

## RESOLUTION 2017- 111

### RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CALISTOGA, COUNTY OF NAPA, STATE OF CALIFORNIA, AUTHORIZING THE ESTABLISHMENT OF CONVERTING THREE PART-TIME FIREFIGHTER POSITIONS TO THREE FULL-TIME FIREFIGHTER POSITIONS AND APPROVING A BUDGET ADJUSTMENT IN THE AMOUNT OF \$99,723

**WHEREAS**, the Calistoga Fire Department has served the community since 1884. During that time, the department has evolved from an all-volunteer service, to a paid chief and paid firefighter/engineers. Currently, the department utilizes part-time staff to fill shifts; and

**WHEREAS**, beginning in November 2016, city management became aware that several part-time firefighters were participating in recruitment processes for other fire service agencies which do offer full-time employment. To prepare for employees leaving, staff began the recruitment and hiring process to onboard new personnel before current employees were offered new positions; and

**WHEREAS**, because of the special and difficult nature of the profession, prospective employees must participate in an extensive hiring process which is very expensive. At the end of the recruitment, four (4) people were hired on a part-time basis in July 2017. Unfortunately, three (3) of the new employees have already terminated employment and accepted positions with other agencies, leaving one remaining part-time employee; and

**WHEREAS**, at the direction of the City Manager, staff compiled a list of costs associated with the recent hiring process which normally occurs about every other year. The costs of the November 2016 recruitment were \$80,731; and

**WHEREAS**, City staff analyzed the following salary and benefits to convert three part-time positions into three full-time positions:

Fiscal Year 2016-17 Salary and Benefit Actuals for the fire department were \$1,179,899;

- 1) If the hourly rates remained at the current level range as Fiscal Year 2016-17 of \$13.42 - \$16.31 it would mean an additional \$99,772 per year;
- 2) If the hourly rates were changed to a range of \$17.02 to \$20.69 per hour it would require an additional \$108,793 per year from the Fiscal Year 2016-17 actuals;
- 3) If the hourly rates were changed to the hourly rate paid to firefighters in 2014 to starting at \$20.02 it would require an additional \$150,249 per year from the Fiscal Year 2016-17 actuals;
- 4) If the hourly rates were changed to the current market rate compared to other cities at a range of \$23.95 to \$29.11 it would mean an additional \$204,833 per year from the Fiscal Year 2016-17 actuals. This would also place the firefighters approximately 10% below the first step of the current Fire Engineer salary range of \$26.41 to \$32.10 per hour.

- 5) If the hourly rates were changed to a range of \$18.77 to \$22.82 per hour it would require an additional \$132,964 per year from the Fiscal Year 2016-2017 actuals. This was introduced by City Council at the October 3, 2017 Council Meeting.

**NOW, THEREFORE BE IT RESOLVED** by the City Council of the City of Calistoga:

- 1) A Budget Adjustment to the City of Calistoga FY 2017-18 Operating & Capital Budget is approved increasing appropriations in the General Fund to convert three (3) part-time firefighter positions to three (3) full-time positions: Account Code 01-4117 Fire Department Personnel Services - \$99,723.
- 2) Approve the Firefighter Job Description
- 3) Approve the Firefighter Salary Schedule Range 20

**BE IT FURTHER RESOLVED** by the City Council of the City of Calistoga that staff is authorized to make the requisite adjustments to the individual line item account codes to carry out the intent of this action.

**PASSED, APPROVED, AND ADOPTED** by the City Council of the City of Calistoga at a regular meeting held this **3rd day of October 2017**, by the following vote:

**AYES:** Councilmembers Kraus, Barnes and Lopez-Ortega, Vice Mayor Dunsford and Mayor Canning  
**NOES:** None  
**ABSTAIN:** None  
**ABSENT:** None

  
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**CHRIS CANNING, MAYOR**

**ATTEST:**

  
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**KATHY FLAMSON, City Clerk**

**City of Calistoga**  
**Salary Schedule - FY 17-18 (Effective 10/03/17)**  
**Calistoga Professional Firefighters Association (CPFA)**  
**MOU 01/01/16 to 12/31/18**

**Positions Covered**

Position Title	Range	Schedule/Hours			
FireFighter	FF	10 hrs/day	6 hrs Stnby	56 Hrs/wk	2912 hrs/yr
6/1/2010 Work Schedule change from 5-11 hour shifts to 2-24 hr shifts. A=6:30am-5:30pm. D=5:30pm-6:30am					
2-24 Hr Shifts 2-3 days Standby					

**Effective September 19, 2017**

Range #	Monthly Adopted (1)					Annual Calculation (2)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5					
20	4,567	4,796	5,035	5,287	5,551	54,806	57,546	60,423	63,445	66,617	18.77	19.71	20.69	21.73	22.82

(1) Monthly Rate adopted by resolution.

(2) Annual Rate - Monthly multiplied by 12. Entered into Payroll for Calculation of Payroll Rates.

(3) Monthly Salary is based on 2,763 straight time hours and 156 Overtime Hours annually for a total of 2,920 hours.

**Option # 5**

FY 17-18 This analysis converts 3 part-time positions to 3 full-time positions. Number of hours increases by 142 hours  
 In addition the 3 full time positions are placed at \$18.77  
 Total Number of hours for the department increases by 142 hours  
 Hours for the remaining part-time staff have been reduced by 120 hours

	Reg Hrs	Supervisor	HP	OT	ST OT	ST ST	total hours	Salary	Benefits	total
Kris Breiner	2456.5	135	135	202.16	487.36	217.14	3633.16	121,501.89	83,726.63	205,228.52
Steve Campbell	2141						2141	149,963.25	109,555.68	259,518.93
Joseph Russo										
Jason Tamagni	2693.19	356	140	543.81			3733	116,152.12	83,361.75	199,513.87
Jaime Orozco	2763		135	718.5	232.5		3849	103,556.00	59,403.00	162,959.00
Jeremy Campbell	1248.5				41.5		1290	22,020.60	34,158.85	56,179.45
Robert Ebling	2763		135	157	0		3055	58,812.97	61,429.54	120,242.51
Scott Glaholt	972.5				164		1136.5	20,470.80	4,335.96	24,806.76
Milos Jovicevic	60						60	829.20	112.57	941.77
Reuben Komisar	88.5						88.5	1,223.07	282.08	1,505.15
Kevin Marciano	595						595	6,735.72	1,556.79	8,292.51
Blake McCormick	2763		135	478	255		3631	75,029.48	23,508.44	98,537.92
Jaime Orozco										
Andrew O'Shaughnessy	1438.5			113	352.5		1904	32,564.07	6,031.57	38,595.64
Eric Paine	396			234	464		1094	19,165.21	2,992.33	22,157.54
Adam Ramirez	60						60	829.20	112.57	941.77
Robert Rojas	980						980	12,014.85	1,640.10	13,654.95
Ryan Smithers	2763		135	156			3054	58,784.82	21,964.42	80,749.24
Peter Wheelan	692						692	11,625.60	2,238.31	13,863.91
Garrett Wright	412.5						412.5	4,548.39	623.21	5,171.60
<b>Totals</b>	<b>25,286.19</b>	<b>491.00</b>	<b>815.00</b>	<b>2,602.47</b>	<b>1,996.86</b>	<b>217.14</b>	<b>31,408.66</b>	<b>815,827.24</b>	<b>497,033.81</b>	<b>1,312,861.06</b>

**Option # 2**

**INCREASE**

815,827.24

497,033.81

1,312,861.06