



# AGENDA

## SPECIAL MEETING OF THE SANTA FE SPRINGS CITY COUNCIL

**July 8, 2021  
5:00 P.M.**

Council Chambers  
11710 Telegraph Road  
Santa Fe Springs, CA 90670

**Jay Sarno, Councilmember**  
**Juanita Trujillo, Councilmember**  
**Joe Angel Zamora, Councilmember**  
**Annette Rodriguez, Mayor Pro Tem**  
**John M. Mora, Mayor**

**Public Comment:** *The public is encouraged to address City Council on any matter listed on the agenda. If you wish to address the City Council, please complete a speaker card and hand the card to the City Clerk or a member of staff. City Council will hear public comment on items listed on the agenda.*

**Americans with Disabilities Act:** *In compliance with the ADA, if you need special assistance to participate in a City meeting or other services offered by this City, please contact the City Clerk's Office. Notification of at least 48 hours prior to the meeting or time when services are needed will assist the City staff in assuring that reasonable arrangements can be made to provide accessibility to the meeting or service.*

*Pursuant to provisions of the Brown Act, no action may be taken on a matter unless it is listed on the agenda, or unless certain emergency or special circumstances exist. The City Council may direct staff to investigate and/or schedule certain matters for consideration at a future City Council meeting.*

**Please Note:** *Staff reports, and supplemental attachments, are available for inspection at the office of the City Clerk, City Hall, 11710 E. Telegraph Road during regular business hours 7:30 a.m.-5:30 p.m., Monday-Thursday and every other Friday. Telephone: (562) 868-0511.*

1. **CALL TO ORDER**

2. **ROLL CALL**

Jay Sarno, Councilmember  
Juanita Trujillo, Councilmember  
Joe Angel Zamora, Councilmember  
Annette Rodriguez, Mayor Pro Tem  
John M. Mora, Mayor

3. **PUBLIC COMMENTS** *This is the time when comments may be made by citizens on matters on the agenda only. Each citizen is limited to three (3) minutes.*

**CITY COUNCIL**

**NEW BUSINESS**

4. Approval of Labor Agreement Between the City of Santa Fe Springs and the City of Santa Fe Springs Firemen's Association and Adoption of Resolution No. 9726 Approving Fiscal Year 2021-22 Salary Schedule Changes (Finance)

**Recommendation:**

- Approve the labor agreement with the Santa Fe Springs Firemen's Association covering fiscal years 2021-22 through fiscal year 2023-24.
- Adopt Resolution No. 9726 approving revisions to the fiscal year 2021-22 salary schedule.

5. **ADJOURNMENT**

**Americans with Disabilities Act:** In compliance with the ADA, if you need special assistance to participate in a City meeting or other services offered by this City, please contact the City Clerk's Office. Notification of at least 48 hours prior to the meeting or time when services are needed will assist the City staff in assuring that reasonable arrangements can be made to provide accessibility to the meeting or service.

I, Janet Martinez, City Clerk for the City of Santa Fe Springs, do hereby certify under penalty of perjury under the laws of the State of California, that the foregoing agenda was posted at the following locations; city's website at [www.santafesprings.org](http://www.santafesprings.org); and the Town Center Plaza (Kiosk), 11740 Telegraph Road, not less than 24 hours prior to the meeting.

  
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Janet Martinez, CMC, City Clerk

July 7, 2021  
Date Posted



# City of Santa Fe Springs

Special City Council Meeting

July 8, 2021

## **NEW BUSINESS**

Approval of Labor Agreement Between the City of Santa Fe Springs and the City of Santa Fe Springs Firemen's Association and Adoption of Resolution No. 9726 Approving Fiscal Year 2021-22 Salary Schedule Changes

### **RECOMMENDATION(S)**

- Approve the labor agreement with the Santa Fe Springs Firemen's Association covering fiscal years 2021-22 through fiscal year 2023-24.
- Adopt Resolution No. 9726 approving revisions to the fiscal year 2021-22 salary schedule.

### **BACKGROUND**

The City has reached a tentative labor agreement ("TA") with the Santa Fe Springs Firemen's Association ("SFSFFA"). The members of SFSFFA have ratified the TA for a three year term that begins July 1, 2021 through June 30, 2024.

The TA updates various contract language items included in the contract, which are outlined as follows:

- Cost of living increase for fiscal year ("FY") 2021-22 of 4%, FY 2022-23 of 3%, and FY 2023-24 of 3%;
- The health insurance cap contribution will be adjusted, up or down each January 1, 2022-2024, to match the PORAC family rate;
- Stand-by pay for non-suppression personnel will be increased from \$35 to \$70 per day on regularly scheduled days off and holidays;
- Life insurance coverage for non-suppression personnel will be increased from \$50,000 to \$75,000;
- Tuition reimbursement will be increased from \$2,000 per fiscal year to \$4,000 per fiscal year;
- Current contract language regarding the Educational Incentive will be updated to specify that members are eligible for the second level incentive if any two of three educational options are completed: Environmental Certificate from an accredited university, Bachelor's Degree from an accredited university, or completion of the Chief Fire Officer coursework as defined by the California Office of the State Fire Marshal;
- Non-suppression personnel will have the option to cash out up to 12 hours of regular vacation once per fiscal year;
- The reserve vacation bank for non-suppression personnel will be liquidated (paid out), with employees having the option of taking a lump sum payment or spreading it out over the term of the agreement;
- Suppression personnel will be subject to a 720 hour cap on vacation accruals, with hours in excess of the cap being paid out;
- The parties agree to a re-opener during the term of this contract to discuss and implement changes related to the retiree medical program.

California Government Code Section 36506 requires that employee compensation be adopted by City Council resolution or ordinance. The City Council adopted Resolution No. 9722 on June 29, 2021 approving the comprehensive salary schedule for FY 2021-22. The revisions to the salary schedule for FY 2021-22 for positions in the SFSFFA is included as Attachment "A" to Resolution 9726. If approved, these revisions will be incorporated into the comprehensive FY 2021-22 salary schedule. The revised salary schedules for each of the three years are also attached to the TA.

**FISCAL IMPACT**

The cost associated with the agreement is an average of approximately \$416,000 per year plus an additional one-time cost of approximately \$150,000 to liquidate the vacation reserve balances and reduce the suppression hours to the 720 hour cap. The costs for FY 2021-22 are already included in the adopted FY 2021-22 City budget. The costs for FY 2022-23 and FY 2023-24 will be factored into those budgets as well.



Raymond R. Cruz  
City Manager

**Attachment(s):**

1. Agreement between City and SFSFFA
2. Resolution No. 9726



**TENTATIVE AGREEMENT BETWEEN THE CITY OF SANTA FE SPRINGS AND  
THE SANTA FE SPRINGS FIREMEN’S ASSOCIATION  
FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING  
July 6, 2021**

The City of Santa Fe Springs (“City”) and the Santa Fe Springs Firefighters’ Association, Inc., AFL-CIO Local 3507 (“Association” or “SFSFFA”) entered into a Memorandum of Understanding covering the period July 1, 2020 through June 30, 2021 (“SFSFFA MOU 2020-21”). The parties commenced negotiations on April 2, 2021 regarding a successor labor agreement pursuant to the Meyers-Milias-Brown Act (“MMBA”) (Gov’t Code Sections 3500 - 3511). The SFSFFA MOU 2020-21 expired by its own terms on June 30, 2021.

The parties’ ongoing negotiations have resulted in this written Tentative Agreement for a successor Memorandum of Understanding between the City and the Association and its deal terms were ratified by the Association on June 30, 2021, but it remains subject to formal approval/adoption by the City Council per California Government Code Section 3505.1, which provides:

“If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organizations, the governing body shall vote to accept or reject the tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding.”

All terms and conditions of the prior SFSFFA MOU 2020-21 shall be maintained unless expressly modified or changed herein until the successor MOU is jointly prepared by the parties, ratified by the Association and accepted, approved and adopted by City Council, which shall then supersede and replace this Tentative Agreement and the prior SFSFFA MOU 2020-21.

**TENTATIVE AGREEMENT DEAL POINTS**

<b>Article No.</b>	<b>Subject</b>	<b>Existing MOU/Policy</b>	<b>Changes/Agreements</b>
I. Section 1	Duration/Term	July 1, 2020 - June 30, 2021	July 1, 2021 – June 30, 2024

IV Section 2	Wages	[No reference to FY 2021-24]	FY 2021-22: 4% COLA effective the pay period covering July 1, 2021; FY 2022-23: 3% COLA effective the pay period covering July 1, 2022; & FY 2023-24: 3% COLA effective the pay period covering July 1, 2023.
IV Section 4	Educational Pay	<p>Bachelor's Degree /Chief Fire Officer /Environmental Certificate Incentive: Employees who have received a Bachelor's Degree /Chief Fire Officer /Environmental Certificate from an accredited university, shall receive the following incentive:</p> <p>1. Bachelor's Degree, Chief Fire Officer or Environmental Certificate, shall receive 3.01%.</p> <p>2. Bachelor's Degree or Chief Fire Officer and Environmental Certificate, shall receive 3.10%</p>	<p>Employees who have received an Environmental Certificate or Bachelor's Degree from an accredited university, or completion of Chief Fire Officer coursework, shall receive an additional 3.01% of base pay.</p> <p>Employees who have met any two of the following three criteria shall receive an additional 3.10% of base pay on top of the 3.01% above: Environmental Certificate from an accredited university, Bachelor's Degree from an accredited university, or completion of Chief Fire Officer coursework.</p>
IV Section 19	Standby Compensation	An employee required to be available for emergency service between the end of their work day and the beginning of the next work day will be paid \$35.00 for each standby period.	<p>Effective upon City Council approval of this Tentative Agreement, an employee required to be available on Standby for emergency service on any day that is a regularly scheduled day off for that employee (not because of any leave other than Holiday leave) will be paid \$70.00 for each day they are required to be on standby.</p> <p>[Remaining language to stay the same.]</p>

V Section 6	Retiree Medical	New	The parties agree to a re-opener during the term of this MOU to discuss and implement changes related to medical coverage for active employees as well as significant reforms to the retiree medical program and when retirees become Medicare eligible, including but not limited to limiting the employer contribution to retiree medical for new employees to the minimum rate established annually by the California Public Employees' Retirement System (CalPERS) for the Public Employees' Medical and Hospital Care Act (PEMHCA). The City would also consider amending its existing Flexible Spending Account (FSA) Section 125 Plan to provide for a cafeteria plan option as a mechanism for providing active employees with the difference between the PEMHCA minimum and the negotiated employer contribution for active employee medical on a tax-exempt basis. Further, the City would also consider establishing a Health Reimbursement Arrangement account (HRA) to provide a mechanism for providing eligible retirees with the difference between the PEMHCA minimum and any vested employer contribution for retiree medical. Any changes to existing contract terms would require mutual agreement.
VI Section 1	Health Insurance	Effective January 1, 2021, the medical cap was increased \$254.24 from \$1,495.76 to \$1750 per month.	Effective January 1, 2022, January 1, 2023, and January 1, 2024 only, the City's medical contribution cap will be adjusted, up or down, to match the PORAC family rate to reimburse Association represented employees and their eligible dependents for medical insurance premiums. The 2021 PORAC family rate is \$1894 per month.
VI Section 4	Life Insurance	The basic amount specified in the group contract is \$50,000. [Change proposed by the Association.]	Effective upon City Council approval of this Tentative Agreement, the basic amount specified in the group contract shall be \$75,000 for Association represented non-suppression employees.
VII Section 10	Reserve Vacation Bank	Effective July 1, 2021, a second vacation bank with a starting balance of zero will be created for each full-time	Effective within 30 days upon City Council approval of this Tentative Agreement, whichever is later, the City shall cash-out the first vacation bank (Reserve Bank) for each Association represented non-suppression employee at the dollar value in effect as of June 30, 2021, which is intended to be


		<p>non-suppression employee.</p>	<p>prior to the raises contained in this Tentative Agreement. Employees can also elect to designate all or a portion of the cash out as deferred compensation (up to the IRS limits). In exchange, the City will also allow up to 12 hours cash-out of the second vacation bank once per fiscal year but the cash-out must be designated in writing by December of the prior calendar year and is irrevocable after being designated.</p> <p>Effective within 30 days upon City Council approval of this Tentative Agreement, Association represented fire suppression personnel shall have a 720 hour vacation cap, with the City cashing out any hours above the cap for all fire suppression employees at the dollar value in effect as of June 30, 2021, which is intended to be prior to the raises contained in this Tentative Agreement. Employees shall be entitled to make an irrevocable election in writing before the cash-out deadline to spread the cash-out payment over the term of the contract to be paid on or before each February 15th at the dollar value in effect as of June 30, 2021, which is intended to be prior to the raises contained in this Tentative Agreement. Employees can also elect to designate all or a portion of the cash out as deferred compensation (up to the IRS limits). Thereafter, fire suppression personnel reaching the cap would be paid out at base salary rate only for all hours that would normally exceed the cap.</p>
<p>VIII Section 1</p>	<p>Tuition Reimbursement</p>	<p>The maximum reimbursement for employees engaged in a degree program is \$2,000 per year including books.</p>	<p>Effective upon City Council approval of this Tentative Agreement, maximum reimbursement for Association represented employees engaged in a degree program is \$4,000 per year including books.</p>

[SIGNATURES ON NEXT PAGE]

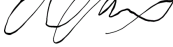


This Tentative Agreement is dated July 6, 2021 and shall be effective only upon adoption by the City Council of the City of Santa Fe Springs. Subject to the foregoing, this Tentative Agreement is hereby executed by the authorized representatives of the City and the Association.

**City of Santa Fe Springs**

DocuSigned by:  
  
897806478AE24C5  
Raymond R. Cruz, City Manager

**Santa Fe Springs Firemen's Association, Inc.**

DocuSigned by:  
  
1B53B4EAA7594EE  
Kurt Buckwalter, President

**APPENDIX A**  
**SFSFFA REPRESENTED UNITS AND CLASSIFICATIONS AND SALARY RANGES**

CITY OF SANTA FE SPRINGS  
SALARY TABLES BY CLASS  
AS OF PERIOD ENDING: 07/04/2021

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
01700 BAT	FIRE CHIEF	A- 1	11852.817	5470.531	68.382	2080.00
		B- 2	12506.017	5772.008	72.150	
		C- 3	13194.166	6089.615	76.120	
		D- 4	13920.883	6425.023	80.313	
		E- 5	14687.369	6778.786	84.735	
03000 BAT	BATTALION CHIEF	A- 1	10789.859	4979.935	44.464	2912.00
		B- 2	11334.596	5231.352	46.709	
		C- 3	11907.048	5495.561	49.068	
		D- 4	12485.529	5762.552	51.451	
		E- 5	13113.422	6052.349	54.039	

CITY OF SANTA FE SPRINGS  
 SALARY TABLES BY CLASS  
 AS OF PERIOD ENDING: 07/04/2021

CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
12000	FIRE	DIR OF EPD-FPB	A- 1	10789.859	4979.935	62.249	2080.00
			B- 2	11334.596	5231.352	65.392	
			C- 3	11907.048	5495.561	68.695	
			D- 4	12485.529	5762.552	72.032	
			E- 5	13113.422	6052.349	75.654	
12200	FIRE	ENVIRON PROGRAM MGR	A- 1	9193.014	4242.930	53.037	2080.00
			B- 2	9698.631	4476.291	55.954	
			C- 3	10232.054	4722.486	59.031	
			D- 4	10794.818	4982.224	62.278	
			E- 5	11388.532	5256.246	65.703	
12210	FIRE	DEPUTY FIRE MARSHAL	B- 2	9698.631	4476.291	55.954	
			C- 3	10232.054	4722.486	59.031	
			D- 4	10794.818	4982.224	62.278	
			E- 5	11388.532	5256.246	65.703	
12300	FIRE	FIRE&ENV SAF INSP II	A- 1	7454.258	3440.427	43.005	2080.00
			B- 2	7864.240	3629.649	45.371	
			C- 3	8296.773	3829.280	47.866	
			D- 4	8753.097	4039.891	50.499	
			E- 5	9234.518	4262.085	53.276	
12800	FIRE	FIRE CAPTAIN	A- 1	8768.793	4047.135	35.159	2992.86
			B- 2	9230.374	4260.173	37.010	
			C- 3	9740.158	4495.458	39.054	
			D- 4	10245.124	4728.519	41.078	
			E- 5	10804.320	4986.609	43.320	
13110	FIRE	EPD-FPB SPECIALIST	A- 1	8343.370	3850.786	48.135	2080.00
			B- 2	8786.871	4055.479	50.693	
			C- 3	9249.656	4269.072	53.363	
			D- 4	9740.158	4495.458	56.193	
			E- 5	10258.381	4734.637	59.183	
13810	FIRE	FIRE ENGINEER	A- 1	7528.677	3474.774	30.187	2992.86
			B- 2	7922.766	3656.661	31.767	
			C- 3	8349.395	3853.567	33.477	
			D- 4	8768.793	4047.135	35.159	
			E- 5	9359.189	4319.626	37.526	
14810	FIRE	FIRE/ENV SFT INSP I	A- 1	6472.951	2987.516	37.344	2080.00
			B- 2	6812.808	3144.373	39.305	
			C- 3	7169.538	3309.018	41.363	
			D- 4	7545.550	3482.562	43.532	
			E- 5	7942.049	3665.561	45.820	

CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
15200	FIRE	FF/PARA II	A- 1	7509.282	3465.822	30.109	2992.86
			B- 2	7922.292	3656.442	31.765	
			C- 3	8358.018	3857.547	33.512	
			D- 4	8817.708	4069.711	35.355	
			E- 5	9302.683	4293.546	37.300	
15300	FIRE	FF/PARA I	A- 1	7117.229	3284.875	28.537	2992.86
			B- 2	7508.678	3465.544	30.106	
			C- 3	7921.655	3656.148	31.762	
			D- 4	8357.346	3857.237	33.509	
			E- 5	8817.001	4069.385	35.352	
15400	FIRE	FF/PARA TRAINEE	A- 1	6746.581	3113.807	27.051	2992.86
			B- 2	7117.644	3285.066	28.538	
			C- 3	7509.114	3465.745	30.108	
			D- 4	7922.115	3656.361	31.764	
			E- 5	8357.833	3857.461	33.511	
16200	FIRE	FIREFIGHTER	A- 1	6395.388	2951.718	25.643	2992.86
			B- 2	6747.135	3114.062	27.053	
			C- 3	7118.228	3285.336	28.541	
			D- 4	7509.730	3466.029	30.111	
			E- 5	7922.766	3656.661	31.767	

CITY OF SANTA FE SPRINGS  
SALARY TABLES BY CLASS  
AS OF PERIOD ENDING: 07/03/2022

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
01700 BAT	FIRE CHIEF	A- 1	12208.401	5634.647	70.433	2080.00
		B- 2	12881.197	5945.168	74.315	
		C- 3	13589.990	6272.303	78.404	
		D- 4	14338.509	6617.773	82.722	
		E- 5	15127.990	6982.149	87.277	
03000 BAT	BATTALION CHIEF	A- 1	11113.554	5129.333	45.798	2912.00
		B- 2	11674.633	5388.292	48.110	
		C- 3	12264.259	5660.427	50.540	
		D- 4	12860.094	5935.428	52.995	
		E- 5	13506.824	6233.919	55.660	

CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
12000	FIRE	DIR OF EPD-FPB	A- 1	11113.554	5129.333	64.117	2080.00
			B- 2	11674.633	5388.292	67.354	
			C- 3	12264.259	5660.427	70.755	
			D- 4	12860.094	5935.428	74.193	
			E- 5	13506.824	6233.919	77.924	
12200	FIRE	ENVIRON PROGRAM MGR	A- 1	9468.804	4370.217	54.628	2080.00
12210	FIRE	DEPUTY FIRE MARSHAL	B- 2	9989.589	4610.580	57.632	
			C- 3	10539.015	4864.161	60.802	
			D- 4	11118.662	5131.690	64.146	
			E- 5	11730.187	5413.932	67.674	
12300	FIRE	FIRE&ENV SAF INSP II	A- 1	7677.885	3543.639	44.295	2080.00
			B- 2	8100.167	3738.539	46.732	
			C- 3	8545.676	3944.158	49.302	
			D- 4	9015.689	4161.087	52.014	
			E- 5	9511.553	4389.948	54.874	
12800	FIRE	FIRE CAPTAIN	A- 1	9031.856	4168.549	36.214	2992.86
			B- 2	9507.285	4387.978	38.120	
			C- 3	10032.362	4630.321	40.225	
			D- 4	10552.477	4870.374	42.311	
			E- 5	11128.449	5136.207	44.620	
13110	FIRE	EPD-FPB SPECIALIST	A- 1	8593.671	3966.310	49.579	2080.00
			B- 2	9050.477	4177.143	52.214	
			C- 3	9527.145	4397.144	54.964	
			D- 4	10032.362	4630.321	57.879	
			E- 5	10566.132	4876.676	60.958	
13810	FIRE	FIRE ENGINEER	A- 1	7754.537	3579.017	31.092	2992.86
			B- 2	8160.448	3766.361	32.720	
			C- 3	8599.876	3969.174	34.482	
			D- 4	9031.856	4168.549	36.214	
			E- 5	9639.964	4449.214	38.652	
14810	FIRE	FIRE/ENV SFT INSP I	A- 1	6667.139	3077.141	38.464	2080.00
			B- 2	7017.192	3238.704	40.484	
			C- 3	7384.624	3408.288	42.604	
			D- 4	7771.916	3587.038	44.838	
			E- 5	8180.310	3775.528	47.194	

CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
15200	FIRE	FF/PARA II	A- 1	7734.560	3569.797	31.012	2992.86
			B- 2	8159.960	3766.135	32.718	
			C- 3	8608.758	3973.273	34.517	
			D- 4	9082.239	4191.803	36.416	
			E- 5	9581.763	4422.352	38.418	
15300	FIRE	FF/PARA I	A- 1	7330.745	3383.421	29.393	2992.86
			B- 2	7733.938	3569.510	31.010	
			C- 3	8159.304	3765.833	32.715	
			D- 4	8608.066	3972.954	34.514	
			E- 5	9081.511	4191.467	36.413	
15400	FIRE	FF/PARA TRAINEE	A- 1	6948.978	3207.221	27.862	2992.86
			B- 2	7331.173	3383.618	29.395	
			C- 3	7734.387	3569.717	31.011	
			D- 4	8159.778	3766.051	32.717	
			E- 5	8608.567	3973.185	34.516	
16200	FIRE	FIREFIGHTER	A- 1	6587.249	3040.269	26.412	2992.86
			B- 2	6949.549	3207.484	27.865	
			C- 3	7331.774	3383.896	29.397	
			D- 4	7735.021	3570.010	31.014	
			E- 5	8160.448	3766.361	32.720	



CITY OF SANTA FE SPRINGS  
 SALARY TABLES BY CLASS  
 AS OF PERIOD ENDING: 07/02/2023

CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS			
12000	FIRE	DIR OF EPD-FPB	A- 1	11446.960	5283.212	66.040	2080.00			
			B- 2	12024.871	5549.940	69.374				
			C- 3	12632.186	5830.240	72.878				
			D- 4	13245.896	6113.490	76.419				
			E- 5	13912.028	6420.936	80.262				
12200	FIRE	ENVIRON PROGRAM MGR	A- 1	9752.868	4501.324	56.267	2080.00			
			12210	FIRE	DEPUTY FIRE MARSHAL	B- 2		10289.276	4748.897	59.361
			C- 3			10855.185		5010.085	62.626	
			D- 4			11452.221		5285.640	66.071	
			E- 5			12082.092		5576.350	69.704	
12300	FIRE	FIRE&ENV SAF INSP II	A- 1	7908.221	3649.948	45.624	2080.00			
			B- 2	8343.172	3850.695	48.134				
			C- 3	8802.046	4062.483	50.781				
			D- 4	9286.159	4285.920	53.574				
			E- 5	9796.899	4521.646	56.521				
12800	FIRE	FIRE CAPTAIN	A- 1	9302.811	4293.605	37.300	2992.86			
			B- 2	9792.503	4519.617	39.263				
			C- 3	10333.332	4769.230	41.432				
			D- 4	10869.051	5016.485	43.580				
			E- 5	11462.302	5290.293	45.959				
13110	FIRE	EPD-FPB SPECIALIST	A- 1	8851.481	4085.299	51.066	2080.00			
			B- 2	9321.991	4302.457	53.781				
			C- 3	9812.959	4529.058	56.613				
			D- 4	10333.332	4769.230	59.615				
			E- 5	10883.115	5022.976	62.787				
13810	FIRE	FIRE ENGINEER	A- 1	7987.173	3686.388	32.025	2992.86			
			B- 2	8405.261	3879.351	33.701				
			C- 3	8857.872	4088.249	35.516				
			D- 4	9302.811	4293.605	37.300				
			E- 5	9929.162	4582.690	39.811				
14810	FIRE	FIRE/ENV SFT INSP I	A- 1	6867.153	3169.455	39.618	2080.00			
			B- 2	7227.707	3335.865	41.698				
			C- 3	7606.162	3510.536	43.882				
			D- 4	8005.073	3694.649	46.183				
			E- 5	8425.719	3888.793	48.610				

CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
15200	FIRE	FF/PARA II	A- 1	7966.596	3676.890	31.942	2992.86
			B- 2	8404.758	3879.119	33.699	
			C- 3	8867.020	4092.471	35.553	
			D- 4	9354.706	4317.557	37.508	
			E- 5	9869.215	4555.022	39.571	
15300	FIRE	FF/PARA I	A- 1	7550.667	3484.923	30.275	2992.86
			B- 2	7965.956	3676.595	31.940	
			C- 3	8404.083	3878.808	33.697	
			D- 4	8866.307	4092.142	35.550	
			E- 5	9353.956	4317.210	37.505	
15400	FIRE	FF/PARA TRAINEE	A- 1	7157.447	3303.437	28.698	2992.86
			B- 2	7551.108	3485.127	30.276	
			C- 3	7966.418	3676.808	31.942	
			D- 4	8404.571	3879.033	33.698	
			E- 5	8866.824	4092.380	35.552	
16200	FIRE	FIREFIGHTER	A- 1	6784.866	3131.477	27.204	2992.86
			B- 2	7158.035	3303.708	28.700	
			C- 3	7551.727	3485.412	30.279	
			D- 4	7967.071	3677.110	31.944	
			E- 5	8405.261	3879.351	33.701	

**RESOLUTION NO. 9726**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SANTA FE SPRINGS, CALIFORNIA, APPROVING AND ADOPTING REVISIONS TO THE FISCAL YEAR 2021-2022 SALARY SCHEDULE**

WHEREAS, California Government Code Section 36506 requires employee compensation to be adopted by City Council resolution; and

WHEREAS, the Fiscal Year 2021-2022 Salary Schedule was adopted by City Council Resolution No. 9722 on June 29, 2021; and

WHEREAS, labor negotiations have resulted in a tentative agreement with the City of Santa Fe Springs Firemen's Association, requiring changes to the salary schedule.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SANTA FE SPRINGS DOES HEREBY RESOLVE AS FOLLOWS:

1. The City Council approves and adopts the revised Fiscal Year 2021-2022 Salary Schedule for the positions attached hereto as Attachment "A" and incorporated herein by this reference.

2. The City Council authorizes the Director of Finance & Administrative Services to update the comprehensive Fiscal Year 2021-2022 Salary Schedule with the revisions set forth in Attachment A.

APPROVED and ADOPTED this 8<sup>th</sup> day of July, 2021.

AYES:

NOES:

ABSENT:

ABSTAIN:

\_\_\_\_\_  
John M. Mora, Mayor

ATTEST:

\_\_\_\_\_  
Janet Martinez, CMC, City Clerk

CITY OF SANTA FE SPRINGS  
SALARY TABLES BY CLASS  
AS OF PERIOD ENDING: 07/04/2021

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
01700 BAT	FIRE CHIEF	A- 1	11852.817	5470.531	68.382	2080.00
		B- 2	12506.017	5772.008	72.150	
		C- 3	13194.166	6089.615	76.120	
		D- 4	13920.883	6425.023	80.313	
		E- 5	14687.369	6778.786	84.735	
03000 BAT	BATTALION CHIEF	A- 1	10789.859	4979.935	44.464	2912.00
		B- 2	11334.596	5231.352	46.709	
		C- 3	11907.048	5495.561	49.068	
		D- 4	12485.529	5762.552	51.451	
		E- 5	13113.422	6052.349	54.039	

CITY OF SANTA FE SPRINGS  
 SALARY TABLES BY CLASS  
 AS OF PERIOD ENDING: 07/04/2021

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS		
12000 FIRE	DIR OF EPD-FPB	A- 1	10789.859	4979.935	62.249	2080.00		
		B- 2	11334.596	5231.352	65.392			
		C- 3	11907.048	5495.561	68.695			
		D- 4	12485.529	5762.552	72.032			
		E- 5	13113.422	6052.349	75.654			
12200 FIRE	ENVIRON PROGRAM MGR	A- 1	9193.014	4242.930	53.037	2080.00		
		12210 FIRE	DEPUTY FIRE MARSHAL	B- 2	9698.631		4476.291	55.954
		C- 3		10232.054	4722.486		59.031	
		D- 4		10794.818	4982.224		62.278	
		E- 5		11388.532	5256.246		65.703	
12300 FIRE	FIRE&ENV SAF INSP II	A- 1	7454.258	3440.427	43.005	2080.00		
		B- 2	7864.240	3629.649	45.371			
		C- 3	8296.773	3829.280	47.866			
		D- 4	8753.097	4039.891	50.499			
		E- 5	9234.518	4262.085	53.276			
12800 FIRE	FIRE CAPTAIN	A- 1	8768.793	4047.135	35.159	2992.86		
		B- 2	9230.374	4260.173	37.010			
		C- 3	9740.158	4495.458	39.054			
		D- 4	10245.124	4728.519	41.078			
		E- 5	10804.320	4986.609	43.320			
13110 FIRE	EPD-FPB SPECIALIST	A- 1	8343.370	3850.786	48.135	2080.00		
		B- 2	8786.871	4055.479	50.693			
		C- 3	9249.656	4269.072	53.363			
		D- 4	9740.158	4495.458	56.193			
		E- 5	10258.381	4734.637	59.183			
13810 FIRE	FIRE ENGINEER	A- 1	7528.677	3474.774	30.187	2992.86		
		B- 2	7922.766	3656.661	31.767			
		C- 3	8349.395	3853.567	33.477			
		D- 4	8768.793	4047.135	35.159			
		E- 5	9359.189	4319.626	37.526			
14810 FIRE	FIRE/ENV SFT INSP I	A- 1	6472.951	2987.516	37.344	2080.00		
		B- 2	6812.808	3144.373	39.305			
		C- 3	7169.538	3309.018	41.363			
		D- 4	7545.550	3482.562	43.532			
		E- 5	7942.049	3665.561	45.820			

CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
15200	FIRE	FF/PARA II	A- 1	7509.282	3465.822	30.109	2992.86
			B- 2	7922.292	3656.442	31.765	
			C- 3	8358.018	3857.547	33.512	
			D- 4	8817.708	4069.711	35.355	
			E- 5	9302.683	4293.546	37.300	
15300	FIRE	FF/PARA I	A- 1	7117.229	3284.875	28.537	2992.86
			B- 2	7508.678	3465.544	30.106	
			C- 3	7921.655	3656.148	31.762	
			D- 4	8357.346	3857.237	33.509	
			E- 5	8817.001	4069.385	35.352	
15400	FIRE	FF/PARA TRAINEE	A- 1	6746.581	3113.807	27.051	2992.86
			B- 2	7117.644	3285.066	28.538	
			C- 3	7509.114	3465.745	30.108	
			D- 4	7922.115	3656.361	31.764	
			E- 5	8357.833	3857.461	33.511	
16200	FIRE	FIREFIGHTER	A- 1	6395.388	2951.718	25.643	2992.86
			B- 2	6747.135	3114.062	27.053	
			C- 3	7118.228	3285.336	28.541	
			D- 4	7509.730	3466.029	30.111	
			E- 5	7922.766	3656.661	31.767	