

CITY COUNCIL MEETING  
DECEMBER 2, 1987

AUTHORIZE SALARIES  
FOR LODI UNITED  
FIREFIGHTERS  
EFFECTIVE OCTOBER  
5, 1987 AND  
ALLOCATION OF  
POSITIONS  
EFFECTIVE NOVEMBER  
30, 1987

CC-34

The City staff and representatives of the United Firefighters of Lodi (UFL) have been negotiating a new memorandum of understanding since mid-September. On December 1, 1987 the UFL ratified the agreement reached at the table.

The main facets of the agreement are:

1. TERM

3 years ending October 1990.

2. FLEXIBLE STAFFING

This proviso will allow each person to advance to Fire Engineer which will give greater flexibility in staffing as they will not have to be concerned with a rank structure. It will also allow the Fire Shift Supervisor to become more mobile and respond to all incidents independent of the assignment of Engine 1.

3. SALARY

October 1987	Schedule A
October 1988	4% - 8% depending on the CPI
October 1989	Salary survey of Valley cities

4. HOLIDAY HOURS

12 additional holiday hours in 1990.

5. UNIFORM ALLOWANCE AND TUITION REIMBURSEMENT

Increase in uniform allowance and tuition reimbursement

6. HEALTH INSURANCE

Maintain the present health insurance benefits.

7. VARIOUS ADMINISTRATIVE ITEMS

The basic increase for Engineer and Fire Captain is 6.5%. The salaries for the entry level firefighter positions are less than the present entry level. This comparison is shown in Appendix A.

The flexible staffing does require the creation of three Fire Captain positions and allocating all positions to Fire Engineer. This change is best explained in the following chart.

REALLOCATION OF POSITIONS  
LODI FIRE DEPARTMENT

	Present	Proposed	Change
Fire Chief	1	1	0
Fire Administrative Officer	3	3	0
Administrative Clerk III	1	1	0
Fire Shift Supervisor	3	3	0
Fire Captain	6	9	+ 3
Fire Engineer	18	30	+12
Fire Inspector	1	1	0
Firefighter	15	0	-15
	<u>48</u>	<u>48</u>	<u>0</u>

RES. NO. 87-171

Council, on motion of Council Member Pinkerton, Hinchman second, by motion action, adopted Resolution No. 87-171 - "Resolution Amending Salaries for Lodi United Firefighters, Effective October 5, 1987 and Allocation of Positions, Effective November 30, 1987".

C O U N C I L   C O M M U N I C A T I O N

TO: THE CITY COUNCIL	COUNCIL MEETING DATE	NO.
FROM: THE CITY MANAGER'S OFFICE	December 2, 1987	
SUBJECT: AUTHORIZE SALARIES FOR LODI UNITED FIREFIGHTERS EFFECTIVE OCT. 5, 1987 AND ALLOCATION OF POSITIONS EFFECTIVE NOV. 30, 1987.		

PREPARED BY: Assistant City Manager

RECOMMENDED ACTION: The City Council authorize the salaries for Firefighters shown in Appendix A effective October 5, 1987 and the allocation of positions in Appendix B effective November 30, 1987.

BACKGROUND INFORMATION: The City staff and representatives of the United Firefighters of Lodi (UFL) have been negotiating a new memorandum of understanding since mid-September. Last night the UFL ratified the agreement reached at the table.

The main facets of the agreement are:

1. TERM

3 years ending October 1990.

2. FLEXIBLE STAFFING

This proviso will allow each person to advance to Fire Engineer which will give greater flexibility in staffing as we will not have to be concerned with a rank structure. It will also allow the Fire Shift Supervisor to become more mobile and respond to all incidents independent of the assignment of Engine 1.

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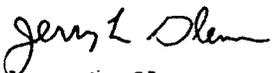
7. VARIOUS ADMINISTRATIVE ITEMS

A further word needs to be said about salaries. The basic increase for Engineer and Fire Captain is 6.5%. The salaries for the entry level firefighter positions are less than the present entry level. This comparison is shown in Appendix A.

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Respectfully submitted,

  
Jerry L. Glenn  
Assistant City Manager

JLG:br

Attachments



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A P P E N D I X    B

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REALLOCATION OF POSITIONS  
LODI FIRE DEPARTMENT

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Fire Administrative Officer	3	3	0
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RESOLUTION NO. 87-171

RESOLUTION AMENDING SALARIES FOR LODI UNITED FIREFIGHTERS,  
EFFECTIVE OCTOBER 5, 1987 AND ALLOCATION OF POSITIONS,  
EFFECTIVE NOVEMBER 30, 1987

RESOLVED that the salaries for Lodi United Firefighters are hereby amended effective October 5, 1987 as shown on Exhibit A attached hereto and thereby made a part hereof.

BE IT FURTHER RESOLVED that the City Council of the City of Lodi does hereby approve the reallocation of positions within the Lodi Fire Department effective November 30, 1987 as shown on Exhibit B attached hereto and thereby made a part hereof.

Dated: December 2, 1987

I hereby certify that Resolution No. 87-171 was passed and adopted by the City Council of the City of Lodi in a regular meeting held December 2, 1987 by the following vote:

Ayes: Council Members - Hinchman, Pinkerton, Reid, Snider and Olson (Mayor)

Noes: Council Members - None

Absent: Council Members - None

*Alice M. Reimche*  
Alice M. Reimche  
City Clerk

**EXHIBIT A**

**SALARY RANGES FOR REPRESENTED FIRE FIGHTERS**

CAPTAIN	PROPOSED	\$2,314.27	\$2,435.00	\$2,555.73	\$2,676.46	\$2,797.19	\$2,917.92
	PRESENT	\$2,174.18	\$2,288.99	\$2,403.80	\$2,518.61	\$2,633.42	\$2,748.23
OPERATOR	PROPOSED	\$1,999.17	\$2,099.13	\$2,204.08	\$2,314.29	\$2,424.50	\$2,534.71
	PRESENT	\$1,878.20	\$1,972.07	\$2,070.67	\$2,174.18	\$2,277.69	\$2,381.20
FF II	PROPOSED	\$1,813.39	\$1,909.35	\$1,999.31	\$2,094.27	\$2,189.23	\$2,284.19
	PRESENT	\$1,728.22	\$1,816.99	\$1,905.76	\$1,994.53	\$2,083.30	\$2,172.07
FF I	PROPOSED	\$1,644.72	\$1,726.96	\$1,813.30	\$1,903.99	\$1,994.68	\$2,085.37
	PRESENT	\$1,564.55	\$1,641.59	\$1,722.63	\$1,803.67	\$1,884.71	\$1,965.75

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A P P E N D I X    B

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LODI FIRE DEPARTMENT

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