

~~TWO~~FOUR-YEAR CONTRACT EXTENSION TO
THE MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF SANTA ANA
and
THE SANTA ANA FIRE MANAGEMENT ASSOCIATION
FOR FISCAL YEARS 2010-11 ~~AND 2011-12~~ *through 2013-14*

C: Lorigs. - Personnel
Kathie Gonzalez
RT
SEP 22 2010

The City of Santa Ana (CITY) and the Santa Ana Fire Management Association (SAFMA) have met and agreed to ~~amend~~ *extend* the 2004-10 Memorandum of Understanding (MOU) between the CITY and SAFMA, for ~~two (2)~~ *four (4)* additional years. The ~~existing~~ *initial* MOU provisions, and the provisions outlined in the *two-year Contract Extension for Fiscal Years 2008-09 and 2009-10* shall remain unchanged and in effect unless ~~addressed~~ *modified* by this contract extension. The new expiration date of the MOU shall be June 30, ~~2012~~ *2014*, and the MOU shall be amended as follows:

AMENDED ARTICLE IV (new language in *bold italics*; deleted provisions lined out)

4.1 Basic Compensation Plan. There is hereby established a basic compensation plan for all members of the Santa Ana Fire Management Association who are now employed or will in the future be employed in any of the designated classifications of employment listed in this Agreement and its attachments.

This plan includes two groups of classification titles, Fire Management Group A (the sworn CalPERS "Safety" class of Deputy Fire Chief and the non-sworn CalPERS "Miscellaneous" class of *Administrative Chief/Fire Marshal**), and Fire Management Group B (the sworn CalPERS "Safety" class of Fire Battalion Chief and the non-sworn CalPERS "Miscellaneous" class of Fire Communications Manager).

* The current incumbent is designated as "safety" for retirement purposes.

4.2 Schedules of Salaries.

A. Two separate schedules of salary rate ranges, one for classes of employment designated as represented Fire Management Group A (Deputy Fire Chief and *Administrative Chief/Fire Marshal*), and one for classes of employment designated as represented Fire Management Group B (Fire Battalion Chief and Fire Communications Manager) are attached hereto in matrix format and made a part hereof as though set forth in full herein. The schedules for represented Fire Management Group A classes and represented Fire Management Group B classes are listed as follows:

Category of Employment

Salary Schedule No.

Fire Management Group A
(classes allocated to ~~15~~ 17 step
salary rate ranges)

FMA Group A-1
FMA Group A-2

Fire Management Group B
(classes allocated to 5-step
salary rate ranges)

FMA Group B

- B. ~~Except for the "Fire Management Group B" salary schedule described below, The~~ basic salary schedules for "Fire Management Group A" (titled "FMA Group A-1 and A-2, respectively) ~~contains~~ contain numerous salary rate ranges, each range comprised of ~~fifteen (15)~~ *seventeen (17)* separate rates of pay shown in monthly amounts. The respective *salary* rate ranges are identified by a two-digit number preceded by the capital letters "FM" or "FMFM", respectively. The separate rates of pay or steps within each salary rate range are identified by the numbers "1" through ~~"15"~~ *"17"* inclusive, with Step "1" being the lowest or minimum of the range, Step "8" the middle or midpoint rate of the range, and Step ~~"15"~~ *"17"* being the highest or maximum rate. The purpose of each step and criteria for advancement are set forth in Subsection 4.7(A) below.
- C. The basic salary schedule for "Fire Management Group B" (titled "FMA Group B") contains numerous salary rate ranges, designated by the letter "M" and a three-digit rate range number. These rate ranges are comprised of five (5) steps or rates of pay shown in monthly amounts, identified by the letters "A" through "E" inclusive, with Step "A" being the lowest step in the range. The purpose of each step and criteria for advancement to the next higher step within a particular salary rate range are set forth in Salary Schedule No. FMA Group B (attached) and in Subsection 4.7(B) below.

4.3 Salary Adjustments.

~~Effective July 1, 2009, the base salary of employees covered by this Agreement shall be increased by eight (8) salary rate ranges (approximately 4%).~~

Effective July 1, 2009, there shall be no salary increase for employees covered by this Agreement.

Effective July 1, 2009, Miscellaneous employees covered by this Agreement shall contribute an additional 2.3% of their salary (for a total of 6.3%) toward the 2.7% at 55 retirement benefit. To the extent permitted by CalPERS and Internal

Revenue Service regulations, this additional 2.3% contribution shall be implemented through payroll deduction on a pre-tax basis.

~~Effective January 1, 2010, the base salary of employees covered by this Agreement shall be increased by five (5) salary rate ranges (approximately 2.5%).~~

Effective January 1, 2010, there shall be no salary increase for employees covered by this Agreement.

~~Effective July 1, 2010, the base salary of employees covered by this Agreement shall be increased by approximately 4%.~~

Effective July 1, 2010, there shall be no salary increase for employees covered by this Agreement.

~~Effective January 1, 2011, the base salary of employees covered by this Agreement shall be increased by approximately 2.5%.~~

Effective January 1, 2011, there shall be no salary increase for employees covered by this Agreement.

~~Effective July 1, 2011, there shall be no salary increase for employees covered by this Agreement. the base salary of employees covered by this Agreement shall be increased by six (6) salary rate ranges (approximately 3%).~~

Effective January 1, 2012, there shall be no salary increase for employees covered by this Agreement.

Effective July 1, 2012, the base salary of employees covered by this Agreement shall be increased by seven (7) salary rate ranges (approximately 3.5%).

Effective July 1, 2013 through June 30, 2014, there shall be no salary increase for employees covered by this Agreement.

Should any other bargaining unit receive a salary or benefit increase of greater value than *the combined value of that set forth above (4% 3% and 2.5%3.5%, respectively)* during the term of this Agreement, the SAFMA shall be granted *the value of that additional salary or benefit. equivalent value as well.*

4.5 Beginning Rates.

- A. Fire Management Group A Classes. An employee appointed to a Fire Management Group A class (Deputy Fire Chief or *Administrative Chief*/Fire Marshal) shall be compensated at any rate within the lower third of the 1517-step salary rate range ("Steps "1" through "5" "6") for their job classification as authorized by the

Fire Chief. When economic conditions, unusual employment conditions, or exceptional qualifications of a candidate for employment indicate a higher rate would be in the City's best interest, the City Manager may authorize hiring at a higher rate in the salary rate range, ~~but this higher rate generally shall not be above the midpoint up to and including Step 15.~~

4.7 Advancement Within Ranges.

A. ~~Fire Management Group A Classes Performance Based Evaluation System:~~ There is hereby established a performance based evaluation system for employees employed in Fire Management Group A classes covered by this Agreement (Deputy Fire Chief and Fire Marshal), the provisions of which are set forth herein below:

1. ~~Purpose.~~ The basic purpose of the performance based evaluation system is to help attract, retain and motivate highly competent managers and to provide them with a strong incentive to excel.

2. Specific Compensation Determination:

a. ~~Subject to the approval of the City Manager, the Fire Chief is hereby given the authority to make appointments to salary rates within authorized salary rate ranges, as governed by the provisions of Subsection 4.5(A) supra, and to make adjustments to the individual compensation for Fire Management Group A personnel as described in the further provisions of this Article.~~

b. ~~The City Manager shall establish performance criteria and appraisal guidelines to be utilized by the Fire Chief in setting individual compensation for Fire Management Group A personnel.~~

c. ~~After the salary of an employee appointed to a Fire Management Group A class has been first established and fixed under this plan, salary advancement through the remaining steps of the fifteen (15) step salary rate range shall be based on the results of an annual performance evaluation.~~

3. Evaluation System Components. The evaluation system shall be comprised of the following components:

a. Annual Objectives. The system shall include a list of outcome based, measurable objectives to be achieved which have been mutually agreed upon between the Fire Chief and each individual employee appointed to a

~~Fire Management Group A class. A relative weight will be assigned to each objective listed with a minimum weight of ten percent (10%) and all must total one hundred percent (100%).~~

- ~~b. Managerial Behaviors. In addition to his or her performance in achieving agreed upon objectives, each Fire Management Group A employee shall also be evaluated for his or her managerial behaviors/performance, including such behavior as communication (oral or written), analysis and problem solving, decision making and judgment, planning and organization, management control, leadership, interpersonal relations, time management, technical knowledge, handling of stress, etc.~~

~~4. Performance Evaluation Guidelines.~~

- ~~a. The Fire Chief shall annually evaluate the performance of each of his or her subordinate Fire Management Group A employees to determine their individual eligibility for a performance increase and how much such increase, if any, will be. Such annual performance evaluation shall occur immediately following each individual Fire Management Group A employee's employment anniversary date and cover the twelve (12) month period preceding that date. Additionally, at least one (1) informal mid-year progress review shall be held between the Fire Chief and each of his or her subordinate Fire Management Group A employees.~~

- ~~b. Performance Ratings. Each Fire Management Group A employee's performance in relation to his or her agreed upon annual objectives and managerial behaviors will be evaluated according to the following performance rating scale:~~

~~Point Rating Performance Levels~~

- ~~3 Significantly Exceeds Expectations:
Consistently exceeds all objectives, requirements and expectations by a wide margin.~~
- ~~2 Exceeds Expectations:
Consistently meets all objectives and requirements and exceeds several.~~
- ~~1 Meets Expectations:
Meets objectives and requirements.~~

Below Expectations:

Fails to meet some objectives and requirements.

~~1~~ Unacceptable:

~~Performance is significantly below the minimum required.~~

~~5. Performance Based Salary Adjustments. Each Fire Management Group A employee covered by this Agreement may be eligible to receive an annual performance based in range salary increase and/or one time monetary payment based on a percentage of current annual rate of base salary, or be subject to a performance based salary reduction, in accordance with the following:~~

~~a. For overall performance rated as "Significantly Exceeds Expectations," either step increases or one time monetary payment or a combination of step increases and one time monetary payment not to exceed seven and one half percent (7.5%) in toto.~~

~~b. For overall performance rated as "Exceeds Expectations," either step increases or one time monetary payment or a combination of a step increase and one time monetary payment not to exceed five percent (5%) in toto.~~

~~c. For overall performance rated as "Meets Expectations," a one time monetary payment in an amount up to but not to exceed two and one half percent (2.5%) of current annual rate of base salary or advancement of one step (2.5%) within the salary rate range.~~

~~d. For overall performance rated as "Below Expectations," no performance salary increase or monetary incentive payment.~~

~~e. For overall performance rated as "Unacceptable," no performance salary increase or monetary incentive payment. Additionally, any Fire Management Group A employee who has received such a rating and who is being paid at a step higher than the minimum rate of the salary rate range, may be reduced by one or more steps upon the recommendation of the Fire Chief and the approval of the City Manager.~~

~~f. Application of Guidelines.~~

- ~~i. If a Fire Management Group A employee who is recommended for a performance increase is at the maximum of his or her salary rate range, then the entire performance increase must be awarded the equivalent amount in a one-time monetary incentive payment.~~
- ~~ii. Any one-time monetary incentive payment granted under this plan is not an increase in base salary and no salary rate range applicable to any Fire Management Group A employee covered by this Agreement shall be changed or deemed to have been changed by reason of such payment. However, such incentive payment is PERSable.~~
- ~~iii. Performance increase and/or monetary payment amounts for Fire Management Group A personnel require the approval of the City Manager.~~
- ~~iv. The City Manager shall be responsible for the development and administration of detailed administrative procedures and guidelines for the consistent and effective application of the management performance-based evaluation system. Such procedures and guidelines shall define how performance objectives, measures and standards are developed; when and how performance reviews are to be carried out; how performance component ratings and composite ratings will be scored; and how performance salary increase and monetary incentive payment options are to be exercised.~~

A. Fire Management Group A Classes: The following provisions shall govern salary advancement within rate ranges for employees employed in Fire Management Group A classes (Deputy Fire Chief and Administrative Chief/Fire Marshal):

- 1) For any employee in a Fire Management Group A classification covered by this Agreement who has been initially appointed to a step lower than Step "17", advancement to the next higher step in the FMA Group A-1 and A-2 schedules of salary rate ranges may be granted only for continued satisfactory and efficient service by said employee in the effective performance of the duties of his or her position. Such advancement shall be in two-step increments, each step being equivalent to approximately 2.5%, for a total annual increase of approximately 5% per year. For example, an employee covered by this Agreement shall advance from Step 1 to Step 3, Step 3 to Step 5, Step 5 to Step 7,***

Step 7 to Step 9, Step 9 to Step 11, Step 11 to Step 13, Step 13 to Step 15, or Step 15 to Step 17 (the top step in the salary rate range), respectively. This two-step advancement shall be granted for continued satisfactory and efficient service by said employee in the effective performance of the duties of his or her position. The effective date of such step increase, if granted, shall be the first (1st) day of the month following the completion of one (1) year of service at the step from which said employee is being advanced.

- 2) During the term of this Agreement, a Fire Management Group A employee who has not yet reached Step 15 of the FMA Group A-1 or A-2 schedules of salary rate ranges shall continue to progress through the salary rate range at the rate of two (2) steps per year (approximately 5%), until Step 17 is achieved.*
- 3) For the period of Fiscal Years 2010-11 and 2011-12, no Fire Management Group A employee shall advance further than Step 15 of the salary rate range.*
- 4) Effective in July 1, 2012, each Fire Management Group A employee who has already reached Step 15 shall receive a one (1) step salary increase (approximately 2.5%). Said employee shall then be at Step 16 of his or her salary rate range.*
- 5) Effective July 1, 2013, each Fire Management Group A employee who has already reached Step 16 shall receive a one (1) step salary increase (approximately 2.5%). Said employee shall then be at Step 17 of his or her salary rate range.*

Such merit advancement shall require the following:

- a) There shall be on file in the office of the Executive Director of Personnel Services a copy of each periodic performance appraisal required to be made on the employee by the Civil Service Rules and Regulations and/or the City Manager during the period of service time of such employee subsequent to his or her last salary advancement.*
- b) The Fire Chief, at least twenty (20) calendar days prior to the anticipated completion of such employee's required length of service,*

shall file with the City Manager a statement recommending the granting or denial of the merit step increase and supporting such a recommendation with specific reasons therefore. The employee shall be notified by the Fire Chief as to such recommendations and shall be informed of the reasons.

c) No advancement in salary shall become effective until approved by the City Manager, except when placement on a salary step above Step "1" results from promotion under the provisions of Section 4.8 of this Article.

d) Notwithstanding the foregoing provisions of this subsection to the contrary, a merit step advance shall be automatically granted ninety (90) days after the due date if no performance appraisal is completed. The effective date of such merit step advance shall be retroactive to the first (1st) day of the month following the completion of the required length of service.

6) When an employee in a Fire Management Group A classification has not been approved for advancement to the next higher salary step, he or she may be reconsidered for such advancement after the completion of three (3) months of additional continued service in the classification and, if necessary, shall be reconsidered for advancement to the next higher step above his or her then current step after the completion of six (6) months of additional continued service in the classification.

7) An employee in a Fire Management Group A classification who is being paid at any salary step above Step "1" may be reduced to the next lower step in the appropriate salary rate range upon the recommendation of the Fire Chief and the approval of the City Manager. Procedure for such reduction shall follow the same procedure for merit advancement in Subsection 4.7 Paragraph (A) (1) above, and such officer or employee may be considered for readvancement under the same provisions as contained in Subsection 4.7, Paragraph (A) (7) above.

B. Fire Management Group B Classes: The following ~~regulations~~ *provisions* shall govern salary advancement within rate ranges for employees employed in Fire Management Group B classes (Fire Battalion Chief and Fire Communications Manager):

1. For any employee in a Fire Management Group B classification covered by this Agreement who has been initially appointed to a step lower than Step "E," advancement to the next higher step (Step "B" from Step "A" or Step "C" from Step "B," etc.) may be granted only for continued satisfactory and efficient service by said employee in the effective performance of the duties of his or her position. The effective date of such step increase, if granted, shall be the first day of the month following the completion of one year of service at the step from which said employee is being advanced.

Such merit advancement shall require the following:

- a) There shall be on file in the Office of the Executive Director of Personnel Services a copy of each periodic ~~efficiency or performance report~~ *appraisal* required to be made on the employee by the Civil Service Rules and Regulations and/or the City Manager during the period of service time of such employee subsequent to his or her last salary advancement.
 - b) The Fire Chief, at least twenty (20) calendar days prior to the anticipated completion of such employee's required length of service, shall file with the City Manager a statement recommending the granting or denial of the merit increase and supporting such a recommendation with specific reasons therefore. The employee shall be notified by the Fire Chief as to such recommendations and shall be informed of the reasons.
 - c) No advancement in salary ~~above Step "A"~~ shall become effective until approved by the City Manager, except when placement on a salary step above Step "A" results from promotion under the provisions of Section 4.8 of this Agreement.
 - d) *Notwithstanding the foregoing provisions of this subsection to the contrary, a merit step advance shall be automatically granted ninety (90) days after the due date if no performance appraisal is completed. The effective date of such merit step advance shall be retroactive to the first (1st) day of the month following the completion of the required length of service.*
2. When any ~~such an~~ employee in a Fire Management Group B classification has not been approved for advancement to the next higher salary step, he or she

may be reconsidered for such advancement after the completion of three (3) months of additional *continued service in the classification* and, *if necessary*, shall be reconsidered for advancement to the next higher step above his or her then current step after the completion of six (6) months of additional *continued service in the classification*.

3. *Any An* employee in a Fire Management Group B classification who is being paid at any salary step above *Step "A"* may be reduced to the next lower step in the appropriate salary rate range upon the recommendation of the Fire Chief and the approval of the City Manager. Procedure for such reduction shall follow the same procedure for merit advancement in Subsection 4.7 Paragraph (B)(1) above, and such officer or employee may be considered for readvancement under the same provisions as contained in Subsection 4.7, Paragraph (B)(2) above.

AMENDED ARTICLE VIII (new language in bold; deleted provisions lined out)

8.2 Shift Replacement Pay/Special Assignment Pay for Fire Battalion Chiefs.

- D. **Effective July 1, 2009, each Fire Battalion Chief assigned to Suppression agrees to place one (1) extra twenty-four (24) hour shift worked into a leave time bank. The employee shall not take off this twenty-four (24) hour shift during Fiscal Year 2009-10. Effective July 1, 2010, the twenty-four (24) hour shift may be taken off.**

AMENDED ARTICLE IX (new language in bold; deleted provisions lined out)

- 9.3 Cash Option. Employees covered by this Agreement will be given an option once per calendar year to receive cash compensation computed on a straight time basis in lieu of all or part of their holiday leave benefits set forth in Section 9.2 above.**

Such cash option may be eliminated or modified at the discretion of the Fire Department to the extent necessary to service the best interests of the department, to the extent it represents additional costs to the City, or to the extent it is construed as overtime under Department of Labor Guidelines implementing provisions of the Fair Labor Standards Act.

Effective July 1, 2009, all employees covered by this Agreement shall defer for the duration of Fiscal Year 2009-10 the employee's ability to cash out holiday

leave time. The ability to cash out holiday leave time shall be re-instated July 1, 2010. Such deferral shall not affect an employee's ability to be compensated for the accumulated holiday leave time upon separation from employment with the City, not to exceed a maximum of 288 hours for employees assigned to the twenty-four (24) hour work shift schedule, or 192 hours for employees assigned to a forty (40) hour work week schedule.

Effective July 1, 2010, employees choosing to cash out their holiday time may do so to a maximum value of 1.33 x 96 hours, or 128 hours for employees assigned to a forty (40) hour work week schedule, or 1.33 x 144 hours, or 192 hours for employees assigned to a twenty-four (24) hour work shift schedule.

AMENDED ARTICLE X (new language in bold; deleted provisions lined out)

10.2 Regular Vacation Period.

C. Computing Regular Vacation.

2. No employee may carry over from one calendar year to the next, more than the equivalent of ~~two (2)~~ **three (3)** regular vacation periods from the previous two (2) years. ~~and vacation not taken beyond that amount is forfeited.~~ A regular vacation period is defined as the maximum amount of vacation earned in a calendar year as provided in Subsection A above.

- 10.4 Limitation on Vacation. With the exception of a retiring employee, no employee is granted, and no employee shall be allowed to take, any vacation leave with pay in excess of fifty (50) working days in any one year by combination of the vacations granted in this Agreement. Further, no employee may carry over from calendar year to the next more than the equivalent of ~~two (2)~~ **three (3)** longevity vacation periods and the equivalent of ~~two (2)~~ **three (3)** regular vacation periods from the previous two (2) years. ~~and vacation not taken beyond that amount is forfeited. Therefore, the maximum vacation that an eight (8) hour employee with less than six (6) years service could accumulate is thirty (3) working days (240 hours) and only an eight (8) hour employee with more than twenty (20) years service could carry over and take the authorized maximum of fifty (5) working days (400 hours) in any one year.~~

- 10.6 Vacation Pay Options. Once each ~~fiscal~~ calendar year, all employees covered by this Agreement shall be given the option to receive cash compensation, computed on a straight-time basis, in lieu of up to five (5) working days of earned, unused vacation leave benefits set forth in this Article. Effective January 1, 2009, employees

covered by this Agreement may cash out up to a total of 10 working days of earned, unused vacation leave benefits (including management vacation leave) set forth in this Article.

Effective July 1, 2009, all employees covered by this Agreement shall defer for the duration of Fiscal Year 2009-10 an employee's ability to cash out vacation leave time. The ability to cash out vacation leave time shall be reinstated July 1, 2010. Such deferral shall not affect an employee's ability to be compensated for the accumulated vacation leave time upon separation from employment with the City.

Effective July 1, 2010, employees choosing to cash out their vacation leave time may do so to a maximum value of 1.33 x 120 hours, or 160 hours per year for employees assigned to the twenty-four (24) hour work shift schedule, or 1.33 x 80 hours, or 106 hours for employees assigned to a forty (40) hour work week schedule. This cap on annual cash out of regular vacation shall not affect an employee's ability to be compensated for accumulated regular vacation leave time upon separation from employment with the City.

- 10.7 Management Vacation Benefit. Employees covered by this Agreement will be granted an additional five (5) working days [five (5), eight (8)-hour days for forty (40) hour employees and five (5), twelve (12) hour days for shift employees] per calendar year over the regular and longevity vacation schedule applicable to represented non-management employees of the City subject to a maximum accrual of ~~twenty-five (25)~~ thirty (30) days of such additional five (5) days per year.

AMENDED ARTICLE XIV (new language in *bold italics*; deleted provisions lined out)

- 14.6 Payment of 3% at 50 Service Retirement Benefit. ~~The City has received an actuarial valuation dated March 3, 2000 from CalPERS informing the parties that a cost analysis to amend the City's contract to provide this benefit to current employees will increase the City's normal cost by 1.864% of its total yearly "safety" payroll for this unit. In order to provide this benefit to its current "safety" members, #The City and the Association agree that eligible employees will shall pay 50% of the total additional normal cost to provide this benefit, not to exceed .93% of the City's employer contribution to CalPERS. Additionally, #during the term of this Agreement, the City and Association agree to the following:~~

- *Effective January 1, 2012, the employee contribution shall be increased by .50% for a total contribution of 1.43%.*

- *Effective January 1, 2013, the employee contribution shall be increased by 1.0% for a total contribution of 2.43%.*
- *Effective January 1, 2014, the employee contribution shall be increased by 1.0% for a total contribution of 3.43%.*
- *Effective July 1, 2014, employees covered by this Agreement shall not contribute more toward the 3% at 50 retirement benefit than members of the Firemen's Benevolent Association (FBA).*

14.7 Yearly Actuarial Valuation Fluctuations. CalPERS provides the City with a yearly actuarial valuation informing it of its new employer contribution rate to be in effect July 1st of each year. The City and Association agree that the City's employer contribution rate will fluctuate from year to year based on the investment returns earned by the retirement system. The City agrees that current eligible "safety" employees paying to receive this benefit should also benefit from this yearly fluctuation in the City's annual actuarial valuation. ~~As such, current eligible "safety" employees will contribute 50% of any yearly City employer contribution rate to a maximum of .93% during the term of this Agreement.~~ *Should the City's employer contribution rate meet or exceed 25% during the term of this Agreement, the City and Association agree to a reopener of this section, but there shall be no changes without the mutual written agreement of the parties.*

AMENDED ARTICLE XXVI (new language in *bold italics*; deleted provisions lined out)

26.1 The term of this Agreement shall be from July 1, 2004 through June 30, ~~2010~~ ~~2012~~ *2014*.

ARTICLE XXVII


27.0 RATIFICATION AND EXECUTION

27.1 The City and Association have reached an understanding as to certain recommendations to be made to the City Council for the City of Santa Ana and have agreed that the parties hereto will jointly urge said Council to adopt a new wage and salary resolution which will provide for the changes contained in said joint recommendations. The City and the Association acknowledge that this Agreement shall not be in full force and effect until ratified by the membership of the Association and adopted by the City Council of the City of Santa Ana. Subject to

the foregoing, this Agreement is hereby executed by the authorized representatives of the City and Association and entered into this 5th 20th day of ~~June 2009~~ September 2010.

CITY OF SANTA ANA, a
Municipal Corporation of the
State of California

Dated: SEP 22 2010

By: 
MAYOR

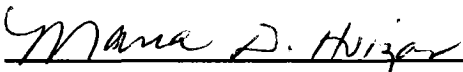
Dated: SEP 22 2010

By: 
CITY MANAGER

Dated: 9/13/10

By: 
EXECUTIVE DIRECTOR
PERSONNEL SERVICES

ATTEST:


CLERK OF THE COUNCIL

APPROVED AS TO FORM:


CITY ATTORNEY

This Agreement has been ratified by the membership of the Santa Ana Fire Management Association.

Dated: 9-13-10

SANTA ANA FIRE MANAGEMENT ASSOCIATION

By: 
RANDY BLACK, PRESIDENT

SALARY SCHEDULE MATRIX

	0	1	2	3	4	5	6	7	8	9
38	1332	1338	1345	1352	1358	1365	1372	1379	1386	1393
39	1399	1405	1413	1420	1427	1434	1441	1448	1455	1463
40	1469	1476	1483	1491	1498	1506	1513	1521	1528	1536
41	1542	1549	1557	1565	1573	1580	1588	1596	1604	1612
42	1619	1627	1635	1643	1651	1659	1668	1676	1684	1693
43	1700	1708	1717	1725	1734	1742	1751	1760	1769	1778
44	1785	1793	1802	1811	1820	1830	1839	1848	1857	1866
45	1874	1883	1892	1902	1911	1921	1930	1940	1950	1960
46	1968	1977	1987	1997	2007	2017	2027	2037	2048	2058
47	2066	2076	2086	2097	2107	2118	2128	2139	2150	2160
48	2169	2179	2190	2201	2212	2223	2234	2246	2257	2268
49	2277	2288	2299	2311	2322	2334	2346	2357	2369	2381
50	2391	2402	2414	2427	2439	2451	2463	2475	2488	2500
51	2511	2523	2536	2548	2561	2574	2587	2600	2613	2626
52	2637	2650	2663	2676	2690	2703	2717	2730	2744	2758
53	2769	2782	2796	2810	2824	2838	2853	2867	2881	2896
54	2907	2921	2936	2950	2965	2980	2995	3010	3025	3040
55	3052	3067	3082	3098	3113	3129	3144	3160	3176	3192
56	3205	3221	3237	3253	3269	3285	3302	3318	3335	3352
57	3365	3381	3398	3415	3432	3449	3467	3484	3501	3519
58	3533	3550	3568	3586	3604	3622	3640	3658	3676	3695
59	3710	3728	3747	3765	3784	3803	3822	3841	3861	3880
60	3896	3915	3935	3954	3974	3994	4014	4034	4054	4074
61	4091	4111	4132	4152	4173	4194	4215	4236	4257	4278
62	4296	4317	4339	4360	4382	4404	4426	4448	4470	4493
63	4511	4533	4556	4579	4601	4624	4648	4671	4694	4718
64	4741	4764	4787	4810	4834	4858	4882	4906	4930	4954
65	4978	5002	5026	5051	5076	5101	5126	5151	5176	5201
66	5226	5252	5278	5304	5330	5356	5382	5408	5434	5461
67	5488	5515	5542	5569	5596	5623	5650	5678	5706	5734
68	5762	5790	5818	5847	5876	5905	5934	5963	5992	6021
69	6050	6080	6110	6140	6170	6200	6230	6260	6291	6322
70	6353	6384	6415	6446	6478	6510	6542	6574	6606	6638
71	6670	6702	6735	6768	6801	6835	6869	6903	6937	6971
72	7005	7039	7073	7107	7141	7176	7211	7247	7283	7319
73	7355	7391	7427	7463	7499	7535	7571	7609	7647	7685
74	7723	7761	7799	7837	7875	7913	7951	7989	8029	8069
75	8109	8149	8189	8229	8269	8309	8349	8389	8431	8473
76	8515	8557	8599	8641	8683	8725	8767	8809	8853	8897
77	8941	8985	9029	9073	9117	9161	9205	9250	9296	9342
78	9388	9434	9482	9529	9577	9625	9673	9721	9770	9819
79	9857	9906	9955	10005	10055	10105	10156	10207	10258	10309
80	10350	10401	10453	10506	10558	10611	10664	10717	10771	10825
81	10868	10922	10976	11031	11086	11142	11198	11254	11310	11366
82	11411	11468	11525	11583	11640	11699	11757	11816	11875	11934
83	11982	12041	12102	12162	12223	12284	12345	12407	12469	12532
84	12581	12643	12707	12770	12834	12898	12963	13027	13093	13158
85	13210	13275	13342	13409	13476	13543	13611	13678	13748	13816
86	13871	13939	14009	14079	14150	14220	14292	14362	14435	14507
87	14565	14636	14709	14783	14858	14931	15007	15080	15157	15232
88	15293	15368	15444	15522	15601	15678	15757	15834	15915	15994