



## City of Guadalupe

### AGENDA

#### Special Meeting of the Guadalupe City Council

Tuesday, November 2, 2021

6:00 pm

City Hall, 918 Obispo Street, Council Chambers

**This meeting will also be held virtually via Zoom**

<https://us06web.zoom.us/j/82100366490>

Meeting ID: 821 0036 6490

1(408) 638-0968, 82100366490# US (San Jose)

1(669) 900-6833, 82100366490# US (San Jose)

The City Council meeting will broadcast live on Charter Spectrum Cable Channel 20.

All persons attending the City Council meeting are required to wear nose and face masks regardless of vaccination status when indoors in public setting, with limited exceptions pursuant to **County of Santa Barbara Health Officer Order No. 2021-10.3**.

If you choose not to attend the City Council meeting but wish to make a comment during oral communications or on a specific agenda item, please submit via email to [juana@ci.guadalupe.ca.us](mailto:juana@ci.guadalupe.ca.us) no later than 1:00 pm on Tuesday, November 2, 2021. Alternatively, you may provide public comment through the Zoom application either:

(1) by clicking on the link above at the appointed time. Members of the public wishing to be called on for public comment should click on the "Raise Hand" button on Zoom when the item they wish to speak on has begun. When the chair calls for public comment, you will be announced, and your microphone will be unmuted. Comments from the public are limited to 3 minutes per speaker. The public will not be able to share their video or screen; or

(2) by calling either of the two phone numbers listed above at least 10 minutes prior to the start of the meeting. PLEASE MUTE YOUR PHONE UNTIL YOU ARE CALLED TO SPEAK. If you do not have a mute button, you may mute by pressing the star key followed by the number six (\*6). You can unmute by pressing the same keys (\*6). To "raise your hand" on the phone, dial \*9 when the item you wish to speak on has begun. When the chair calls for public comment, you will be announced when it is your turn to speak, and your microphone will be unmuted. Comments from the public are limited to 3 minutes per speaker.

Please be advised that, pursuant to State Law, any member of the public may address the City Council concerning any item on the Agenda, before or during Council consideration of that item. If you wish to speak on any item on the agenda, including any item on the Consent Calendar or the Ceremonial Calendar, please submit a speaker request form for that item. If you wish to speak on a matter that is not on the agenda, please do so during the Community Participation Forum.

The Agenda and related Staff reports are available on the City's website: [www.ci.guadalupe.ca.us](http://www.ci.guadalupe.ca.us) Friday before Council meeting.

Any documents produced by the City and distributed to a majority of the City Council regarding any item on this agenda will be made available the Friday before Council meetings at the Administration Office at City Hall 918 Obispo Street, Monday through Friday between 8:00 am and 4:30 pm, and also posted 72 hours prior to the meeting. The City may charge customary photocopying charges for copies of such documents. Any documents distributed to a majority of the City Council regarding any item on this agenda less than 72 hours before the meeting will be made available for inspection at the meeting and will be posted on the City's website and made available for inspection the day after the meeting at the Administrator Office at City Hall 918 Obispo Street, Monday through Friday between 8:00 am and 4:30 pm.

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, including review of the Agenda and related documents, please contact the Administration Office at (805) 356.3891 at least 72 hours prior to the meeting. This will allow time for the City to make reasonable arrangements to ensure accessibility to the meeting.

**1. ROLL CALL:**

Council Member Liliana Cardenas  
Council Member Gilbert Robles  
Council Member Eugene Costa Jr.  
Mayor Pro Tempore Tony Ramirez  
Mayor Ariston Julian

**2. MOMENT OF SILENCE**

**3. PLEDGE OF ALLEGIANCE**

**4. COMMUNITY PARTICIPATION FORUM**

Each person will be limited to a discussion of three (3) minutes or as directed by the Mayor. Pursuant to provisions of the Brown Act, no action may be taken on these matters unless they are listed on the agenda, or unless certain emergency or special circumstances exist. City Council may direct staff to investigate and/or schedule certain matters for consideration at a future City Council meeting.

**REGULAR BUSINESS**

**5. Consideration of City of Guadalupe Firefighter's Association, International Association of Fire Fighters, Local 4403 Memorandum of Understanding Tentative Agreement.**

Written Report: Emiko Gerber, Human Resources Manager

Recommendation: That the City Council approve the tentative agreement for a Memorandum of Understanding with the International Association of Fire Fighters, Local 4403 for a three-year period retroactive to 07/01/2021 through 06/30/2024.

## 6. ADJOURNMENT

I hereby certify under penalty of perjury under the laws of the State of California that the foregoing agenda was posted on the City Hall display case and website not less than 24 hours prior to the meeting. Dated this 29<sup>th</sup> day of October 2021.

*Todd Bodem*

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Todd Bodem, City Administrator



**REPORT TO THE CITY COUNCIL OF THE CITY OF GUADALUPE  
Agenda of November 2, 2021**

*Emiko Gerber*

*Todd Bodem*

**Prepared by:**  
**Emiko Gerber, Human Resources Director**

**Approved by:**  
**Todd Bodem, City Administrator**

**SUBJECT:** Consideration of City of Guadalupe Firefighter’s Association, International Association of Fire Fighters, Local 4403 (Association) Memorandum of Understanding Tentative Agreement

**RECOMMENDATION:**

That the City Council approve the tentative agreement for a Memorandum of Understanding with the Association for a three-year period retroactive to 07/01/2021 through 06/30/2024.

**BACKGROUND:**

The Memorandum of Understanding for the time period 07/01/2020 through 06/30/2021 expired while labor negotiations were ongoing. On July 14, 2021, the City presented the Association with its Last Best and Final Offer (LBFO). (See Attachment 1). Negotiations continued but did not result in an agreement, and on September 8, 2021, the City informed the Association that it believed impasse had been reached. On October 5, 2021, the Association accepted Option 2 of the LBFO. Option 2 of the LBFO provides:

- I. Term  
Three-year term – Effective following union ratification and City Council adoption.
  
- II. 28 Day 7 (k) FLSA Period  
Consistent with the FLSA section 29 USC Section 207 subsection (k), the City will convert the current 14-day FLSA period to a 28-day FLSA period.  
  
In the event that the City continues to experience significant overtime usage above the current budgeted, the parties agree to reopen this agreement to discuss other cost saving measures.
  
- III. Shift Trades  
Consistent with the FLSA section 29 USC Section 207 subsection (p)(3) – with the prior approval of the City, employees shall be entitled to conduct shift trades without additional overtime liability.
  
- IV. Wage Increases  
Year 1 – Status Quo  
Year 2 (Fiscal Year 22-23) – 2.0%  
Year 3 (Fiscal year 23-24) – 2.5%

## **DISCUSSION:**

Option 2 of the LBFO includes the City's right to "reopen" negotiations about the agreement and other cost savings measures in the event the City continues to experience significant overtime usage above the current budgeted amounts. From the beginning of negotiations, staff was concerned about the amount of overtime and proposed the 28 day 7(k) FLSA period schedule as a way of reducing overtime expenses. The City believes that Department overtime needs to be reduced in order for the City to remain fiscally sustainable and to avoid other more significant actions such as reductions in employee pay ranges or reductions in staffing or services. Accordingly, the City provided the LBFO in an attempt to address these issues.

After the City informed the Association that it believed impasse had been reached on September 8, 2021, and before the Association accepted Option 2 on October 5, 2021, staff reviewed the City's projected budgetary expenses, including, but not limited to, overtime expenses for the Fire Department with the assumption that the 28-Day FLSA schedule would be implemented. Staff determined that even with the 28-Day FLSA schedule, overtime was likely to exceed budgeted amounts due to unforeseen or anticipated factors not directly addressed in the negotiations. At the time, staff was anticipating that impasse would be declared and, pursuant to the terms of the LBFO, intended to implement Option 1 of the LBFO following impasse procedures, and therefore, Staff was prepared to further monitor this situation and consider cost saving measures in preparation for negotiations that were expected to occur; however, the Association informed the City that it was accepting Option 2. As a result, the City and the Association have reached a tentative agreement.

After receiving notice of the Association's acceptance of Option 1, the City requested that further negotiations regarding cost savings and other ways to reduce the amount of overtime that was expected to be incurred even with the 28-Day FLSA schedule, but the Association informed the City that it was not willing to reopen negotiations at this time.

Staff is recommending that the City Council approve the tentative agreement with the Association (i.e., Option 2 of the LBFO). Staff believes that it is highly likely, however, that it will request that negotiations be reopened before the end of the current fiscal year since overtime expenses have already exceeded budgeted amounts and are likely to continue above the City's projected expectations.

## **ALTERNATIVE**

If the City Council does not wish to follow staff's recommendation to approve the tentative agreement with the Association, the City Council could reject the tentative agreement and direct staff to continue negotiations with the Association. Should the Council select this alternative, the City will not be able to impose the 28-Day FLSA schedule since the terms of the MOU that expired on 06/30/21 will continue to remain in effect until a new agreement is reached. This will also most likely result in overtime expenses continuing to exceed projected and budgeted amounts until such time as a new MOU is agreed upon.

## **FISCAL IMPACT**

Preliminary figures for FY2020-2021 show that FY2020-2021 was a breakeven year in which only approximately \$1,400 of reserves were gained, thanks to the receipt of Measure N and CARES funding. If the General Fund departments manage to stay within the budgeted expenditures and the expected revenues are received, the fund balance for the General Fund at the end of June 2022 would be

approximately \$718,000, which is a growth of \$231,000. However, historically, the General Fund budget has been overspent, specially by the public safety departments. For example, the Fire department exceeded its budget at 116% and 112% for FY20 and FY21, respectively.

Currently through September 2021, the Fire Department is overbudget at a 30% of expenditures exceeding the 25% threshold for the first quarter of the fiscal year. The overage is related to overtime, which includes costs for the mutual aid contract, at 122% spent, of which the City expects to receive a reimbursement of approximately \$113,000. Fortunately, the General Fund as a whole is staying within budget at a 23% for the first quarter of the fiscal year.

For reference, please see attachment for the summary of costs. The personnel costs are expected to be over budget by approximately 5%. This estimate includes the assumption that the City will receive reimbursement for the mutual aid contract and the new FLSA provision of the proposed MOU. The attachment also shows the approximate increase in costs for the proposed COLA's.

The Finance Director recommendation is to be conservative for unknown factors and that the City's focus should be to continue to build reserves for the General Fund. As such, if the tentative agreement is approved by the City Council, it is recommended that costs be analyzed during the mid-year budget review and that provisions of the proposed MOU be reopened if the Department's costs continue to exceed projected amounts.

**ATTACHMENT:**

1. City of Guadalupe's Last Best and Final Offer
2. Departmental Expenditure Report
3. Three-Year Tentative Agreement Financial Projection
4. Scheduled Overtime Reports
  - a. Current Schedule without FLSA Implementation
  - b. Schedule with FLSA Implementation Effective January 1, 2022
  - c. Schedule with FLSA Implementation for a full fiscal year

**THE CITY OF GUADALUPE (CITY)  
LAST BEST AND FINAL OFFER TO  
THE CITY OF GUADALUPE FIREFIGHTERS' ASSOCIATION,  
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 4403,  
(ASSOCIATION)**

**RE: SUCCESSOR AGREEMENT**

**7/14/2021**

*The City reserves the right to modify and/or add to this proposal. The City believes that the dramatic increase in Department overtime needs to be reduced in order for the City to remain fiscally sustainable and to avoid other more significant actions such as reductions in employee pay ranges or reductions in staffing or services. Accordingly, the City is providing the following Last Best and Final Offer (LBFO) in an attempt to address these issues. In the event that the LBFO is rejected, the City anticipates proposing to implement Option 1 listed below following impasse procedures.*

**Option 1 – 1 year term**

I. **Term**

1 year (Fiscal Year 21-22) - Effective following City Council approval in open session. (The City is withdrawing its proposal that cost savings would be retroactive to the start of Fiscal Year 21-22)

II. **28 Day 7 (k) FLSA Period**

Consistent with the FLSA section 29 USC Section 207 subsection (k), the City will convert the current 14-day FLSA period to a 28-day FLSA period.

III. **Shift Trades**

Consistent with the FLSA section 29 USC Section 207 subsection (p)(3) – with the prior approval of the City, employees shall be entitle to conduct shift trades without additional overtime liability.

## **Option 2 – Three year term**

### I. Term

Three year term – Effective following union ratification and City Council adoption.

### II. 28 Day 7 (k) FLSA Period

Consistent with the FLSA section 29 USC Section 207 subsection (k), the City will convert the current 14-day FLSA period to a 28-day FLSA period.

In the event that the City continues to experience significant overtime usage above the current budgeted, the parties agree to reopen this agreement to discuss other cost saving measure.

### III. Shift Trades

Consistent with the FLSA section 29 USC Section 207 subsection (p)(3) – with the prior approval of the City, employees shall be entitle to conduct shift trades without additional overtime liability.

### IV. Wage Increases

Year 1 – Status Quo

Year 2 (Fiscal Year 22-23) – 2.0%

Year 3 (Fiscal year 23-24) – 2.5%



City of Guadalupe  
Departmental Expenditure Report  
As Of September 30, 2021

25  
Year Completed

4220 - Fire

Account/Description	Month to Date	Year to Date	Encumbrances	Total Activity	Budget	\$ Remaining	% Spent
<b>EMPLOYEE SERVICES</b>							
01 0100 Permanent Employees	46,576.32	125,523.90	0	125,523.90	585,000.00	459,476.10	21.46
01 0125 Part Time Employees	3,052.00	7,994.00	0	7,994.00	45,000.00	37,006.00	17.76
01 0150 Temporary Employees	0	900.00	0	900.00	0	(900.00)	.00
01 0200 Overtime	67,254.31	110,287.94	0	110,287.94	90,000.00	(20,287.94)	122.54
01 0250 Retirement - PERS	10,165.56	29,048.35	0	29,048.35	128,000.00	98,951.65	22.69
01 0300 Social Security Taxes - FICA	8,296.90	18,016.33	0	18,016.33	52,000.00	33,983.67	34.65
01 0350 Workers' Compensation	4,795.56	14,386.68	0	14,386.68	48,000.00	33,613.32	29.97
01 0360 Unemployment Insuranc Claims	291.20	291.20	0	291.20	0	(291.20)	.00
01 0400 Health Insurance	5,695.76	13,116.47	0	13,116.47	82,000.00	68,883.53	16.00
01 0450 Other Benefits	1,930.73	1,946.57	0	1,946.57	6,000.00	4,053.43	32.44
01 0545 Deferred Compensation Payble fr	500.00	1,160.71	0	1,160.71	7,000.00	5,839.29	16.58
01 0560 Est Dental Insurance Payable fr	231.04	536.34	0	536.34	3,400.00	2,863.66	15.77
01 0570 Vision Empr Paid	35.94	83.35	0	83.35	600.00	516.65	13.89
<b>TOTAL EMPLOYEE SERVICES -----&gt;</b>	<b>148,825.32</b>	<b>323,291.84</b>	<b>0</b>	<b>323,291.84</b>	<b>1047,000.00</b>	<b>723,708.16</b>	<b>30.88</b>
<b>SUPPLIES &amp; SERVICES</b>							
01 1150 Communications	335.37	517.62	0	517.62	5,200.00	4,682.38	9.95
01 1200 Office Supplies & Postage	0	36.87	0	36.87	600.00	563.13	6.15
01 1300 Business Expense and Training	1,230.63	1,230.63	0	1,230.63	4,300.00	3,069.37	28.62
01 1350 Memberships,Dues and Subscripti	500.00	707.76	0	707.76	800.00	92.24	88.47
01 1400 Equipment Maintenance	4.86	545.92	0	545.92	4,600.00	4,054.08	11.87
01 1460 Vehicle Maintenance	(14.29)	774.29	0	774.29	9,000.00	8,225.71	8.60
01 1500 Equipment Replacement	0	652.08	0	652.08	0	(652.08)	.00
01 1550 Operating Supplies and Expenses	2,507.84	4,388.32	0	4,388.32	12,000.00	7,611.68	36.57
01 1560 Fuels & Lubricants	1,305.65	2,306.60	0	2,306.60	5,000.00	2,693.40	46.13
01 2300 Liability Insurance	2,840.34	8,521.02	0	8,521.02	33,000.00	24,478.98	25.82
01 2350 Services By Other Agencies	2,013.09	4,026.18	0	4,026.18	24,200.00	20,173.82	16.64
01 2999 COVID19	0	23.89	0	23.89	0	(23.89)	.00
<b>TOTAL SUPPLIES &amp; SERVICES -----&gt;</b>	<b>10,723.49</b>	<b>23,731.18</b>	<b>0</b>	<b>23,731.18</b>	<b>98,700.00</b>	<b>74,968.82</b>	<b>24.04</b>
<b>CAPITAL OUTLAY</b>							
<b>DEBT SERVICE</b>							

see next pg for  
totals

City of Guadalupe  
Departmental Expenditure Report  
As Of September 30, 2021

25  
Year Completed

4220 - Fire

Account/Description	Month to Date	Year to Date	Encumbrances	Total Activity	Budget	\$ Remaining	% Spent
OTHER FINANCING USES							
TOTAL EXPENDITURES ----->	159,548.81	347,023.02	0	347,023.02	1145,700.00	798,676.98	30.29

General Fund - 01	Acct.	Budget 2021/22	Est 2021/22	Est 2022/23	Est 2023/24	NOTES	
<b>PERSONNEL SERVICES:</b>							
Salaries - Regular	0100	585,000	585,000	596,700	611,618	COLA 2%, COLA 2.5%	
Salaries - PCF's	0125	45,000	45,000	45,000	45,000		
Salaries - Temp	0150	-	-	-	-	does not include potential step increases and additional incentives	
Overtime	0200	90,000	127,268	149,300	153,032		
Retirement - PERS	0250	128,000	128,000	119,340	122,324		
FICA/Medicare	0300	52,000	68,154	71,190	72,868		
Workers' Compensation	0350	48,000	48,000	48,000	48,000		
Unemployment Insurance	0360	-	-	-	-		
Medical Insurance	0400	82,000	82,000	90,200	99,220		Assume 10% increase in costs
Other Benefits	0450	6,000	6,000	6,000	6,000		
Deferred Comp.	0545	7,000	7,000	7,000	7,000		
Dental Insurance	0560	3,400	3,400	3,740	4,114		
Vision Insurance	0570	600	600	660	726		
<b>Sub-total</b>		<b>1,047,000</b>	<b>1,100,422</b>	<b>1,137,130</b>	<b>1,169,902</b>		
<b>SUPPLIES &amp; SERVICES:</b>							
Utilities	1000	-	-	-	-	Zarate, Lorena: assume other operation costs will be the same for the next two years	
Communications	1150	5,200	5,200	5,200	5,200		
Office Supplies & Postage	1200	600	600	600	600		
Advertising and Pubs	1250	-	-	-	-		
Business Exp. & Training	1300	4,300	4,300	4,300	4,300		
Memberships, Dues & Subs	1350	800	800	800	800		
Equipment Maintenance	1400	4,600	4,600	4,600	4,600		
Facilities Maintenance	1450	-	-	-	-		
Vehicle Maintenance	1460	9,000	9,000	9,000	9,000		
Equipment Replacement	1500	-	-	-	-		
Operating Supplies & Exp.	1550	12,000	12,000	12,000	12,000		
Fuels and Lubricants	1560	5,000	5,000	5,000	5,000		
Elections	1600	-	-	-	-		
Levys, Penalties/Interest	1650	-	-	-	-		
Out-of-State Sales Taxes	1651	-	-	-	-		
Bank Service Charges	1750	-	-	-	-		
Labor Negotiations	2149	-	-	-	-		
Professional Services	2150	-	-	-	-		
Information Technology Svcs	2151	-	-	-	-		
SBC Fair	2163	-	-	-	-		
Equipment Rental	2200	-	-	-	-		
Liability Insurance	2300	33,000	33,000	33,000	33,000		
Services by other Agencies	2350	24,200	24,200	24,200	24,200		
Fire Prevention	2500	-	-	-	-		
COVID	2999	-	-	-	-		
<b>Sub-total</b>		<b>98,700</b>	<b>98,700</b>	<b>98,700</b>	<b>98,700</b>		
<b>CAPITAL OUTLAY:</b>							
Buildings	3100	-	-	-	-		Zarate, Lorena: so far through Sept 2021, within budget, assume will be through the end of the year
Improve. other than Buildings	3150	-	-	-	-		
Land	3170	-	-	-	-		
Equipment	3200	-	-	-	-		
<b>Sub-total</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		
<b>OTHER FINANCING USES:</b>							
Debt Service Principal	4000	-	-	-	-		
Debt Service Interest	4100	-	-	-	-		
Lease Purchase	4150	-	-	-	-		
<b>Sub-total</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		
<b>Department Total</b>		<b>1,145,700</b>	<b>1,199,122</b>	<b>1,235,830</b>	<b>1,268,602</b>		

**Does not include Strike Team Coverage, Sick or Vacation Leave, Coverage Due to Coronavirus**

2021	Shift A	Shift B	Shift C	Fire Engineer		Fire			\$ OT PER PAYROLL	ACTUAL OT PER PAYROLL	PERCENTAGE OF		
				A	B	Fire Engineer C	Captain A	Captain B			Captain C	OT BUDGET	DIFFERENCE
Payroll Period 15		72	96	48	-	-	-	-	-	6,387.75	7.10%	6,387.75	
Payroll Period 16		96	96	144	-	-	1,837.33	-	2,151.21	3,988.55	12.98%	1,308.43	
Payroll Period 17		144	96	96	1,641.23	-	-	2,335.26	-	3,976.49	18.64%	1,119.16	
Payroll Period 18		96	144	96	-	1,737.16	-	-	2,229.22	3,966.38	42.97%	17,924.20	
Payroll Period 19		96	96	144	-	-	1,837.33	-	2,151.21	3,988.55	82.55%	31,638.62	
Payroll Period 20		144	96	96	1,641.23	-	-	2,335.26	-	3,976.49	112.27%	22,769.40	
Payroll Period 21		96	144	96	-	1,737.16	-	-	2,229.22	3,966.38	123.21%	5,881.18	
Payroll Period 22		96	96	144	-	-	1,837.33	-	2,151.21	3,988.55			
Payroll Period 23		144	96	96	1,641.23	-	-	2,335.26	-	3,976.49			
Payroll Period 24		96	144	96	-	1,737.16	-	-	2,229.22	3,966.38			
Payroll Period 25		96	96	144	-	-	1,837.33	-	2,151.21	3,988.55			
Payroll Period 26		144	96	96	1,641.23	-	-	2,335.26	-	3,976.49			
Payroll Period 27		96	144	96	-	1,737.16	-	-	2,229.22	3,966.38			
July 1 - December 24				6,564.91	6,948.62	7,349.33	9,341.04	8,916.88	8,604.86	47,725.65	110,891.58	123.21%	87,028.75

2022	Shift A	Shift B	Shift C	Fire Engineer		Fire			\$ OT PER PAYROLL	ACTUAL OT PER PAYROLL	PERCENTAGE OF		
				A	B	Fire Engineer C	Captain A	Captain B			Captain C	OT BUDGET	DIFFERENCE
Pay Period 1		96	96	144	-	-	1,837.33	-	2,151.21	3,988.55			
Pay Period 2		144	96	96	1,641.23	-	-	2,335.26	-	3,976.49			
Pay Period 3		96	144	96	-	1,737.16	-	-	2,229.22	3,966.38			
Pay Period 4		96	144	96	-	1,737.16	-	-	2,229.22	3,966.38			
Pay Period 5		144	96	96	1,641.23	-	-	2,335.26	-	3,976.49			
Pay Period 6		96	144	96	-	1,737.16	-	-	2,229.22	3,966.38			
Pay Period 7		96	96	144	-	-	1,837.33	-	2,151.21	3,988.55			
Pay Period 8		144	96	96	1,641.23	-	-	2,335.26	-	3,976.49			
Pay Period 9		96	144	96	-	1,737.16	-	-	2,229.22	3,966.38			
Pay Period 10		96	96	144	-	-	1,837.33	-	2,151.21	3,988.55			
Pay Period 11		144	96	96	1,641.23	-	-	2,335.26	-	3,976.49			
Pay Period 12		96	144	96	-	1,737.16	-	-	2,229.22	3,966.38			
Pay Period 13		96	96	144	-	-	1,837.33	-	2,151.21	3,988.55			
Pay Period 14		48	48	48	-	-	-	-	-	-			
December 25 - June 30				6,564.91	8,685.78	7,349.33	9,341.04	11,146.11	8,604.86	51,692.03	-	-	-
TOTAL OT PER SHIFT				13,129.82	15,634.40	14,698.66	18,682.09	20,062.99	17,209.72	99,417.68			

2021-2022 Fiscal Year Overtime Budget **90,000.00**

	Retro Gross Annual with HOL, INCENT PAY/without OT	Wage @2756 Hrs		Time & Half OT Wage
Fire Engineer A	79,354.78	28.79	14.40	43.19
Fire Engineer B	83,993.01	30.48	15.24	45.71
Fire Engineer C	88,836.67	32.23	16.12	48.35
Fire Captain A	112,911.93	40.97	20.48	61.45
Fire Captain B	107,784.79	39.11	19.55	58.66
Fire Captain C	104,013.12	37.74	18.87	56.61

IAFF Current Schedule - Scheduled Overtime  
 FLSA IMPLEMENTATION EFFECTIVE JANUARY 1, 2022  
**Does not include Strike Team Coverage, Sick or Vacation Leave, Coverage Due to Coronavirus**

2021	Shift A	Shift B	Shift C	Fire Engineer A	Fire Engineer B C	Fire Captain A	Fire Captain B	Fire Captain C	\$ OT PER PAYROLL	ACTUAL OT PER PAYROLL	DIFFERENCE	
Payroll Period 15	72	96	48	-	-	-	-	-		6,387.75	6,387.75	
Payroll Period 16	96	96	144	-	-	2,151.21	-	2,229.22	4,380.44	5,296.98	916.54	
Payroll Period 17	144	96	96	2,335.26	-	-	1,641.23	-	3,976.49	5,095.65	1,119.16	
Payroll Period 18	96	144	96	-	1,837.33	-	-	1,737.16	3,574.49	21,890.58	18,316.09	
Payroll Period 19	96	96	144	-	-	2,151.21	-	2,229.22	4,380.44	35,627.17	31,246.73	
Payroll Period 20	144	96	96	2,335.26	-	-	1,641.23	-	3,976.49	26,745.89	22,769.40	
Payroll Period 21	96	144	96	-	1,837.33	-	-	1,737.16	3,574.49	9,847.56	6,273.07	
Payroll Period 22	96	96	144	-	-	2,151.21	-	2,229.22	4,380.44			
Payroll Period 23	144	96	96	2,335.26	-	-	1,641.23	-	3,976.49			
Payroll Period 24	96	144	96	-	1,837.33	-	-	1,737.16	3,574.49			
Payroll Period 25	96	96	144	-	-	2,151.21	-	2,229.22	4,380.44			
Payroll Period 26	144	96	96	2,335.26	-	-	1,641.23	-	3,976.49			
Payroll Period 27	96	144	96	-	1,837.33	-	-	1,737.16	3,574.49			
July 1 - December 24				9,341.04	7,349.33	8,604.86	6,564.91	6,948.62	8,916.88	47,725.65	110,891.58	87,028.75
<u>23,862.83</u>												

2022	Shift A	Shift B	Shift C	Shift A OT/FE	Shift B OT/FE	Shift C OT/FE	Shift A OT/FC	Shift B OT/FC	Shift C OT/FC	\$ OT PER PAYROLL	ACTUAL OT PER PAYROLL	DIFFERENCE
Pay Period 1	192	240	240	-	1,353.82	1,353.82	-	1,720.72	1,720.72	6,821.08		
Pay Period 2	240	192	192	1,353.82	-	-	1,720.72	-	-	3,698.54		
Pay Period 3	240	240	240	1,353.82	1,353.82	1,353.82	1,720.72	1,720.72	1,720.72	9,943.62		
Pay Period 4	192	240	240	-	1,353.82	1,353.82	-	1,720.72	1,720.72	6,821.08		
Pay Period 5	192	240	240	-	1,353.82	1,353.82	-	1,720.72	1,720.72	6,821.08		
Pay Period 6	240	192	240	1,353.82	-	1,353.82	1,720.72	-	1,720.72	6,821.08		
Pay Period 7	192	240	240	-	1,353.82	1,353.82	-	1,720.72	1,720.72	6,821.08		
December 25 - June 30				4,061.46	6,769.10	8,122.92	5,162.16	8,603.60	10,324.32	43,043.56		
Schedule OT <u>90,769.21</u>												

	Retro Gross Annual with HOL, INCENT PAY/without OT	Wage @2756 Hrs		Time & Half OT Wage	Sick Leave 4 Days/96 Hours	Vacation Leave 4 Days/96 Hours	Mutual Aid 14 Days/ 336 Hours
Fire Engineer A	79,354.78	28.79	14.40	43.19	4,146.26	4,146.26	14,511.91
Fire Engineer B	83,993.01	30.48	15.24	45.71	4,388.60	4,388.60	15,360.11
Fire Engineer C	88,836.67	32.23	16.12	48.35	4,641.68	4,641.68	16,245.89
Fire Captain A	112,911.93	40.97	20.48	61.45	5,899.61	5,899.61	20,648.63
Fire Captain B	107,784.79	39.11	19.55	58.66	5,631.72	5,631.72	19,711.01
Fire Captain C	104,013.12	37.74	18.87	56.61	5,434.65	5,434.65	19,021.27
					30,142.52	30,142.52	105,498.81
					<u>60,285.04</u>	<u>52,749.41</u>	

IAFF Current Schedule - Scheduled Overtime

FLSA IMPLEMENTATION FULL FISCAL YEAR

Does not include Strike Team Coverage, Sick or Vacation Leave, Coverage Due to Coronavirus

	Shift A	Shift B	Shift C	Shift A OT/FE	Shift B OT/FE	Shift C OT/FE	Shift A OT/FC	Shift B OT/FC	Shift C OT/FC	\$ OT PER PAYROLL
Payroll Perio	168	192	144	-	-	-	-	-	-	-
Payroll Perio	240	240	192	1,209.33	1,280.01	-	1,720.72	1,642.58	-	6,524.64
Payroll Perio	240	192	240	1,209.33	-	1,353.82	1,720.72	-	1,585.11	6,540.98
Payroll Perio	192	240	240	-	1,280.01	1,353.82	-	1,642.58	1,585.11	6,533.52
Payroll Perio	240	240	192	1,209.33	1,280.01	-	1,720.72	1,642.58	-	6,524.64
Payroll Perio	240	240	240	1,209.33	1,280.01	1,353.82	1,720.72	1,642.58	1,585.11	9,511.56
										-
										-
July 1 - December 24				4,837.30	5,120.04	4,061.46	6,882.88	6,570.34	4,755.32	32,227.34

	Shift A	Shift B	Shift C	Shift A OT/FE	Shift B OT/FE	Shift C OT/FE	Shift A OT/FC	Shift B OT/FC	Shift C OT/FC	\$ OT PER PAYROLL
Pay Period 1	192	240	240	-	1,280.01	1,353.82	-	1,642.58	1,585.11	6,533.52
Pay Period 2	240	192	192	1,209.33	-	-	1,720.72	-	-	3,554.04
Pay Period 3	240	240	240	1,209.33	1,280.01	1,353.82	1,720.72	1,642.58	1,585.11	9,511.56
Pay Period 4	192	240	240	-	1,280.01	1,353.82	-	1,642.58	1,585.11	6,533.52
Pay Period 5	192	240	240	-	1,280.01	1,353.82	-	1,642.58	1,585.11	6,533.52
Pay Period 6	240	192	240	1,209.33	-	1,353.82	1,720.72	1,642.58	1,585.11	8,183.55
Pay Period 7	192	240	240	-	1,280.01	1,353.82	-	1,642.58	1,585.11	6,533.52
										-
										-
December 25 - June 30				3,627.98	6,400.05	8,122.92	5,162.16	9,855.50	9,510.63	42,679.24
TOTAL OT PER SHIFT				8,465.28	11,520.09	12,184.39	12,045.04	16,425.84	14,265.95	74,906.58

	Retro Gross Annual with HOL, INCENT Wage PAY/without OT @2756 Hrs			Time & Half OT Wage	Sick Leave 4 Days/96 Hours	Vacation Leave 4 Days/96 Hours	Mutual Aid 14 Days/ 336 Hours
Fire Engineer A Fire	79,354.78	28.79	14.40	43.19	4,146.26	4,146.26	14,511.91
Engineer B Fire	83,993.01	30.48	15.24	45.71	4,388.60	4,388.60	15,360.11
Engineer C Fire	88,836.67	32.23	16.12	48.35	4,641.68	4,641.68	16,245.89
Captain A Fire	112,911.93	40.97	20.48	61.45	5,899.61	5,899.61	20,648.63
Captain B Fire	107,784.79	39.11	19.55	58.66	5,631.72	5,631.72	19,711.01
Captain C	104,013.12	37.74	18.87	56.61	5,434.65	5,434.65	19,021.27
					30,142.52	30,142.52	105,498.81
						60,285.04	52,749.41