

CITY OF ALAMEDA RESOLUTION NO. _____

AMENDING THE ALAMEDA FIRE CHIEFS ASSOCIATION (AFCA) AGREEMENT AND SALARY SCHEDULE TO ELIMINATE HOLIDAY IN LIEU PAY AND TO PROVIDE 13 PAID HOLIDAYS OFF FOR ADMINISTRATIVE DIVISION CHIEFS AND ADD A STEP 6 TO THE SALARY SCHEDULE TO ADEQUATELY COMPENSATE ADMINISTRATIVE DIVISION CHIEFS FOR ASSUMING ADDITIONAL RESPONSIBILITIES

WHEREAS, it continues to be difficult to recruit and retain the classification of Division Chiefs in the Alameda Fire Department due to the increased responsibility and loss of overtime; and

WHEREAS, it is also difficult to recruit and retain Division Chiefs interested in assuming higher level administrative responsibilities including overseeing their peers or other Division Chiefs assigned to suppression; and

WHEREAS, the City of Alameda Human Resources Director and representatives of the Alameda Fire Chiefs Association (AFCA) have met and conferred over this proposed change to the agreement and Salary Schedule; and

WHEREAS, it is recommended that an additional 5% compensation would more adequately compensate Division Chiefs assigned as the Deputy Fire Chief or working an administrative assignment, exclusive of the Deputy Fire Chief assignment, and having responsibility for one or more of the Fire Department's divisions; and

WHEREAS, it is recommended that Division Chiefs assigned to administrative assignments receive pay for 13 holidays rather than the 5% Holiday-in-Lieu pay differential because they are not scheduled nor required to work City holidays.

NOW, THEREFORE BE IT RESOLVED by the Council of the City of Alameda that the agreement and salary schedule of the Alameda Fire Chiefs Association is hereby amended effective February 17, 2019 to eliminate Holiday in Lieu Pay and to provide 13 paid Holidays off for Administrative Division Chiefs and Add a Step 6 to the Salary Schedule to adequately compensate Administrative Division Chiefs for assuming additional responsibilities.

* * * * *

I, the undersigned, hereby certify that the foregoing Resolution was duly and regularly adopted and passed by the Council of the City of Alameda in a regular meeting assembled on the 5th day of February, 2019, by the following vote to wit:

AYES

NOES:

ABSENT:

ABSTENTIONS:

IN WITNESS, WHEREOF, I have hereunto set my hand and affixed the seal of said City this 6th day of February, 2019.

Lara Weisiger, City Clerk
City of Alameda

APPROVED AS TO FORM:

Michael H. Roush, Interim City Attorney
City of Alameda