

CFPD-2014-2

RESOLUTION NO. ___ OF THE BOARD OF DIRECTORS
OF THE
SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT
ADOPTING SALARY AND BENEFIT PACKAGE
FOR MANAGEMENT, CONFIDENTIAL, AND CIVILIAN ADMINISTRATIVE
EMPLOYEES

Adopted: 02/25/2014

WHEREAS, the Board of Directors of the Santa Clara County Central Fire Protection District (District) approved a successor labor agreement with IAFF, Local 1165 to be effective from February 3, 2014 through November 5, 2017; and

WHEREAS, the Fire District's non-represented management, confidential and civilian administrative employees have historically received similar wage and benefit adjustments to those provided to the members of IAFF, Local 1165; and

WHEREAS, the benefit package provided to management, confidential and civilian administrative employees has been modified to reflect the benefit changes provided to IAFF, Local 1165; and is, for purposes of greater transparency and accountability, being presented for approval by the Board of Directors;

THEREFORE, BE IT RESOLVED that the salaries for all non-represented management, confidential and civilian administrative employee positions shall be increased by 4% effective February 3, 2014 (Pay Period 14/04). The positions covered by this Resolution with the new salary ranges effective February 3, 2014 are as follows;

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE SUPPORT OFFICER I	33.1671	34.8254	36.5667	38.3950	40.3148
ADMINISTRATIVE SUPPORT OFFICER II	39.8005	41.7905	43.8800	46.0740	48.3777
ADMINISTRATIVE SUPPORT OFFICER III	45.7707	48.0592	50.4622	52.9853	55.6346
ASSISTANT COUNTY FIRE MARSHAL	65.7424	69.0295	72.4809	76.1050	79.9102
ASSITANT FIRE CHIEF	87.6505	92.0330	96.6346	101.4664	106.5397
BATTALION CHIEF (40-HOUR)	71.0448	74.5970	78.3269	82.2432	86.3554
BATTALION CHIEF (56-HOUR)	50.7464	53.2837	55.9479	58.7453	61.6825
CHIEF FIRE INVESTIGATOR	65.7424	69.0295	72.4809	76.1050	79.9102
DEPUTY CHIEF: WITH CALL DUTY	79.2132	83.1738	87.3325	91.6991	96.2841
DEPUTY CHIEF: WITHOUT CALL DUTY	77.2809	81.1450	85.2022	89.4624	93.9355

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DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT	56.8608	59.7038	62.6890	65.8234	69.1146
DIRECTOR OF BUSINESS SERVICES	76.9663	80.8147	84.8554	89.0982	93.5531
DIRECTOR OF EMERGENCY MANAGEMENT	65.7424	69.0295	72.4809	76.1050	79.9102
EMERGENCY SERVICES COORDINATOR	46.6261	48.9574	51.4053	53.9756	56.6743
FIRE CHIEF	97.3639	102.2321	107.3437	112.7109	118.3464
INFORMATION SYSTEMS ANALYST I	33.2921	34.9567	36.7045	38.5397	40.4667
INFORMATION SYSTEMS ANALYST II	38.2858	40.2001	42.2101	44.3206	46.5367
INFORMATION SYSTEMS ANALYST III	44.0287	46.2301	48.5417	50.9687	53.5172
INFORMATION TECHNOLOGY OFFICER	58.9815	61.9306	65.0271	68.2785	71.6924
MANAGEMENT ANALYST	45.7707	48.0592	50.4622	52.9853	55.6346
MANAGEMENT ANALYST - ASSOCIATE A	33.1671	34.8254	36.5667	38.3950	40.3148
MANAGEMENT ANALYST - ASSOCIATE B	39.8005	41.7905	43.8800	46.0740	48.3777
PERSONNEL SERVICES MANAGER	60.6242	63.6554	66.8382	70.1801	73.6891
PUBLIC EDUCATION OFFICER	52.6358	55.2675	58.0309	60.9325	63.9791
SENIOR EMERGENCY SERVICES COORDINATOR	52.6358	55.2675	58.0309	60.9325	63.9791

and;

BE IT FURTHER RESOLVED that the salaries for non-represented management, confidential and civilian administrative employee positions listed above shall be increased by 3% effective November 10, 2014 (Pay Period 14/24), by 2% effective November 9, 2015 (Pay Period 15/24), and by 2% effective November 7, 2016 (Pay Period 16/24); and

BE IT FURTHER RESOLVED that the benefits to be received by non-represented management, confidential and civilian administrative employee positions listed above are the same as those provided to IAFF, Local 1165 except as follows:

A. Life Insurance.

The coverage limits for basic life and accidental death and dismemberment are \$50,000.00. The District will self-insure as needed to provide 100% benefits to its current employees whose benefits would otherwise be reduced due to age.

B. Vision Care.

The District will provide a self-insured vision plan for current employees and dependents. The plan will provide coverage for examinations, lenses (including contact lenses), and frames every 12 months.

C. Long Term Disability.

The District will pay the employee's premium in Local 1165's Long Term Disability (LTD) plan, or the District's LTD plan, up to the amount paid on behalf of Local 1165 members.

D. Employee Contribution Toward Retiree Medical Obligation Funded Unfunded Liability.

Employees shall contribute an amount equivalent to 1.0% of their annual base wage up to a maximum amount of \$1,500.00 annually. That amount shall be divided by 26 pay periods; and the pro-rata amount shall be paid each pay period.

E. Education.

1. 40-Hour employees will be released with full pay for up to 40 hours every 12 months, on a rolling basis for school, seminars, and fire department career development. 56-Hour members will be released with full pay for up to 56 hours every 12 months on a rolling basis for school, seminars, and career development.
2. Education reimbursement shall not exceed \$2,600.00 per fiscal year, per employee.
3. Transportation, lodging, and related per diem costs shall be reimbursed subject to District need and must receive prior approval by the employee's immediate supervisor.

F. Leaves and Cash Outs.

1. Personal Leave.

- a. Effective each July 1, 40-Hour employees will be credited with 24 hours of personal leave and 56-Hour members will be credited with 48 hours of personal leave.
- b. 40-Hour employees may convert up to 32 hours of sick leave to 32 hours of personal leave. 56-Hour employees may convert up to 32 hours of sick leave to 44.8 hours of personal leave by multiplying the number of sick leave hours to be converted by 1.4.
- c. 40-Hour employees may cash out up to 40 hours of available personal leave at any time. 56-Hour employees may cash out up to 56 hours of available personal leave at any time.
- d. All personal leave must be used or cashed out each fiscal year or it will be deemed relinquished at the end of each fiscal year.

2. Vacation Bank.

- a. For 40-Hour employees; effective July 1 each year, 48 hours may be deducted from the sick leave balance. If this option is chosen, 48 hours will be added to the employee's vacation balance.

For 56-Hour employees, effective July 1 of each year, 48 hours may be deducted from the sick leave balance. If this option is chosen, 67.2 hours will be added to the employee's vacation balance.

- b. 40-Hour employees must use 80 hours of vacation each fiscal year 56-Hour employees must use 144 hours of vacation each fiscal year.
- c. Each year any excess vacation hours over those specified in Section F. 2 .b. of this Resolution, to a maximum of 128 hours for 40-Hour employees and 180 hours for 56-Hour employees, may be cashed out. This can be done at any time during the fiscal year.
- d. The cap on vacation accrual is 648 hours for 40-Hour employees and 907 hours for 56-Hour employees. Any vacation balance above the cap shall be cashed out immediately.

3. Transfer Between 40-Hour and 56-Hour Assignments.

- a. Employees transferring between 40-Hour and 56-Hour assignments shall have the option to convert personal leave and vacation and/or cash out personal leave and vacation balances per Section F. 2. d. prior to transfer.
- b. Employees transferring between 40-Hour and 56-Hour assignments may not use cash out personal leave or vacation hour-for-hour prior to the conversion per Section F. 3. c. or d.
- c. Personal leave and vacation shall be multiplied by a factor of 1.4 for 40-Hour employees transferring to 56-Hour assignment.
- d. Personal leave and vacation shall be divided by a factor of 1.4 for 56-Hour employees transferring to 40-Hour assignment.

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4. Cash Out of Sick Leave at Retirement.

Employees will receive 75% sick leave payoff computed at their base hourly rate of pay, excluding differentials, at retirement to the extent that sick leave balance does not contribute to years of service.

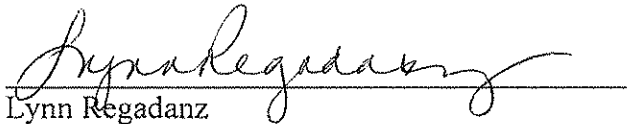
PASSED AND ADOPTED by the Board of Directors of the Santa Clara County Central Fire Protection District on FEB 25 2014 by the following vote:

AYES: **CHAVEZ, CORTESE, SIMITIAN, WASSERMAN, YEAGER**
NOES: **NONE**
ABSENT: **NONE**



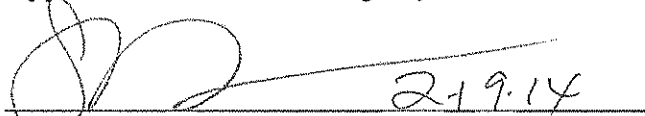
Mike Wasserman, President
Board of Directors

Signed and Certified that a copy of this document has been delivered by electronic or other means to the President, Board of Supervisors.
Attest:



Lynn Regadanz
Clerk of the Board of Directors

Approved as to form and legality:



Sara J. Ponzio
Deputy County Counsel