificate of completion. Overtime compensation shall be for actual classroom hours only.

2. Employees in the classification of Fire Captain who possess a California paramedic license and who are accredited through the local EMS agency will be eligible for four percent (4%) paramedic incentive pay paid out in bi-weekly payments on the employee's regular paycheck. Proof of a valid license and accreditation will be required.

   a) Effective the first full pay period in January 2016, regular employees in the classification of Fire Captain are eligible for a four percent (4%) NWCG Engine Boss Certification Incentive pay. Proof of a valid certification is required. However, any Fire Captain who receives the Paramedic Incentive pay is ineligible for the Engine Boss Certification Incentive pay.

   b) Effective the first full pay period in October 2016, new or promoted regular employees in the classification of Fire Captain and Fire Captains not receiving Paramedic Incentive pay by this same date will not be eligible for the four percent (4%) Paramedic Incentive pay. Additionally, any Fire Captain who is receiving the Paramedic Incentive pay after the first full pay period in October 2016 and fails to maintain the Certification will no longer be eligible for it.

3. Employees in the classification of Fire Engineer who possess a California paramedic license and who are accredited through the local EMS agency will be eligible for five percent (5%) paramedic incentive pay paid out in bi-weekly payments on the employee's regular paycheck. Proof of a valid license and accreditation will be required.

4. Fire Captains and Fire Engineers receiving this incentive pay will be expected to perform paramedic skills as necessary and in accordance with local EMS agency and Fire Department policy.

ARTICLE X. STRIKE TEAM

At the discretion of the Fire Chief, or designee, an employee who is scheduled for duty without any time off after returning from a Strike Team assignment may be granted up to one (1) shift of paid release time to ensure that the employee is fit to safely perform the duties of his/her job.

ARTICLE XI. PAY PERIOD - FLSA

The City will maintain a twenty-four (24) day FLSA pay period to coincide with the 48/96 work schedule. Salaries will continue to be paid bi-weekly.

ARTICLE XII. PAYROLL ERRORS

A. In the event an error has been made in the payment of an employee's compensation (which may include, but is not limited to salary, overtime, payment or leave accruals), balances, or usages,

City shall, for purposes of future compensation adjust such compensation to the correct amount, giving written notice to employee.

B. In the event an employee received an overpayment or underpayment of wages, the City will provide documentation to the employee on the amount of overpayment or underpayment. Upon the written mutual agreement, between the City and the employee, one of the following repayment methods may be selected:

1. Lump sum payment by employee or employer;

2. One-time deduction from usable vacation, compensatory time off (CTO), or holiday leave balances equivalent to the overpayment at the employee's current hourly rate;

3. .A repayment schedule through payroll adjustment; and/or

4. Other means, as may be mutually agreed to between the parties.

C. Action to enforce repayment of an overpayment, or to correct an underpayment, shall be limited to a period beginning on the first day of the city pay period three (3) years prior to the date that either the City or the employee gives written notice to the other that a payment error has occurred.

CHAPTER 3. LEAVES

ARTICLE I. VACATION LEAVE

The purpose of vacation leave is to provide eligible employees the opportunity to take paid time off from their job responsibilities in order to maintain a high standard of mental, emotional and physical conditioning.

A. Eligibility. All employees in the classified service shall be entitled to annual vacation leave with pay Each employee shall earn and accrue vacation hours pursuant to the accrual schedule as noted in subsection B. Exceptions to this provision shall only be granted in unusual circumstances substantiated by the department head in a recommendation to the City manager who may approve or disapprove such variances.

B. Accrual. Except as noted below, each full-time classified employee shall earn and accrue vacation leave with pay as follows:

Service Category	Bi-weekly Accrual	Days/Year Equivalent	Maximum Hours
New employee to completion of 4th year	3.693 hr	12 days (96 hours)	192
Start of 5th yr to completion of 9th year	4.62 hr	15 days (120 hours)	240
Start of 10th yr to completion of 14th yr	5.23 hr	17 days (135 hours)	272
Start of 15th yr to completion of 19th yr	5.8 hr	19 days (152 hours)	304
Start of 20th yr and succeeding years	6.46 hr	21 days (168 hours)	336

Each full-time classified employee in the Fire Department working a twenty-four (24) hour shift shall accrue vacation leave with pay as follows:

Service Category	Bi-weekly Accrual	Days/Year Equivalent	Maximum Hours
New employee to completion of 4th year	5.538 hr	6 shifts (144 hours)	288
Start of 5th yr to completion of 9th year	7.385 hr	8 shifts (192 hours)	384
Start of 10th yr to completion of 14th yr	8.308 hr	9 shifts (216 hours)	432
Start of 15th yr to completion of 19th yr	9.231 hr	10 shifts (240 hours)	480
Start of 20th yr and succeeding years	10.15 hr	11 shifts (264 hours)	528

1. As noted in subsection A, new employees shall earn vacation at the bi-weekly rate shown above from the hire date. Eligible employees shall advance to the next higher rate of accrual upon completion of the maximum number of years at the lower accrual rate, and shall begin to accrue at the higher rate at the start of their qualifying year. Part-time employees shall receive a pro-rated accrual.

2. Maximum accrual of vacation hours may not exceed twice the employee's annual accrual rate as specified above, and an employee will stop earning and accruing vacation hours while the employee's accrual remains at the maximum allowed under this Section B.

3. One (1) month prior to the employee's anniversary date, the department head shall review the number of hours accrued by the employee. If the amount exceeds specified limits in Section B, the employee shall take the excess number of vacation hours up to a maximum of twenty (20) hours [thirty (30) hours for Firefighters] prior to the anniversary date or, if operational necessity will not permit taking such time, the employee may be paid the straight time hourly equivalent for up to twenty (20) hours [thirty (30) hours for Firefighters]. All hours in excess of twenty (20) hours [thirty (30) hours for Firefighters] shall be forfeited by the employee. Additionally, when excess vacation accrues during an employee's disability leave, jury duty, or military leave as provided in these rules, the employee shall be allowed to liquidate such excess accrual within thirty (30) calendar days following return to duty, by means of taking such time up to a maximum of twenty (20) hours [thirty (30) hours for Firefighters] or receiving the straight time hourly equivalent in compensation.

C. Use. An employee may elect to take all or part of earned vacation, or may carry over to the next service year all or part of earned vacation as approved by the department head and consistent with the provisions of subsection B. The dates and amount of vacation selected by the employee shall be subject to approval of the department head. Vacation leave shall generally be taken in minimum increments of one (1) full workday/work shift, except that unusual, emergency, necessary and infrequent use of vacation leave may be granted in one (1) hour increments. In the event it becomes necessary to call an employee back to work from a scheduled vacation, the employee shall be credited with the unused vacation hours and shall have the opportunity to take such remaining vacation leave at a time of the employee's choosing and the department head's approval.

Seniority shall prevail in selection of first choice vacation, however there will be no bumping of junior personnel once the first choice is made.

1. First choice of vacation shall be submitted no later than March 31 of each year beginning with senior person on that shift.

2. If an employee elects not to choose a time for a vacation by the deadline, the employee shall forfeit right of choice regardless of seniority.

3. Holidays and other days off will be governed on a first-come, first-served basis. There will be a thirty (30) day grace period, no bumping, prior to the choice of day, or days, off.

D. Holidays Within Vacation Leave. Except for shift personnel, holidays which occur during a scheduled vacation period shall be counted as a holiday. Employees may request in advance that they extend their vacation leave by the number of holidays occurring within their scheduled leave, or they may request fewer vacation hours which, together with the holiday(s), will comprise the total time period of their scheduled leave.

E. Probationary employees who are terminated during their probationary period shall receive compensation for accrued vacation

ARTICLE II. HOLIDAYS/SCHEDULING TIME OFF

A. The following holidays shall be observed by the City with respect to all employees, except shift employees. City offices shall be closed on these days except as otherwise provided herein:

January 1st (New Year's Day)

The third Monday in January (Martin Luther King's Birthday)

The third Monday in February (Washington's Birthday)

The last Monday in May (Memorial Day)

July 4th (Independence Day)

The first Monday in September (Labor Day)

The second Monday in October (Columbus Day)

November 11th (Veteran's Day)

The day in November appointed by the President of the United States as Thanksgiving Day

The day immediately following Thanksgiving Day

December 25th (Christmas)

Eight (8) hours (floating holiday) to be taken any time during the calendar year by employees who have completed at least six (6) months probationary service (pro-rated for part time permanent employees). The number of floating holiday hours to be credited to a new employee hired after January 1 shall be pro-rated based on the number of full months employed during that year. Employees unable to complete six (6) months of probationary service prior to December 31 shall not accrue or be eligible for any floating holidays that year. The employees and the employees' supervisors shall jointly determine a convenient date to take such leave.

B. Fire Department Shift employees shall receive seven (7) full paid holiday shifts per year, in advance on January 1. Employees must use a minimum of eight (8) hours of holiday with additional hours requested in one (1) hour increments up to twenty-four (24) hours.

C. In lieu of holiday time off, shift employees may elect to receive straight salary for all shifts of earned and unused holiday credit within each calendar year. All holiday time to be converted to pay by an employee shall be in one-half shift increments.

D. All holiday time off is subject to advance approval of the department head.

E. Holiday hours which are not used or cashed out by December 31 will be forfeited by the employee.

F. If an employee has taken more holidays in advance than have been earned at the time of separation from service, the City may deduct an equivalent amount of pay for the holidays taken in advance from the employee's final pay check.

G. If an employee is on disability leave, jury leave, or military leave as provided in the Personnel Rules or this MOU, and the employee is thus unable to liquidate holiday hours, employees will be allowed to carry over such hours to the next year until they return to work. Employees must submit a timely request upon their return to work so that the hours are liquidated within thirty (30) days of their return to work. If a request is not submitted or is submitted too late to be considered, the hours will be forfeited. If a request is submitted and denied by the department, the employee will be paid for the hours at the straight time rate.

H. SCHEDULING TIME OFF

1. The following policy and procedures shall continue to be followed by shift personnel when scheduling leave. Positions on the leave calendar are referred to as "slots." The first, second, third, fourth, fifth, sixth, and seventh slots on the leave calendar are reserved for vacation (VAC), holiday (HOL), and compensatory time off (CTO). All other forms of leave start at the eighth slot and work down (seventh, etc.) from there. If there is a vacancy, or open position (OPN) on the shift due to promotions, retirements, or separations from the department, that vacancy will not occupy a slot. The Battalion Chief must authorize exceptions for unusual, emergency, necessary, or infrequent circumstances.

2. Notwithstanding paragraph 1 above, the number of slots (positions) on the leave calendar will be determined by the following:

   a. Number of shift personnel per day x 20% = total number of slots per day
   b. Any resulting decimal portion will be adjusted to the next whole number
   c. For example, 22 shift personnel per day x 20% = 4.4; will be adjusted to 5 slots per day.

3. Shift personnel will not have any available slots on the calendar for the following holidays (including vacation or holiday leave):

   a. Thanksgiving Day
   b. Christmas Eve (December 24)
   c. Christmas Day (December 25)

   Shift employees listed in Appendix "A" who are scheduled to work on holidays will have the opportunity to find a replacement worker for the three (3) "special days" (Thanksgiving, Christmas Eve, and Christmas). It is the responsibility of the scheduled worker to fill his/her absence on the "special days". The replacement worker will be allowed to voluntarily work for the scheduled employee on a rank-for-rank basis.

4. Employees who are scheduled to work will have the opportunity to find a replacement worker for short-term CTO, vacation or holiday leave defined as one continuous leave per employee per day with a minimum of two (2) hours and a maximum of seven and three quarters (7.75) hours. Such leave shall not disrupt training or other scheduled activities and shall be approved by the appropriate Company Officer. It is the responsibility of the scheduled worker to fill his/her absence on this type of short-term leave. The replacement worker will be allowed to voluntarily work for the scheduled employee on a rank for rank basis.

ARTICLE III. SICK LEAVE (Refer to Section 3.12.070, Personnel Rules)

A. Upon separation from City service employees may receive a payoff and/or service credit for unused sick leave balances according to the table below Employees' leave will be converted to eight hour days (i.e 1200 hours = 150 days) for purposes of converting sick leave for payoff or sick leave credit reported to the California Public Employees' Retirement System (CalPERS) according to CalPERS procedures.

   1. Effective the first full pay period in January of 2017 or upon City Council approval whichever is latest, employees will receive payment for unused sick leave as follows:

Non-24-Hour Shift Number of Sick Leave Hours Accumulated		**24-Hour Shift Number of Sick Leave Hours Accumulated**		**Percent of Compensation Given**
	Max		**Max**	
1200 to	1600	1800 to	2400	70%
956 to	1199.99	1434 to	1799.99	60%
764 to	955.99	1146 to	1433.99	50%
572 to	763.99	858 to	1145.99	40%
380 to	571.99	570 to	857.99	30%
188 to	379.99	282 to	569.99	20%
0 to	187.99	0 to	281.99	0%

B. Represented 24-hour shift employees who maintain a balance of four hundred and thirty-two (432) hours in sick leave accruals will be allowed to convert forty-eight (48) hours of sick leave to vacation leave on July 1 of each year. Represented 8-hour shift employees who maintain a balance of four hundred and thirty-two (432) hours in sick leave accruals will be allowed to elect to convert sixteen (16) hours of sick leave accruals to vacation leave on July 1 of each year.

ARTICLE IV. JURY DUTY LEAVE

A. Employees who have been summoned or subsequently selected to serve on a jury shall receive their regular rate of compensation by the City for normal work hours and days or shifts during such absence from work, provided the employee endorses to the City that compensation received by the employee for jury duty service. No compensation will be made for jury duty served on days off. Jury duty is not considered time worked for overtime purposes.

B. Employees will be allowed to retain any mileage compensation granted to them by the respective court jurisdiction to which they were summoned or selected for jury duty.

C. Employees summoned to jury duty must provide evidence of such summons and subsequent jury duty days away from work through their respective department heads to the Human Resources Director.

D. Employees compensated by the summoning court jurisdiction for jury duty shall endorse such payments to the City in the same pay period the payment is received by the employee, in order to receive full City compensation as prescribed in Subsection “A”. This payment endorsement is to be forwarded directly to the Finance Director by the employee.

ARTICLE V. MILITARY LEAVE (Refer to Section 3.12.110, Personnel Rules)

A. Employees obligated to serve periods of active military duty for training shall be compensated by the City at their regular rate of compensation for normal duty hours and days or shifts during such absence from work, up to a maximum of thirty (30) calendar days in any calendar year. The number of calendar days used shall be the number of days on active duty as determined by the military orders, regardless of the employee's City duty schedule.

B. Employees exercising this provision of military leave will be required to submit properly documented evidence of their call to active duty prior to such duty if for regularly scheduled training or within thirty (30) days following the conclusion of duty ordered as the result of an emergency. Such documentation must be submitted through the chain of command to the Human Resources Director.

ARTICLE VI. MATERNITY LEAVE

A. Continuation of Employment. A pregnant employee may continue employment as long as her health, the health of the unborn fetus, or the employee's ability to adequately perform prescribed job responsibilities would not be adversely affected by continued employment.

B. Notification. Applicable employees shall notify the department head and Human Resources Director in writing upon notice by their treating physician that such pregnancy exists, including the anticipated date of childbirth or other related medical conditions and their anticipated date of return to full duty. At any time during the pregnancy, the Human Resources Director may require the employee to furnish medical evidence or information to support the employee's medical suitability for continued employment.

C. Term of Leave. Maternity leave shall be granted only for medical reasons arising out of and in the course of a pregnancy, the subsequent childbirth, or other related medical conditions, as provided below:

1. Sick Leave With Pay. A pregnant employee may take accrued sick leave with pay for reasons of medical necessity relating to the employee's physical condition resulting from the pregnancy, childbirth, or other related medical condition. However, under no circumstances shall such paid sick leave exceed the total of the employee's accumulated but unused sick leave, nor shall paid sick leave be granted beyond the date the employee is no longer considered medically disabled from normal work activities.

2. Other Paid Leave. A pregnant employee may elect to utilize accrued vacation, compensatory time off, or any other earned form of paid absence from work in lieu of, or in combination with, paid sick leave during the period of pregnancy-related leave, the combination of which may not exceed normal full pay.

3. Sick Leave Without Pay. Eligible employees may be granted sick leave without pay pursuant to Roseville Municipal Code Section 3.12.070 (H).

ARTICLE VII. CATASTROPHIC LEAVE

Employees may voluntarily donate accrued vacation and/or compensatory time off (CTO) for credit to another permanent employee who suffers a non-industrial related catastrophic illness or injury. Such donation shall be made in accordance with Municipal Code Section 3.12.065.

CHAPTER 4. INSURANCES

ARTICLE I. HEALTH AND WELFARE BENEFITS

A. Eligibility

Any regular employee working fifty percent (50%) or more of a full-time schedule shall be eligible to enroll in any health and welfare benefit provided by this Article. Regular part-time employees who are hired into a position funded as regular part-time after January 1, 2004, or current employees who laterally transfer or promote into a regular part-time allocated position, will receive a pro-rated amount toward their health and welfare contribution based on actual hours worked. The contribution amount will be based on the percentage of full-time the employee works. For example, employees working twenty (20) hours per week will receive fifty percent (50%) of the full-time contribution; employees working thirty (30) hours per week will receive seventy-five percent (75%) of the full-time contribution, etc.

B. Medical Insurance Benefits

The City agrees to contract with CalPERS for the purpose of providing employees and their eligible dependents with medical insurance benefits. Effective the first of the month following City Council approval or as soon as administratively possible, the City's maximum monthly contribution for each eligible active employee shall be equal to the minimum employer contribution required under the Public Employees Medical and Hospital Care Act (PEMHCA).

C. Cafeteria Plan

1. The City agrees to maintain a Cafeteria Plan, pursuant to Section 125 of the Internal Revenue Code and any related regulations, for the purpose of providing employees with access to various health and welfare benefits. Benefits available through the Cafeteria Plan include medical insurance, dental insurance, and vision insurance.

2. Effective the first of the month following City Council approval, the City agrees to provide a Cafeteria Plan Allowance to all employees eligible to participate in City sponsored health and welfare benefits under Section A of this Article of up to $1,296 monthly (less the direct PEMHCA payment provided in paragraph B). Effective December 1, 2017 this amount shall be increased to $1,321 per month. Effective December 1, 2018 this amount shall be increased to $1,347 per month.

3. The City agrees to provide a flex plan credit of $168.00 per month to be used by active employees for any benefit covered under the Cafeteria Plan.

4. Employees who elect not to participate in any of the medical, dental, and vision insurance benefits sponsored by the City and who provide proof of other medical coverage will not receive any Cafeteria Plan Allowance under Section C(2) of this Article. Instead, employees who opt out of these City sponsored benefits will receive $150 per month.

5. Any Cafeteria Plan Allowance provided for under Section C(2) of this Article can only be used by an employee to offset the cost of participation in City sponsored medical, dental, and vision insurance benefits for the employee and any eligible dependents.

D. The City agrees to provide a dental benefit to include two (2) preventative dental cleanings per year. Other details of the City's dental benefit are described in the evidence of coverage document. The City reserves the right to select any dental carrier. Open enrollment will be as described in the evidence of coverage document.

E. The City agrees to continue its existing Section 125 program. The City reserves the right to select the provider or self-adminster this program and to set limits for medical reimbursement accounts.

F. The City agrees to continue the existing level of service of its current vision program.

G. From time to time, the City will change benefit providers due to administrative, service, economic or other reasons. Due to carrier policies and procedures and Department of Insurance requirements, there can be no guarantee that one policy will exactly mirror the preceding one. The City desires to provide a consistent benefit, and will make reasonable efforts to ensure benefits and language will be matched.

ARTICLE II. RETIREE HEALTH BENEFITS

A. Medical Insurance Benefits
The City agrees to contract with CalPERS for the purpose of providing employees and their eligible dependents with medical insurance benefits. Effective the first day of the month following City Council approval or as soon as administratively possible, the City's maximum monthly medical contribution for each eligible retiree shall be equal to the minimum employer contribution required for active employees under the Public Employees Medical and Hospital Care Act (PEMHCA).

B. For Employees Hired Prior to January 1, 2004 (Tier 1)
Employees hired prior to January 1, 2004 will receive access to a City-paid retiree health contribution of up to the $1200 each month with a two percent (2%) annual escalator each January 1 (beginning 1/1/13).

C. For Employees Hired on or after January 1, 2004 and Prior to January 1, 2012 (Tier 2)
Employees hired on or after January 1, 2004 and prior to January 1, 2012 will receive access to a City-paid retiree health contribution of up to the $1200 each month with a two percent (2%) annual escalator each January 1 (beginning 1/1/13) subject to the vesting schedule set forth in Article II E. Employees who have CalPERS-credited service through other public agencies must complete at least five (5) years of service with the City of Roseville and retire from the City of Roseville to be eligible for post-retirement health benefits. However, once an employee has completed five (5) years of service with the City of Roseville, their eligibility for post-retirement health benefits will include all years of CalPERS-credited service. Employees who retire must have ten (10) years of CalPERS-credited service in order to be eligible for post-retirement health benefits.

D. For Employees Hired on or after January 1, 2012 (Tier 3)
Employees hired on January 1, 2012 or thereafter will receive $720 per month with a two percent (2%) escalator City-paid retiree medical premium contribution upon their retirement subject to the vesting schedule set forth in Article II E. Employees must obtain normal age of retirement before they are eligible for a City contribution to their retiree medical benefit. Employees must retire with a minimum of ten (10) years of City of Roseville service to be eligible for the supplemental amount above the minimum PEMHCA contribution level.

Employees will contribute one percent (1%) of their salary per year of employment each year for the first five (5) years of employment for their supplemental retiree health benefit above the minimum PEMHCA retiree medical benefit. After five (5) years of employment, the employee's contribution to their retiree medical benefit will cap at five percent (5%) of their annual salary.

1. The City shall withhold the mandatory contribution in accordance with Article II D per pay period on a pre-tax basis, subject to applicable federal tax laws, from the pay of every active employee as set forth therein. These contributions will be irrevocable and deducted from an employee's bi-weekly paycheck and will end upon retirement. In addition, no employee will be entitled to receive a refund of the monies for any reason and any employee who leaves City employment prior to being vested in the benefit will forfeit any contributions. These funds may be used to reimburse postretirement qualified medical expenses of the employee as defined by federal tax law, and as otherwise permitted by applicable federal tax provisions and the trust.

2. Since the contribution is mandatory, the employee's obligation to make the contribution does not end when he or she is on a paid or unpaid leave of absence or in any status where there are insufficient funds available in his or her paycheck to cover this contribution after other mandatory deductions have been taken, subject to applicable federal tax laws. The employee will be required to make up all mandatory contributions by a lump sum pre-tax deduction from his or her paycheck within sixty (60) days after the date the employee has sufficient funds to pay the required contributions through payroll, or, if this lump sum payment is not made during this time frame, the City will deduct double the normal deduction amount from each paycheck on a pre-tax basis until all missed contributions have been paid in full.

E. Vesting Schedule

Total Credited Years of Service	% of City Contribution
10	50 %
11	55
12	60
13	65
14	70
15	75
16	80
17	85
18	90
19	95
20 +	100 %

F. For employees hired on or after August 15, 2015 (Tier 4)

1. Employees hired on or after August 15, 2015 shall have no vested right in any post-employment medical benefits provided by the City of Roseville. Instead, upon hire, those employees shall contribute one percent (1%) of their base salary each pay period to a City sponsored Retirement Health Savings (RHS) account and shall contribute an additional one percent (1%) per pay period per year annually, up to a maximum of five percent (5%) per pay period annually thereafter, to be used to fund the employee's medical costs upon retirement from the City.

2. After five (5) years of continuous service with the City of Roseville, and beginning on the first pay period of the sixth year of service, the City shall contribute a flat dollar amount equal to $100 per month to be deposited to the employee's RHS account up until the employee's retirement date or separation from the City. After accruing ten (10) cumulative years of service with the City and pursuant to the vesting schedule in Section E of this Article, employees may draw from the City contribution to this account upon retirement.

3. Employees who terminate City service for reasons other than retirement prior to twenty (20) years of cumulative service with the City will forfeit any City contributions.

4. Employees must retire from the City of Roseville and be enrolled in the City of Roseville's health plan in order to utilize City contributions to the employee's RHS accounts. After ten (10) years of cumulative service with the City of Roseville, City contributions to the employee's RHS account may be used for all covered medical expenses pursuant to Section 213 of the IRS Code including participation in non-City sponsored plans.

ARTICLE III. LIFE INSURANCE

A. The City agrees to provide eligible employees with a fully paid life insurance program in the amount of twice the annual salary in effect as of July 1 of each year. The City reserves the right to select the insurance provider.

B. From time to time, the City will change benefit providers due to administrative, service, economic or other reasons. Due to carrier policies and procedures and Department of Insurance requirements, there can be no guarantee that one policy will exactly mirror the preceding one. The City desires to provide a consistent benefit, and insofar as is possible benefits and language will be matched.

ARTICLE IV. EMPLOYEE ASSISTANCE PROGRAM

A. The City agrees to provide an Employee Assistance Program (EAP) for employees pursuant to the current EAP Plan document. The plan will include no less than up to six (6) visits a calendar year. The plan document is available through the City's Human Resources Office.

B. From time to time, the City will change benefit providers due to administrative, service, economic or other reasons. Due to carrier policies and procedures and Department of Insurance requirements, there can be no guarantee that one policy will exactly mirror the preceding one. The City desires to provide a consistent benefit, and insofar as is possible benefits and language will be matched.

ARTICLE V. DEFERRED COMPENSATION

A. The City agrees to maintain a voluntary program of employee funded deferred compensation for regular full and part-time employees. The parties agree that it's at the City's sole discretion to select the deferred compensation plan and plan administrator(s).

B. Effective the first full pay period in January 2016, the City agrees to contribute two percent (2%) of the employee's base wages into the deferred compensation plan for employees who have completed five (5) continuous years of regular employment with the City of Roseville.

C. Effective the first full pay period in January 2017 or upon approval of the City Council, whichever is latest, the City agrees to contribute an additional one (1) percent of base salary for a total of three (3%) percent of base salary into the city sponsored deferred compensation plan for employees who have completed five (5) continuous years of regular employment with the City of Roseville.

CHAPTER 5. RETIREMENT

ARTICLE I. PUBLIC EMPLOYEES' RETIREMENT SYSTEM

A. The City agrees to provide and maintain membership in CalPERS for the benefit of eligible employees based on the following CalPERS contract provisions:

1. For CalPERS eligible employees hired prior to January 1, 2013 or for eligible employees hired after January 1, 2013 who qualify for pension reciprocity pursuant to Government Code Section 7522.02(c), the City agrees to continue its current Public Employees' Retirement System contract to provide a 3% at 50 retirement benefit for safety employees. The costs of this benefit will be included when calculating total compensation and the survey agencies used for the salary comparisons shall remain the same as listed in Appendix "B".

    a. Effective January 28, 2012, RFF – represented employees will pay nine percent (9%) of compensation earnable as the employers' portion of the employee annualized contribution to CalPERS.

    b. Effective the beginning of the first full pay period in January of 2018, CalPERS classic safety employees represented by RFF will pay nine (9%) of compensation earnable as the employee's portion of the contribution to CalPERS.

2. CalPERS eligible safety employees hired on or after January 1, 2013, who do not qualify for pension reciprocity pursuant to Government Code Section 7522.02(c), shall receive the retirement benefit formula of 2.7% at 57. As required by Government Code Section 7522.30, employees shall have an initial member pension contribution rate of 50% of the total normal cost rate.

3. For CalPERS eligible employees hired prior to January 1, 2013 or for eligible employees hired after January 1, 2013 who qualify for pension reciprocity pursuant to Government Code Section 7522.02(c), the City agrees to continue its current Public Employees' Retirement System contract to provide a 2.7% at 55 retirement benefit for miscellaneous retirement formula covered employees. The costs of this benefit will be included when calculating total compensation and the survey agencies used for the salary comparisons shall remain the same as listed in Appendix "B".

    a. Effective January 28, 2012, miscellaneous employees represented by RFF will pay 8% of compensation earnable as the employees' portion of CalPERS.

4. CalPERS eligible miscellaneous employees hired on or after January 1, 2013, who do not qualify for pension reciprocity pursuant to Government Code Section 7522.02(c), shall receive the retirement benefit formula of 2% at 62. As required by Government Code Section 7522.30, employees shall have an initial member pension contribution rate of 50% of the total normal cost rate.

B. The City agrees to maintain its current Public Employees' Retirement System contract which provides 100% of an employee's accumulated sick leave to be credited to years of service, in accordance with Section 20862.8 of the Public Employees' Retirement System contract options.

In addition to the above sick leave service credit, an employee may elect to receive a payoff of part or all of their accumulated sick leave in accordance with Personnel Rules Section 3.12.070(J) - Payment for Unused Sick Leave.

C. The City agrees to provide the 1959 Survivor Benefit highest level plan. Employee to contribute $2.00 per month and City to contribute $3.00 per month per employee.

D. The City agrees to continue the military buy-back PERS contract provision.

E. Any tax liability created by this form of compensation shall be the sole responsibility of each employee for that amount henceforth reimbursed by the City of the employee's normal contribution. Further, the City may include this form of compensation in future consideration of employee's total compensation.

F. For all employees hired before October 21, 2015, the City will provide a three percent (3%) annual cost of living allowance (COLA) increase to retirees. For employees hired on or after August 15, 2015 or as soon as administratively possible whichever date is later, the City will provide a two percent (2%) annual cost of living allowance (COLA) upon retirement from the City.

G. The City will continue the Section 21548 Pre-Retirement Optional Settlement 2 Death Benefit for safety employees.

CHAPTER 6. HOURS & SCHEDULES

ARTICLE I. HOURS OF SERVICE

A. The Fire Department shall work on the basis of twenty-four (24) hours on duty. This shall average a total of fifty-six (56) hours per week. A shift shall begin at seven o'clock (7:00) a.m., and shall end at seven o'clock (7:00) a.m., the following morning.

B. The City agrees to maintain a 48/96 work schedule. The schedule will consist of two (2) consecutive twenty-four (24) hour shifts on duty followed by ninety-six (96) hours off (i.e. - X X O O O O X X O O O O X X).

C. The City will maintain a twenty-four (24) hour day FLSA pay period to coincide with the 48/96 work schedule. Salaries will be paid bi-weekly.

D. The Force Hire rotation will be structured so that a shift will be up for Force Hire on the first and fourth day of the four (4) day. All represented 24-hour shift employees will be subject to the Force Hire rotation. When a Force Hire occurs the Forced employee may seek other qualified employees, including actors from current promotional lists, to cover all or part of the Force Hire. Engineer Paramedics can work down as a Firefighter Paramedic to prevent a Force Hire. The employee working out of class to cover the Force Hire will do so at their discretion and the hours worked will be counted to them as Force Hire hours.

Example:

Shift on duty:	**A**	**A**	B	B	C	C	**A**	**A**	B	B
Force List:	C	B	**A**	C	B	**A**	C	B	**A**	C

E. Effective January 1, 2017 or as soon as administratively possible, modify Operations shift schedule from ACB to ABC. Shift bidding will be conducted no less than forth-five (45) days prior to implementation. The shift bid will be across all shifts. Shift bidding will be based on seniority within rank.

ARTICLE II. DAYLIGHT/STANDARD TIME CHANGES

Employees subject to work shifts during periods of time changes to Daylight Savings or Standard Time shall be paid for the actual number of hours worked.

ARTICLE III. MODIFIED DUTY ASSIGNMENT

A. Modified duty assignments may occur when an employee, who has been injured on or off the job, or who has some other condition, has been medically released for limited work based on specific medical work restrictions. The Risk Management Division will administer this policy.

B. In the case of a non-work-related disability, the City will require the disabled employee to provide the department head with a written request for a modified duty assignment and the treating health care provider's statement of work restriction(s), or a status report specifying the employee's anticipated date of return to full duty.

In the case of a work-related disability, the City may require that an employee return to a modified duty assignment, should an assignment be available that meets the medical work restrictions imposed by the employee's treating health care provider .

C. The department head will determine whether there is a duty assignment available within the department that meets the work restrictions imposed by the treating health care provider . If such work is available, the department head will recommend approval of the assignment to the Human Resources Director. The Human Resources Director shall give input as to what constitutes reasonable accommodation for a modified duty assignment based on a case-by-case evaluation of such factors as the nature of the employee's work restriction(s), length of disability, and the mutual welfare of the employee and City operations.

D. After receiving the recommendation of the department head and approval of Risk Management, the Human Resources Director may authorize a modified duty assignment for an injured employee who is restricted in ability to perform the full range of normal job duties.

E. The department head will notify the employee in writing after receipt of the treating health care provider's statement of work restriction(s) and approval of the City Manager concerning whether or not a modified duty assignment can be accommodated.

F. If a modified duty assignment cannot be found within the employee's regularly assigned department, a request to locate an assignment outside of the employee's department may be made to the Human Resources Director.

G. Modified duty assignments will be approved in bi-weekly (5 shift) increments, which may be renewed depending on availability of work and the continued disability of the employee. The bi-weekly (5 shift) increment request is required regardless of the anticipated duration of modified duty.

H. Modified duty assignments are limited to ninety (90) days. Should an employee have a disability that requires accommodation beyond ninety (90) days, a new assignment must be located and approved by the Human Resources Director. The new assignment must involve job tasks/duties which are different from those performed in previous modified duty assignments. In no case will a modified duty assignment be continued once an employee has reached a permanent and stationary status.

I. Modified duty shall be limited to three (3) ninety (90) day assignments. Upon completion of the third modified duty assignment the employee shall be removed from work until released to return to full duty or deemed permanent and stationary. The employee may use any benefits available to them at that time.

J. When an employee is assigned a modified duty assignment, the employee shall be compensated for hours worked at the regular rate of base salary and benefits regardless of whether or not the employee performs work within the regular classified position or is assigned to the employee's regularly assigned department. If an employee is assigned to a modified duty assignment of less than full time, compensation for hours worked may be supplemented by either accrued sick leave or other available leave.

ARTICLE IV. LONG TERM VACANCIES

All vacancies are filled on a rank-for-rank basis in accordance with existing department Call Back Procedures. Effective July 01, 2014, when a vacancy becomes long term (greater than 30 days), the vacancy will become a "floating" vacancy. Floating vacancies are to be filled with NO preference given to unit or station assignment. NO "reset" of a floating vacancy will be applied if the vacancy is moved to a different unit or shift assignment.

ARTICLE V. MODIFIED DUTY

1. Employees who are on a24 hour shift schedule and who are placed in a modified duty assignment which is expected to last more than one (1) full pay period shall be assigned to a 40-hour work schedule the first day of the pay period following the modified duty assignment. All payroll calculations, to include leave balances, holidays and CTO shall be transitioned to a 40-hour work week calculation. Holiday leave usage will be applied per the 40-hour work week holiday schedule.

2. Employees who have returned to full duty status by a health care provider during the first week of a pay period will be transitioned from the 40-hour work week to a 24 hour shift schedule at the beginning of that pay period. Employees who have returned to full duty status by a health care provider during the second week of a pay period will be transitioned from the 40-hour work week to a 24 hour shift schedule at the beginning of the following pay period. All payroll calculations, including leave balances, holidays and CTO shall be transitioned back to a 24 hour shift schedule.

CHAPTER 7. MISCELLANEOUS ISSUES

ARTICLE I. NON-DISCRIMINATION

The Union hereby certifies that it has no restrictions on membership based on race, color, creed, sex, national origin or political affiliation or any other status or basis prohibited by law.

ARTICLE II. UNFAIR LABOR PRACTICES

The parties hereto recognize the following as an unfair labor practice which violates the meet and confer process:

A. Discussion between employees and individual members of the City Council on matters or issues which are the subject of negotiations between employee representatives and representatives of the City Council.

B. Discussion between City Personnel Relations Committee members and individual members of the Union of matters or issues which are the subject of negotiations between City Personnel Relations Committee members and representatives of Local 1592, I.A.F.F.

ARTICLE III. SENIORITY

A. Employees shall be placed on the seniority list in accordance with the date they were first placed on the payroll of the Roseville Fire Department as full-time employees. 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 Roseville Firefighter eligibility list.

B. Placement on the seniority list shall not be affected by leaves of absence duly granted for medical reasons where such medical disability was incurred in the course and scope of the employee's official duties.

C. A correct copy of the seniority list as of January 1 of each year shall be provided to the Union in March of each year, and a currently correct copy made available for inspection at reasonable times to employees upon request.

ARTICLE IV. UNION ACTIVITIES

A. The Union may place one bulletin board in each fire station for the purpose of communicating normal and usual Union business to the membership.

1. Specific placement of such boards within a station shall be subject to the approval of the Fire Chief.

a. The officially designated Union representative in each station shall be responsible for maintaining such board.

b. The Fire Chief reserves the right to prohibit the posting and order the removal of, material that the Chief reasonably concludes will be disruptive of the operation of the Fire Department.

c. Claims of arbitrariness on the part of the Fire Chief in this regard shall fall under the grievance procedure hereinafter provided.

d. The Union will keep the Fire Chief notified in writing of the names of its designated representatives in each station.

2. The Union may use the Training Room at the Fire Training Facility (Hilltop) for a meeting place for its membership once a month or for any special meetings necessary for completing Union business.

These membership meetings will be held after the normal work day.

B. Members of the Employee Affairs Committee shall be granted leave from duty with full benefits for the purpose of negotiating terms of an agreement when such meetings take place at a time during which such members are scheduled to be on duty. The Fire Chief shall make the final determination as to manpower availability.

C. Members of the Employee Affairs Committee shall be granted leave from duty with full benefits for all meetings and hearings between the City and the Union for the purpose of resolving a grievance when such meetings or hearings take place at a time during which such member is scheduled to be on duty.

D. The City and RFF agree to the establishment of an RFF Time Bank for use by employees for the sole purpose of performing or conducting association business subject to the following conditions:

1. RFF members may donate only vacation or compensation time off (CTO) hours from an association member's accrued leave balance for such hours. Such donation shall be voluntary, non-revocable and not returnable to the employee. Donations will be allowed only during the first pay period in February of each year.

2. The maximum number of hours any member shall donate is eight (8) hours per year. Any remaining unused hours in the time bank on December 31st shall be carried over into the next calendar year. The maximum number of hours that can be accrued is not to exceed eight (8) hours per represented employee per year.

3. Time bank hours shall not be used without prior approval of RFF representatives. All time submitted to payroll for reimbursement from the bank must have RFF and department approval. RFF will be responsible for circulating and collecting donation forms and submitting these forms to the Human Resources Department. The Human Resources and Finance Departments will be responsible for processing the appropriate donation forms and any payment(s).

4. RFF members assume any tax liability for being assessed vacation or CTO hours and/or using Time Bank hours. Hours donated to association members shall not be considered time worked for overtime, retirement, or any other benefit purpose. However, any donated hours will be subject to applicable state and federal payroll taxes.

ARTICLE V. 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 area of working conditions from any employee or the Union; and the employees and the Union agree that they will forward 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 fire fighting and fire safety and prevention activities.

C. To the extent reasonably ascertainable by the City, fire fighting 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.

ARTICLE VI. PAYROLL DEDUCTIONS

A. In addition to continuing existing payroll deductions to which the City now is or shall hereafter be a contracting party, the City agrees to continue existing payroll deductions for members of the Union for:

1. The normal and regular monthly Union membership dues which may include premiums for plans sponsored by the Union and open to all members.

2. Charitable contributions, group health insurance and direct deposit, provided employees request and authorize such deduction or deductions to be made from their paychecks.

B. All the above payroll deductions shall be subject to the following conditions:

1. Such deductions shall be made only upon submission to the City's Human Resources Director of the said authorization form duly completed and executed by the employee and the Union.

2. Any changes, additions and/or deletions of any payroll deduction or deductions for employees shall be made only upon submission to the City's Human Resources Director on or before the fifteenth (15th) day of the month preceding the month for which such changes, additions and/or deletions are to be executed on the form or forms designated by the City and duly completed by the Secretary-Treasurer of the Union or designated agent.

ARTICLE VII. CAUSES FOR DISCIPLINE (Refer to Section 3.16.020, Personnel Rules)

The discipline of City of Roseville employees, including Roseville Firefighters (RFF) members, may be by written reprimand, suspension, demotion, discharge, transfer for purposes of corrective measures or other actions not inconsistent with the provisions of the City Charter, and is governed by Article VIII of the City Charter, Section 8.04 Personnel Rules, Subsection (i), and Roseville Municipal Code Chapter 3.16 and applicable law including Government Code Section 3250 et. seq.

Roseville Municipal Code Section 3.16.020 provides details regarding the Causes for Discipline and Section 3.16.030 outlines the Types of Discipline available. Should the performance of an RFF member warrant some form of discipline, the type and imposition of discipline will be governed by the Roseville Municipal Code and applicable law including Government Code Section 3250 et. seq.

ARTICLE IX. NO STRIKE (CONCERTED ACTION)

Union agrees that for the term of this Agreement, the Union and its members shall not call or engage in any strike, slowdown, suspension or stoppage of work activity, or sanction any such conduct by unit employees, and the City agrees that it shall not cause or engage in any lockout.

ARTICLE X. MINIMUM SCORES AND COMPUTATIONS

Refer to Municipal Code Section 3.05.070 for selection process applicant scoring.

ARTICLE XI. CERTIFICATION OF ELIGIBLES AND APPOINTMENTS

Refer to Municipal Code Section 3.050.110 (B) and 3.06.030 Appointments.

ARTICLE XII. HEALTH MAINTENANCE PHYSICALS

When, in the opinion of the City Manager, Human Resources Director, or department head, it would be in the best interest of the City or a specific function of City service to evaluate the medical or psychological condition of any candidate or employee, the Human Resources Director may schedule such employee(s) for an examination with a physician, or other appropriate licensed health professional, selected by the City and at City expense. The results of such examination shall be available to the Human Resources Director, City Manager, and the department head as may be appropriate in the same manner as new employee examinations. Each employee is independently responsible for compliance with the advice and suggestions made by the physician/licensed health professional as a result of such examination. All non-industrial care, treatment, or other requirements recommended by the physician/licensed health professional shall be at the expense of the employee. The City shall receive from the City-selected physician/licensed health professional a notice of examination completion, whether or not further treatment or specialized diagnosis is required, and a certification that the employee is able to continue job performance. In the event an employee is certified by the City physician/licensed health professional as unable to continue performance of the duties assigned to the position, that employee shall not return to the active service until such time as the employee is determined by the City physician/licensed health professional to be permanently able to continue job performance.

ARTICLE XIII. TOWELS/LINENS

The City agrees to provide towels, sheets, linens and pillow cases (linens) at each fire station. Employees will be responsible for washing and drying linens in conjunction with other station housekeeping duties.

ARTICLE XIV. STATION ASSIGNMENTS

The City agrees to maintain a Standard Procedure Manual Policy regarding a method by which employees may express their preference for station assignments.

ARTICLE XV. NO SMOKING

Employees hired on/after January 1, 2004 must be tobacco free and cannot use tobacco products on or off duty.

ARTICLE XVI. ALCOHOL AND DRUG POLICY

City and Union agree to continue to enforce the current Alcohol and Drug Abuse Policy.

In addition to the above-mentioned policy, all employees will be required to notify the City in writing of any criminal drug statute conviction for a violation occurring in the workplace not later than five (5) calendar days after such conviction.

ARTICLE XVII. REMOTE EMAIL ACCESS

Employees will be allowed to enter into a remote email access agreement with the City of Roseville as described in the Administrative Regulations. Employees understand that this voluntary policy is being adopted for their convenience and no compensation will be provided as a result of incidental access to the City's email system.

ARTICLE XVIII. TEMPORARY LAYOFF/FURLOUGH

A. Temporary layoff under this section is defined as the City's temporary reduction or abolition of an employee's allocated position. Temporary layoffs shall not exceed twelve (12) working days per a twelve (12) month notice period. The reduction in employee salary will be equalized over the twelve (12) month period following the first day of furlough.

B. The City Manager may exempt employees from one (1) or more furlough days based on the operating needs of the City.

C. Employees may request specific furlough days off in eight (8) hour increments, subject to management approval.

D. There shall be no reduction in the City's contribution to retirement, health, dental, vision, life, and LTD as a result of employees being furloughed.

E. Furlough days shall be counted as time worked for purposes of retirement credits.

F. Accrued furlough leave shall have no cash value.

NOTICE OF TEMPORARY LAYOFF/FURLOUGH

The Human Resources Director shall provide written notice to each department classified employee affected by a temporary layoff (furlough) at least fifteen (15) calendar days prior to the effective date of the action. Notice shall be personally delivered to the employee, or sent by U.S. first class mail to the employee's last known address. The notice will state the duration of the temporary layoff. An employee may respond to the notice but shall not have a right to appeal such action.

BUMPING

Employees who are subject to a temporary layoff are not eligible to exercise bumping rights under this chapter.

ARTICLE XIX, EDUCATIONAL REIMBURSEMENT

Effective the first full pay period in January 2017, employees may be reimbursed for the tuition and fees connected with approved job related educational courses not to exceed $500 per year for Firefighter/Paramedic I/II, $400 per year for Fire Engineer and $300 per year for Fire Captain. The cost of books is not covered in this Agreement. The employee will submit the request for reimbursement to the Training Battalion Chief, who will accept or reject the request. The request must be made before the class has been completed. The request will then be forwarded with the Fire Chief's recommendation to the Human Resources Department, who will make the final decision to accept or reject the request. No payment will be made until the final proof of a passing grade is submitted to the Human Resources Department. The City has established a $6,000 educational reimbursement fund to be administered by the Human Resources Department. Once the fund balance is depleted, no further reimbursements will be approved.

The terms and conditions of this Memorandum of Understanding are executed this day of 5th of January 2017 by the Employer-Employee representatives whose signatures appear below on behalf of their respective organizations.

CITY OF ROSEVILLE:

ROB JENSEN
City Manager

TIM DAVIS
Chief Negotiator

BRIAN DIEMER
Member, Negotiating Team

JONATHAN LEVY
Member, Negotiating Team

SAMANTHA PROCIDA
Member, Negotiating Team

ROSEVILLE FIREFIGHTERS:

JAMIE PEPIN
President

JASON JASMINE
Chief Negotiator

ROB ARNETT
Member, Negotiating Team

MARK PAGE
Member, Negotiating Team

SCOTT PEPPER
Member, Negotiating Team

ERIC SANCHEZ
Member, Negotiating Team

APPENDIX "A"

ROSEVILLE FIREFIGHTERS CLASSES

3375 FIRE & ENVIR SAFETY INSPEC I
3377 FIRE & ENVIR SAFETY INSPEC II
3320 FIRE CAPTAIN
3340 FIRE ENGINEER
3382 FIRE INSPECTION SUPERVISOR
3380 FIRE INSPECTOR I
3385 FIRE INSPECTOR II
3350 FIREFIGHTER-EMT I
3353 FIREFIGHTER-PARAMEDIC I
3355 FIREFIGHTER-PARAMEDIC II
3454 HAZARDOUS MATERIALS INSPECTOR

APPENDIX "B"

SURVEY AGENCIES

City of Sacramento
Davis
Fairfield
Folsom
Lodi
Redding
Sacramento Metropolitan Fire Protection District
South Placer Fire Protection District
Vacaville
City of West Sacramento

ORDINANCE NO. 5777

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING ORDINANCE NO. 5634, THE SALARY ORDINANCE FOR EMPLOYEES REPRESENTED BY ROSEVILLE FIREFIGHTERS, LOCAL 1592, AS AMENDED BY APPENDIX "A" TO BE EFFECTIVE JANUARY 7, 2017, AS AN URGENCY MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. Title and Purpose.

Ordinance No. 5634, the Salary Ordinance for Roseville Firefighters, Local 1592, Salary Schedule A, is hereby amended as shown on Appendix "A" attached hereto.

SECTION 2. Classification Salary Plan.

Salary Schedule A, as to the classifications for the Employees represented by the Roseville Firefighters, Local 1592, as shown by the attached Appendix "A", incorporated herein by this reference, is hereby adopted.

SECTION 3. Salary Plan Effective Date.

A Classification Salary Plan adopted by this Ordinance shall be effective January 7, 2017, as an urgency measure.

SECTION 4. Urgency Ordinance.

This ordinance is hereby declared to be an urgency measure, immediately necessary for the public peace, health and safety and shall take effect January 7, 2017. A statement of urgency is as follows:

It is necessary to amend the Salary Ordinance and the Classification Salary Plan thereof to comply with recently approved changes for the orderly and necessary continuance of operations of the City.

SECTION 5. Posting.

The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the Ordinance Book under the record of the ordinance a certificate under her hand stating the time and place of said publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20___, by the following vote on roll call:

AYES COUNCILMEMBERS:
NOES COUNCILMEMBERS:
ABSENT COUNCILMEMBERS:

_____
MAYOR

ATTEST:

_____

City Clerk

Appendix: A

Percentage: 1.020

CITY OF ROSEVILLE
SALARY SCHEDULE - A

Effective Date: 01/07/2017

RFF ROSEVILLE FIREFIGHTERS

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
3375	FIRE & ENVIR SAFETY INSPEC I					
		STEP A	29.9324	2,394.59	5,188.28	62,259.39
		STEP B	31.4293	2,514.34	5,447.74	65,372.94
		STEP C	33.0006	2,640.04	5,720.10	68,641.24
		STEP D	34.6507	2,772.05	6,006.12	72,073.45
		STEP E	36.3831	2,910.64	6,306.40	75,676.84
		STEP F	38.2024	3,056.19	6,621.74	79,460.99
		STEP G	40.1124	3,208.99	6,952.81	83,433.79
		STEP H	42.1181	3,369.44	7,300.47	87,605.64
3377	FIRE & ENVIR SAFETY INSPEC II					
		STEP A	32.9255	2,634.04	5,707.08	68,485.04
		STEP B	34.5719	2,765.75	5,992.46	71,909.55
		STEP C	36.3006	2,904.04	6,292.10	75,505.24
		STEP D	38.1156	3,049.24	6,606.70	79,280.44
		STEP E	40.0212	3,201.69	6,937.00	83,244.09
		STEP F	42.0222	3,361.77	7,283.84	87,406.17
		STEP G	44.1233	3,529.86	7,648.03	91,776.46
		STEP H	46.3299	3,706.39	8,030.51	96,366.19
3320	FIRE CAPTAIN					
		STEP A	27.3373	3,061.78	6,633.85	79,606.29
		STEP B	28.7042	3,214.87	6,965.55	83,586.71
		STEP C	30.1394	3,375.62	7,313.84	87,766.13
		STEP D	31.6464	3,544.39	7,679.53	92,154.36
		STEP E	33.2289	3,721.64	8,063.55	96,762.69
		STEP F	34.8902	3,907.70	8,466.69	101,600.32
		STEP G	36.6347	4,103.08	8,890.02	106,680.32
		STEP H	38.4665	4,308.25	9,334.54	112,014.58
3340	FIRE ENGINEER					
		STEP A	23.5182	2,634.04	5,707.09	68,485.12
		STEP B	24.6942	2,765.75	5,992.45	71,909.51
		STEP C	25.9289	2,904.03	6,292.08	75,504.98
		STEP D	27.2253	3,049.23	6,606.68	79,280.16
		STEP E	28.5866	3,201.70	6,937.02	83,244.24
		STEP F	30.0158	3,361.77	7,283.84	87,406.14
		STEP G	31.5166	3,529.86	7,648.04	91,776.55
		STEP H	33.0927	3,706.39	8,030.51	96,366.16

Appendix: A

Percentage: 1.020

CITY OF ROSEVILLE
SALARY SCHEDULE - A

Effective Date: 01/07/2017

RFF ROSEVILLE FIREFIGHTERS

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
3382	FIRE INSPECTION SUPERVISOR					
		STEP A	38.2723	3,061.78	6,633.86	79,606.38
		STEP B	40.1859	3,214.87	6,965.55	83,586.67
		STEP C	42.1954	3,375.63	7,313.86	87,766.43
		STEP D	44.3049	3,544.39	7,679.51	92,154.19
		STEP E	46.5204	3,721.63	8,063.53	96,762.43
		STEP F	48.8462	3,907.69	8,466.67	101,600.09
		STEP G	51.2887	4,103.09	8,890.04	106,680.49
		STEP H	53.8532	4,308.25	9,334.55	112,014.65
3380	FIRE INSPECTOR I					
		STEP A	29.9324	2,394.59	5,188.28	62,259.39
		STEP B	31.4293	2,514.34	5,447.74	65,372.94
		STEP C	33.0006	2,640.04	5,720.10	68,641.24
		STEP D	34.6507	2,772.05	6,006.12	72,073.45
		STEP E	36.3831	2,910.64	6,306.40	75,676.84
		STEP F	38.2024	3,056.19	6,621.74	79,460.99
		STEP G	40.1124	3,208.99	6,952.81	83,433.79
		STEP H	42.1181	3,369.44	7,300.47	87,605.64
3385	FIRE INSPECTOR II					
		STEP A	32.9255	2,634.04	5,707.08	68,485.04
		STEP B	34.5719	2,765.75	5,992.46	71,909.55
		STEP C	36.3006	2,904.04	6,292.10	75,505.24
		STEP D	38.1156	3,049.24	6,606.70	79,280.44
		STEP E	40.0212	3,201.69	6,937.00	83,244.09
		STEP F	42.0222	3,361.77	7,283.84	87,406.17
		STEP G	44.1233	3,529.86	7,648.03	91,776.46
		STEP H	46.3299	3,706.39	8,030.51	96,366.19
3353	FIREFIGHTER PARAMEDIC I					
		STEP A	23.5182	1,881.45	4,076.48	48,917.85
		STEP B	24.6942	1,975.53	4,280.32	51,363.93
		STEP C	25.9289	2,074.31	4,494.34	53,932.11
		STEP D	27.2253	2,178.02	4,719.05	56,628.62
		STEP E	28.5866	2,286.92	4,955.01	59,460.12
		STEP F	30.0158	2,401.26	5,202.73	62,432.86
		STEP G	31.5167	2,521.33	5,462.89	65,554.73
		STEP H	33.0928	2,647.42	5,736.08	68,833.02

Appendix: A

Percentage: 1.020

CITY OF ROSEVILLE
SALARY SCHEDULE - A

Effective Date: 01/07/2017

RFF ROSEVILLE FIREFIGHTERS

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
3355	FIREFIGHTER PARAMEDIC II					
		STEP A	23.5182	2,634.04	5,707.09	68,485.12
		STEP B	24.6942	2,765.75	5,992.45	71,909.51
		STEP C	25.9289	2,904.03	6,292.08	75,504.98
		STEP D	27.2253	3,049.23	6,606.68	79,280.16
		STEP E	28.5866	3,201.70	6,937.02	83,244.24
		STEP F	30.0158	3,361.77	7,283.84	87,406.14
		STEP G	31.5166	3,529.86	7,648.04	91,776.55
		STEP H	33.0927	3,706.39	8,030.51	96,366.16
3350	FIREFIGHTER-EMT I					
		STEP A	21.1040	2,363.64	5,121.23	61,454.85
		STEP B	22.1592	2,481.84	5,377.32	64,527.86
		STEP C	23.2672	2,605.92	5,646.17	67,754.14
		STEP D	24.4306	2,736.23	5,928.50	71,142.00
		STEP E	25.6523	2,873.06	6,224.97	74,699.75
		STEP F	26.9347	3,016.68	6,536.16	78,433.93
		STEP G	28.2817	3,167.55	6,863.03	82,356.43
		STEP H	29.6957	3,325.92	7,206.17	86,474.08
3454	HAZARDOUS MATERIALS INSPECTOR					
		STEP A	38.2725	3,061.80	6,633.90	79,606.80
		STEP B	40.1862	3,214.89	6,965.60	83,587.29
		STEP C	42.1956	3,375.64	7,313.90	87,766.84
		STEP D	44.3051	3,544.40	7,679.55	92,154.60
		STEP E	46.5206	3,721.64	8,063.57	96,762.84
		STEP F	48.8464	3,907.71	8,466.70	101,600.51
		STEP G	51.2864	4,102.91	8,889.64	106,675.71
		STEP H	53.8533	4,308.26	9,334.57	112,014.86

ORDINANCE NO. 5778

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING ORDINANCE NO. 5634, THE SALARY ORDINANCE FOR EMPLOYEES REPRESENTED BY ROSEVILLE FIREFIGHTERS, LOCAL 1592, AS AMENDED BY APPENDIX "A" TO BE EFFECTIVE JANUARY 7, 2017, AS AN URGENCY MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. Title and Purpose.

Ordinance No. 5634, the Salary Ordinance for Roseville Firefighters, Local 1592, Salary Schedule B, is hereby amended as shown on Appendix "A" attached hereto:

ADDITION OF CLASSIFICATION

Classification No.	Position Title	Salary Range
B150	Fire & Environmental Safety Inspector I	3723
B151	Fire & Environmental Safety Inspector II	4095
B152	Fire Captain	3156
B153	Fire Engineer	2925
B154	Fire Inspection Supervisor	4419
B155	Fire Inspector I	3723
B156	Fire Inspector II	4095
B157	Firefighter Paramedic I	2925
B158	Firefighter Paramedic II	2925
B159	Firefighter-EMT I	2625
B160	Hazardous Materials Inspector	4419

SECTION 2. Classification Salary Plan.

Salary Schedule B, as to the classifications for the Employees represented by the Roseville Firefighters, Local 1592, as shown by the attached Appendix "A", incorporated herein by this reference, is hereby adopted.

SECTION 3. Salary Plan Effective Date.

A Classification Salary Plan adopted by this Ordinance shall be effective January 7, 2017, as an urgency measure.

SECTION 4. Urgency Ordinance.

This ordinance is hereby declared to be an urgency measure, immediately necessary for the public peace, health and safety and shall take effect January 7, 2017. A statement of urgency is as follows:

It is necessary to amend the Salary Ordinance and the Classification Salary Plan thereof to comply with recently approved changes for the orderly and necessary continuance of operations of the City.

SECTION 5. Posting.

The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the Ordinance Book under the record of the ordinance a certificate under her hand stating the time and place of said publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20___, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

_____
MAYOR

ATTEST:

_____
City Clerk

CITY OF ROSEVILLE **Appendix A**

SALARY SCHEDULE - B

Effective Date: 01/07/2017

RFF-B ROSEVILLE FIREFIGHTERS - B

Job Code	Title	Step	Hourly	Bi-Weekly	Monthly	Annual
B150	FIRE & ENVIRONMENTAL SAFETY INSPECTOR I					
		Step A	26.3498	2107.99	4567.30	54807.62
		Step B	27.0086	2160.68	4681.48	56177.81
		Step C	27.6838	2214.70	4798.52	57582.25
		Step D	28.3759	2270.07	4918.48	59021.81
		Step E	29.0853	2326.82	5041.45	60497.35
		Step F	29.8124	2384.99	5167.48	62009.79
		Step G	30.5577	2444.62	5296.67	63560.03
		Step H	31.3217	2505.73	5429.09	65149.03
		Step I	32.1047	2568.38	5564.81	66777.76
		Step J	32.9073	2632.58	5703.93	68447.20
		Step K	33.7300	2698.40	5846.53	70158.38
		Step L	34.5732	2765.86	5992.70	71912.34
		Step M	35.4376	2835.01	6142.51	73710.15
		Step N	36.3235	2905.88	6296.08	75552.91
		Step O	37.2316	2978.53	6453.48	77441.73
B151	FIRE & ENVIRONMENTAL SAFETY INSPECTOR II					
		Step A	28.9848	2318.78	5024.02	60288.29
		Step B	29.7094	2376.75	5149.62	61795.50
		Step C	30.4521	2436.17	5278.37	63340.39
		Step D	31.2134	2497.07	5410.32	64923.89
		Step E	31.9937	2559.50	5545.58	66546.99
		Step F	32.7936	2623.49	5684.22	68210.67
		Step G	33.6134	2689.07	5826.33	69915.93
		Step H	34.4538	2756.30	5971.99	71663.83
		Step I	35.3151	2825.21	6121.29	73455.43
		Step J	36.1980	2895.84	6274.32	75291.81
		Step K	37.1029	2968.23	6431.18	77174.11
		Step L	38.0305	3042.44	6591.96	79103.46
		Step M	38.9813	3118.50	6756.75	81081.05
		Step N	39.9558	3196.46	6925.67	83108.07
		Step O	40.9547	3276.38	7098.81	85185.78

CITY OF ROSEVILLE **Appendix A**

SALARY SCHEDULE - B

Effective Date: 01/07/2017

RFF-B ROSEVILLE FIREFIGHTERS - B

Job Code	Title	Step	Hourly	Bi-Weekly	Monthly	Annual
B152	FIRE CAPTAIN					
		Step A	22.3420	2502.31	5421.67	65059.98
		Step B	22.9006	2564.86	5557.21	66686.48
		Step C	23.4731	2628.99	5696.14	68353.65
		Step D	24.0599	2694.71	5838.54	70062.49
		Step E	24.6614	2762.08	5984.50	71814.05
		Step F	25.2780	2831.13	6134.12	73609.40
		Step G	25.9099	2901.91	6287.47	75449.64
		Step H	26.5576	2974.46	6444.66	77335.88
		Step I	27.2216	3048.82	6605.77	79269.27
		Step J	27.9021	3125.04	6770.92	81251.01
		Step K	28.5997	3203.16	6940.19	83282.28
		Step L	29.3147	3283.24	7113.69	85364.34
		Step M	30.0475	3365.32	7291.54	87498.45
		Step N	30.7987	3449.46	7473.83	89685.91
		Step O	31.5687	3535.69	7660.67	91928.05
B153	FIRE ENGINEER					
		Step A	20.7034	2318.78	5024.03	60288.38
		Step B	21.2210	2376.75	5149.63	61795.59
		Step C	21.7515	2436.17	5278.37	63340.48
		Step D	22.2953	2497.08	5410.33	64923.99
		Step E	22.8527	2559.50	5545.59	66547.09
		Step F	23.4240	2623.49	5684.23	68210.77
		Step G	24.0096	2689.08	5826.34	69916.04
		Step H	24.6099	2756.31	5971.99	71663.94
		Step I	25.2251	2825.21	6121.29	73455.54
		Step J	25.8557	2895.84	6274.33	75291.92
		Step K	26.5021	2968.24	6431.19	77174.22
		Step L	27.1647	3042.45	6591.96	79103.58
		Step M	27.8438	3118.51	6756.76	81081.17
		Step N	28.5399	3196.47	6925.68	83108.20
		Step O	29.2534	3276.38	7098.83	85185.90

CITY OF ROSEVILLE **Appendix A**

SALARY SCHEDULE - B

Effective Date: 01/07/2017

RFF-B ROSEVILLE FIREFIGHTERS - B

Job Code	Title	Step	Hourly	Bi-Weekly	Monthly	Annual
B154	FIRE INSPECTION SUPERVISOR					
		Step A	31.2789	2502.31	5421.68	65060.16
		Step B	32.0609	2564.87	5557.22	66686.66
		Step C	32.8624	2628.99	5696.15	68353.83
		Step D	33.6840	2694.72	5838.56	70062.68
		Step E	34.5261	2762.09	5984.52	71814.24
		Step F	35.3892	2831.14	6134.13	73609.60
		Step G	36.2740	2901.92	6287.49	75449.84
		Step H	37.1808	2974.46	6444.67	77336.09
		Step I	38.1103	3048.83	6605.79	79269.49
		Step J	39.0631	3125.05	6770.94	81251.23
		Step K	40.0397	3203.17	6940.21	83282.51
		Step L	41.0407	3283.25	7113.71	85364.57
		Step M	42.0667	3365.33	7291.56	87498.68
		Step N	43.1183	3449.47	7473.85	89686.15
		Step O	44.1963	3535.70	7660.69	91928.30
B155	FIRE INSPECTOR I					
		Step A	26.3498	2107.99	4567.30	54807.62
		Step B	27.0086	2160.68	4681.48	56177.81
		Step C	27.6838	2214.70	4798.52	57582.25
		Step D	28.3759	2270.07	4918.48	59021.81
		Step E	29.0853	2326.82	5041.45	60497.35
		Step F	29.8124	2384.99	5167.48	62009.79
		Step G	30.5577	2444.62	5296.67	63560.03
		Step H	31.3217	2505.73	5429.09	65149.03
		Step I	32.1047	2568.38	5564.81	66777.76
		Step J	32.9073	2632.58	5703.93	68447.20
		Step K	33.7300	2698.40	5846.53	70158.38
		Step L	34.5732	2765.86	5992.70	71912.34
		Step M	35.4376	2835.01	6142.51	73710.15
		Step N	36.3235	2905.88	6296.08	75552.91
		Step O	37.2316	2978.53	6453.48	77441.73

CITY OF ROSEVILLE **Appendix A**

SALARY SCHEDULE - B

Effective Date: 01/07/2017

RFF-B ROSEVILLE FIREFIGHTERS - B

Job Code	Title	Step	Hourly	Bi-Weekly	Monthly	Annual
B156	FIRE INSPECTOR II					
		Step A	28.9848	2318.78	5024.02	60288.29
		Step B	29.7094	2376.75	5149.62	61795.50
		Step C	30.4521	2436.17	5278.37	63340.39
		Step D	31.2134	2497.07	5410.32	64923.89
		Step E	31.9937	2559.50	5545.58	66546.99
		Step F	32.7936	2623.49	5684.22	68210.67
		Step G	33.6134	2689.07	5826.33	69915.93
		Step H	34.4538	2756.30	5971.99	71663.83
		Step I	35.3151	2825.21	6121.29	73455.43
		Step J	36.1980	2895.84	6274.32	75291.81
		Step K	37.1029	2968.23	6431.18	77174.11
		Step L	38.0305	3042.44	6591.96	79103.46
		Step M	38.9813	3118.50	6756.75	81081.05
		Step N	39.9558	3196.46	6925.67	83108.07
		Step O	40.9547	3276.38	7098.81	85185.78
B157	FIREFIGHTER PARAMEDIC I					
		Step A	20.7034	2318.78	5024.03	60288.38
		Step B	21.2210	2376.75	5149.63	61795.59
		Step C	21.7515	2436.17	5278.37	63340.48
		Step D	22.2953	2497.08	5410.33	64923.99
		Step E	22.8527	2559.50	5545.59	66547.09
		Step F	23.4240	2623.49	5684.23	68210.77
		Step G	24.0096	2689.08	5826.34	69916.04
		Step H	24.6099	2756.31	5971.99	71663.94
		Step I	25.2251	2825.21	6121.29	73455.54
		Step J	25.8557	2895.84	6274.33	75291.92
		Step K	26.5021	2968.24	6431.19	77174.22
		Step L	27.1647	3042.45	6591.96	79103.58
		Step M	27.8438	3118.51	6756.76	81081.17
		Step N	28.5399	3196.47	6925.68	83108.20
		Step O	29.2534	3276.38	7098.83	85185.90

CITY OF ROSEVILLE **Appendix A**

SALARY SCHEDULE - B

Effective Date: 01/07/2017

RFF-B ROSEVILLE FIREFIGHTERS - B

Job Code	Title	Step	Hourly	Bi-Weekly	Monthly	Annual
B158	FIREFIGHTER PARAMEDIC II					
		Step A	20.7034	2318.78	5024.03	60288.38
		Step B	21.2210	2376.75	5149.63	61795.59
		Step C	21.7515	2436.17	5278.37	63340.48
		Step D	22.2953	2497.08	5410.33	64923.99
		Step E	22.8527	2559.50	5545.59	66547.09
		Step F	23.4240	2623.49	5684.23	68210.77
		Step G	24.0096	2689.08	5826.34	69916.04
		Step H	24.6099	2756.31	5971.99	71663.94
		Step I	25.2251	2825.21	6121.29	73455.54
		Step J	25.8557	2895.84	6274.33	75291.92
		Step K	26.5021	2968.24	6431.19	77174.22
		Step L	27.1647	3042.45	6591.96	79103.58
		Step M	27.8438	3118.51	6756.76	81081.17
		Step N	28.5399	3196.47	6925.68	83108.20
		Step O	29.2534	3276.38	7098.83	85185.90
B159	FIREFIGHTER-EMT I					
		Step A	18.5782	2080.76	4508.31	54099.70
		Step B	19.0426	2132.78	4621.02	55452.19
		Step C	19.5187	2186.10	4736.54	56838.49
		Step D	20.0067	2240.75	4854.95	58259.46
		Step E	20.5068	2296.77	4976.33	59715.94
		Step F	21.0195	2354.19	5100.74	61208.84
		Step G	21.5450	2413.04	5228.26	62739.06
		Step H	22.0836	2473.37	5358.96	64307.54
		Step I	22.6357	2535.20	5492.94	65915.23
		Step J	23.2016	2598.58	5630.26	67563.11
		Step K	23.7817	2663.55	5771.02	69252.19
		Step L	24.3762	2730.13	5915.29	70983.49
		Step M	24.9856	2798.39	6063.17	72758.08
		Step N	25.6102	2868.35	6214.75	74577.03
		Step O	26.2505	2940.06	6370.12	76441.46

CITY OF ROSEVILLE **Appendix A**

SALARY SCHEDULE - B

Effective Date: 01/07/2017

RFF-B ROSEVILLE FIREFIGHTERS - B

Job Code	Title	Step	Hourly	Bi-Weekly	Monthly	Annual
B160	HAZARDOUS MATERIALS INSPECTOR					
		Step A	31.2790	2502.32	5421.69	65060.31
		Step B	32.0610	2564.88	5557.23	66686.82
		Step C	32.8625	2629.00	5696.17	68353.99
		Step D	33.6841	2694.72	5838.57	70062.84
		Step E	34.5262	2762.09	5984.53	71814.41
		Step F	35.3893	2831.14	6134.15	73609.77
		Step G	36.2740	2901.92	6287.50	75450.01
		Step H	37.1809	2974.47	6444.69	77336.26
		Step I	38.1104	3048.83	6605.81	79269.67
		Step J	39.0632	3125.05	6770.95	81251.41
		Step K	40.0398	3203.18	6940.22	83282.69
		Step L	41.0408	3283.26	7113.73	85364.76
		Step M	42.0668	3365.34	7291.57	87498.88
		Step N	43.1184	3449.48	7473.86	89686.35
		Step O	44.1964	3535.71	7660.71	91928.51