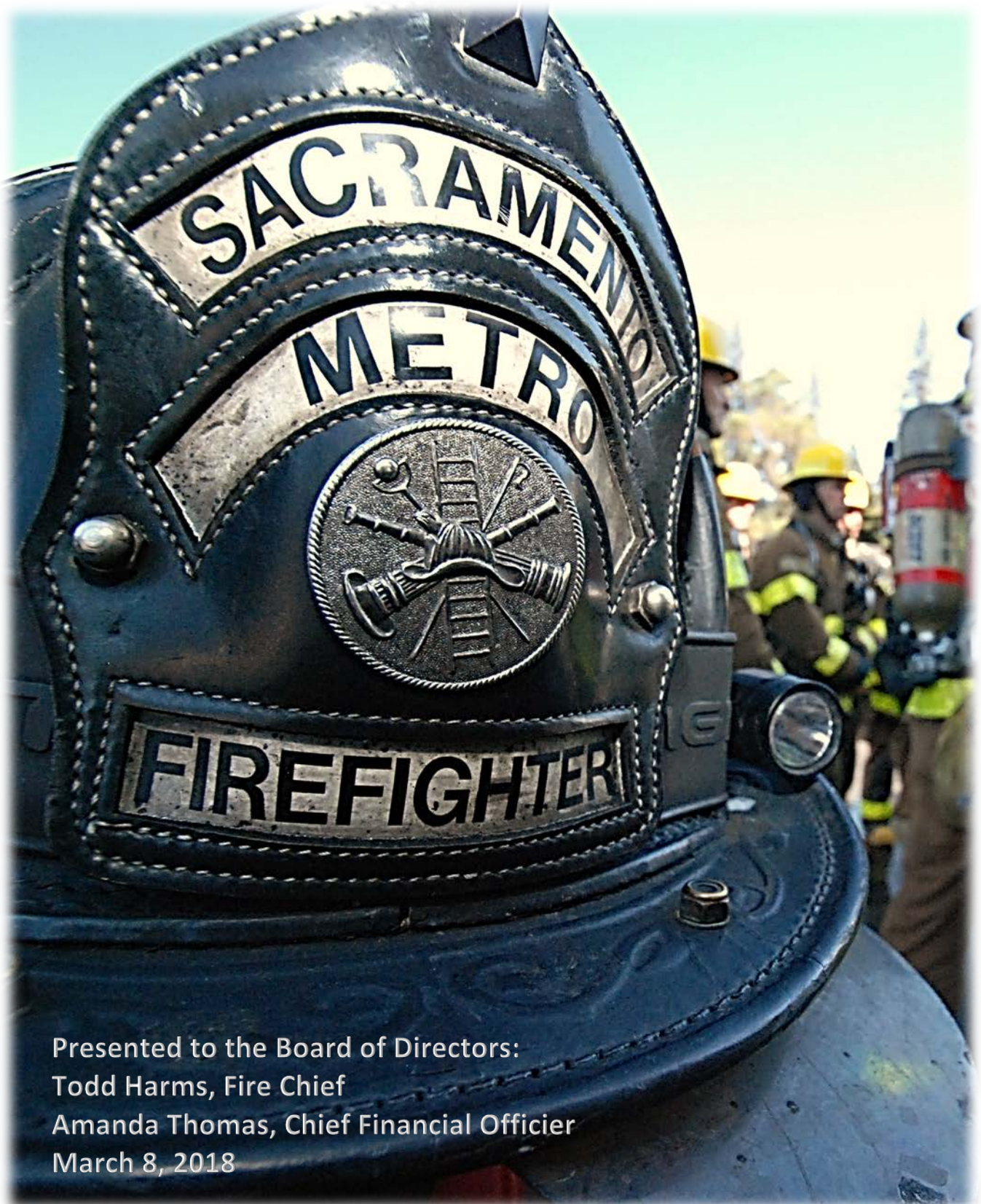




Mid-Year Budget

Fiscal Year 2017/18

July 1, 2017 – June 30, 2018



Presented to the Board of Directors:
Todd Harms, Fire Chief
Amanda Thomas, Chief Financial Officer
March 8, 2018



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TODD HARMS
Fire Chief

Sacramento Metropolitan Fire District

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DATE: March 8, 2018
TO: Board of Directors
FROM: Todd Harms, Fire Chief
RE: FY 2017/18 Mid-Year Budget Adjustments

OVERVIEW

For the last several years, the District has utilized an ongoing budget review process that includes a monthly comparison of budgeted and actual results at the divisional level and a quarterly review of District-wide revenues and expenditures by Command Staff and all budget officers. This collaborative review process allows for continual budget refinement based on the availability of new information, including actual spending and revenues, revised project schedules, and new program developments. The recommended FY 2017/18 Mid-Year Budget adjustments were developed as a result of this review process, and are based on actual spending and revenues through December 31, 2017 and projections for the remainder of the fiscal year.

As described in more detail below, the recommended Mid-Year Budget adjustments result in an essentially unchanged projected General Fund deficit of approximately \$1 million, with recommended increases in labor and services and supplies costs offset by expected revenue increases. While the District's General Fund budget remains in a deficit position, management will continue to work collaboratively with the Board and labor to identify new sources of revenue and cost saving opportunities. Our overriding goals continue to be to optimize services to the greatest extent possible, ensure that the ongoing all-risk fire, rescue and emergency medical needs of the District are met, and provide adequate reserves for future contingencies.

DISCUSSION

General Fund Revenues

FY 2017/18 General Fund revenues are projected to be \$4.0 million higher than currently budgeted, for a total of \$194.7 million. Recommended mid-year adjustments to revenues include:

- Deployments: Revenues and expenditures associated with deployments are typically not included in the budget until mid-year when actual amounts are known. Additional

deployment revenue for FY 2017/18 of \$4.7 million is included as a mid-year adjustment. This revenue is partially offset by a \$3.6 million adjustment to the labor budget for deployment expenditures.

- Medic Cost Recovery: Based on year-to-date results trending below budget, medic cost recovery revenues are estimated to be approximately \$1.3 million less than currently budgeted, for a total of \$35.2 million.
- Ground Emergency Medical Transportation (GEMT): FY 2017/18 GEMT revenues are expected to be approximately \$1.2 million higher than currently budgeted, primarily due to one-time reimbursements for prior year amounts.
- Insurance Proceeds: The District expects to receive approximately \$0.5 million in insurance proceeds related to damage to one of its helicopters. An offsetting adjustment for repair costs is also included in the recommended expenditure budget.
- Inspection Fees: As a result of staff vacancies and a corresponding reduction in the number of inspections performed, inspection fee revenue is expected to be \$0.4 million less than currently budgeted.

General Fund Expenditures

Mid-Year Budget adjustments to General Fund expenditures result in a \$4.0 million overall increase, for a total expenditure budget of \$197.3 million.

Labor

Adjustments to the labor budget total approximately \$3.6 million in additional expenditures, for a total labor budget of \$167.9 million. Recommended mid-year adjustments to labor include:

- As identified in the revenue adjustments, deployments account for an additional \$3.6 million of labor expenditure.
- An additional \$0.8 million contribution toward the Sacramento County Employees' Retirement System unfunded liability is included as a recommended adjustment.
- Reductions of approximately \$200,000 in workers' compensation claims and \$200,000 in shift overtime result from expenditures in these categories trending below budget.
- Wages and benefits savings associated with position vacancies (\$8.1 million) are expected to be almost entirely offset by increased callback overtime costs (\$8.0 million).

Services and Supplies

The Mid-Year Budget adjustment for the General Fund services and supplies budget is an increase of \$0.4 million, for a total of \$26.2 million. Recommended services and supplies adjustments include:

- As identified in the revenue adjustments, a \$0.5 million increase in expenditures for helicopter repairs that will be reimbursed with insurance proceeds
- An offsetting net reduction in other accounts of approximately \$100,000

Other Changes

Changes in other General Fund expenditure categories include an increase of approximately \$50,000 in Taxes, Licenses, Assessments/ Contributions due to an unanticipated expenditure.

Additionally, a decrease of approximately \$50,000 in transfers out of the General Fund results from adjustments in the Capital Facilities Fund.

General Fund Summary

With the proposed Mid-Year adjustments, budgeted General Fund revenues would be \$194.7 million compared to expenditures of \$197.3 million. Transfers in to the General Fund (primarily from the IGT Fund) would exceed transfers out of the General Fund (primarily to the Capital Facilities Fund and Leased Properties Fund) by approximately \$1.6 million, for an overall net deficit of approximately \$1.0 million and a projected reserve ratio of 10.7%.

Other Funds

Mid-Year Budget adjustments for the Capital Facilities Fund, Leased Properties Fund, and Grants Fund are included in the attachments. The recommended adjustments do not substantially change the net results for those funds.

RECOMMENDATION

Management recommends adopting the Mid-Year Budget adjustments for the fiscal year ending June 30, 2018.



GENERAL FUND BUDGET CHANGES

Mid-Year Budget FY 2017/18

Revenues

Total Revenues at Final Budget	\$ 190,676,035
Code Enforcement Inspection Fees	(375,000)
Medical Care (Medic Fees)	(1,300,000)
GEMT Reimbursement	1,212,670
Deployments	3,810,000
Insurance Proceeds (Helicopter Repairs)	487,000
Other Revenue Changes	189,890
Total Revenue Changes	4,024,560
Total Revenues at Mid-Year Budget	\$ 194,700,595

Expenditures

Total Expenditures at Final Budget	\$ 193,222,529
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Salaries and Benefits

SCERS Safety Retirement	800,000	
Other labor changes	2,833,704	
Total Labor Changes		3,633,704

Services and Supplies

Station Alerting	(71,500)	
3rd Party Installs - Ops SUVs/Aerial	60,000	
Helicopter Parts and Supplies - Unanticipated Expenses	110,000	
Asphalt R&R - Transferred to Other Items	(140,000)	
HQ Admin Remodel - Transferred to Other Items	(47,960)	
HQ Downstairs Lobby Remodel - Transferred to Other Items	(40,000)	
Station 52 Bathroom - Transferred to Other Items	(50,000)	
CRRD Remodel	275,673	
Helicopter Repairs (Insurance to Reimburse)	487,000	
Comms for Ops Vehicles - BC Radios & Accessories	47,000	
Reduce Staff Vehicle Lease	(75,000)	
Ambulance Billing Service - Reduce for Revenue Reduction	(52,000)	
Miscellaneous Changes Under \$40k	(137,635)	
Total Services and Supplies Changes		365,578

Taxes, Licenses, Assessments/Contributions

Workers Comp State Assessment	51,584	
Other Changes	(2,000)	
Total Taxes, Licenses, Assessments/Contributions Changes		49,584

Capital Outlay

0

Total Expenditure Changes	4,048,867
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Total Expenditures at Mid-Year Budget	\$ 197,271,395
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Revenue Less Expenditures:	\$ (2,570,800)
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Net Transfers In/(Out)	\$ 1,572,993
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Surplus (Deficit)	\$ (997,807)
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BUDGET SUMMARY - ALL FUNDS

Mid-Year Budget FY2017/18

	GENERAL FUND	CAPITAL FACILITIES FUND	LEASED PROPERTIES FUND	GRANTS FUND	DEVELOPMENT IMPACT FEES FUND	IGT FUND	TOTALS
REVENUE	\$ 194,700,595	\$ 3,770,780	\$ 895,299	\$ 1,606,010	\$ 1,500,000	\$ 30,494,610	\$ 232,967,294
EXPENDITURES:							
LABOR COSTS	167,923,369	-	-	1,397,445	-	-	169,320,814
SERVICE & SUPPLIES	26,229,132	129,000	2,078,786	224,870	124,000	18,263,521	47,049,309
TAXES, LICENSES, ASSESS, DEBT SERV & CONTRIB	3,118,894	3,753,642	295,382	-	-	-	7,167,918
CAPITAL OUTLAY	-	6,050,630	-	-	-	-	6,050,630
Total Expenditures	197,271,395	9,933,272	2,374,168	1,622,315	124,000	18,263,521	229,588,671
REVENUE LESS EXPENDITURES	(2,570,800)	(6,162,492)	(1,478,869)	(16,305)	1,376,000	12,231,089	3,378,623
TRANSFERS:							
IN FROM/(OUT TO) FUND A-General	-	3,826,353	589,206	16,305	-	(6,004,857)	(1,572,993)
IN FROM/(OUT TO) FUND D-Cap Fac	(3,826,353)	-	-	-	-	-	(3,826,353)
IN FROM/(OUT TO) FUND G-Grants	(16,305)	-	-	-	-	-	(16,305)
IN FROM/(OUT TO) FUND L-Leases	(589,206)	-	-	-	-	-	(589,206)
IN FROM/(OUT TO) FUND M-IGT	6,004,857	-	-	-	-	-	6,004,857
Total Transfers	1,572,993	3,826,353	589,206	16,305	-	(6,004,857)	-
REV LESS EXP PLUS TRANSFERS	(997,807)	(2,336,139)	(889,663)	-	1,376,000	6,226,232	3,378,623
FUND BALANCE:							
PROJECTED BEGINNING RESERVE-UNASSIGNED	22,475,111	-	889,663	-	-	301,156	23,665,930
PROJECTED BEGINNING RESERVE-RESTRICTED	-	2,336,139	-	722,430	2,935,084	-	5,993,653
PROJECTED ENDING RESERVE BALANCE	\$ 21,477,304	\$ -	\$ 0	\$ 722,430	\$ 4,311,084	\$ 6,527,388	\$ 33,038,206

Fiscal Year 2017/18 Mid-Year Budget

Fund 212A GENERAL OPERATING FUND





BUDGET SUMMARY - GENERAL FUND 212A

Mid-Year Budget FY2017/18

	FINAL FY2017/18	MID-YEAR FY2017/18	VARIANCE W/ FINAL BUDGET
REVENUE	\$ 190,676,035	\$ 194,700,595	\$ 4,024,560
EXPENDITURES:			
LABOR COSTS	164,289,665	167,923,369	3,633,704
OTHER EXPENDITURES:			
SERVICE & SUPPLIES	25,863,554	26,229,132	365,578
TAXES, LICENSES, ASSES/CONTR	3,069,310	3,118,894	49,584
Total Expenditures	193,222,529	197,271,395	4,048,866
REV LESS EXP	(2,546,494)	(2,570,800)	(24,306)
TRANSFERS:			
In from/(Out to) Reserves-Def Comp Res	-	-	-
In from/(Out to) Fund D-Capital Facilities	(3,884,357)	(3,826,353)	58,004
In from/(Out to) Fund G-Grants	(16,305)	(16,305)	-
In from/(Out to) Fund L-Leases	(586,163)	(589,206)	(3,043)
In from/(Out to) Fund M-IGT	6,004,857	6,004,857	-
Total Transfers	1,518,032	1,572,993	54,961
REV LESS EXP PLUS TRANSFERS	\$ (1,028,462)	\$ (997,807)	\$ 30,655

EXPENDITURES SUMMARY BY DIVISION		FINAL FY2017/18	MID-YEAR FY2017/18	VARIANCE W/ FINAL BUDGET
OFFICE OF THE FIRE CHIEF -				
FCH	FIRE CHIEF	\$ 2,310,026	\$ 2,350,324	\$ 40,299
BRD	BOARD OF DIRECTORS	266,344	267,555	1,211
DEV	DEVELOPMENT TEAM	264,548	269,927	5,378
COR	COMMUNITY RELATIONS	453,900	463,268	9,367
ADMINISTRATION -				
CRR	COMMUNITY RISK REDUCTION DIVISION	4,240,375	4,298,825	58,450
DCO	DEFERRED COMP	40,000	40,000	-
FIN	FINANCE	3,983,408	4,003,308	19,900
HRE	HUMAN RESOURCES	1,950,590	1,963,175	12,584
NDI	NON-DIVISIONAL	29,410,748	30,018,943	608,195
WCO	WORKERS COMP	3,136,181	3,228,029	91,849
OPERATIONS -				
APE	APPARATUS AND EQUIPMENT	625,921	640,877	14,956
ARS	ARSON/FIRE INVESTIGATIONS	565,051	576,988	11,936
CER	CITIZENS' EMERGENCY RESPONSE TEAM	9,400	9,400	-
CIS	CRITAL INCIDENT / STRESS MANAGEMENT	14,363	17,864	3,501
CPT	AIR OPS	1,045,684	1,649,662	603,978
DIS	DISPATCH	3,643,029	3,643,029	-
DZR	DOZER PROGRAM	26,720	28,020	1,300
EMS	EMERGENCY MEDICAL SERVICES	6,889,298	6,876,599	(12,699)
EPS	EMERGENCY PLANNING/SPECIAL OPS	161,278	170,218	8,940
HFI	FITNESS	401,705	408,658	6,954
HZM	HAZMAT	72,750	72,750	-
OPE	OPERATIONS	1,390,257	1,420,131	29,873
RCA	RECRUIT ACADEMY	268,559	270,696	2,137
RFP	RESERVE FIRE FIGHTER PROGRAM	60,700	60,700	-
SAF	SAFETY	1,418,442	1,421,424	2,982
SRP	SINGLE-ROLE PARAMEDIC PROGRAM	3,385,690	3,459,870	74,180
SUP	SUPPRESSION WIDE	111,381,940	113,845,448	2,463,509
TEM	TACTICAL EMS	11,300	11,300	-
TRA	TRAINING	1,689,299	1,729,043	39,744
USR	URBAN SEARCH AND RESCUE	1,500	1,500	-
UTL	FIRE STATION UTILITIES	646,909	670,537	23,628
WTR	WATER RESCUE	40,150	40,150	-
SUPPORT SERVICES -				
COM	COMMUNICATION	1,308,827	1,399,475	90,648
FAC	FACILITIES	1,905,295	1,899,799	(5,496)
FLE	FLEET	4,192,083	4,123,475	(68,608)
LOG	LOGISTICS	2,641,491	2,621,897	(19,594)
TEC	INFORMATION TECHNOLOGY	3,368,768	3,298,533	(70,236)
TOTALS:		\$ 193,222,529	\$ 197,271,395	\$ 4,048,866



REVENUE SOURCES - GENERAL OPERATING FUND 212A

Mid-Year Budget FY2017/18

ACCT		FINAL BUDGET FY2017/18	MID-YEAR BUDGET FY2017/18	VARIANCE W/ FINAL BUDGET
910100	CURRENT SECURED PROPERTY TAXES	\$ 130,620,000	\$ 130,620,000	\$ -
910200	CURRENT UNSECURED PROPERTY TAXES	4,575,000	4,575,000	-
910300	SUPPLEMENTAL PROPERTY TAXES	2,156,000	2,156,000	-
910600	UNITARY CURRENT SECURED TAXES	1,661,000	1,661,000	-
976200	SPECIAL TAX - SLOUGHHOUSE FIRE PROTECTION	332,000	332,000	-
TOTAL TAXES		139,344,000	139,344,000	-
931000	VEHICLE CODE FINES	-	-	-
932000	OTHER COURT FINES	3,000	3,000	-
TOTAL FINES		3,000	3,000	-
941000	INTEREST	15,000	15,000	-
USE OF MONEY/PROPERTY		15,000	15,000	-
919600	RDA RESIDUAL DISTRIBUTION	1,760,000	1,760,000	-
952200	HOMEOWNERS PROPERTY TAX REVENUE	1,400,000	1,400,000	-
953100	AID/OTHER LOCAL GOV'T AGENCY	-	-	-
953300	REDEVELOPMENT AGENCY-PASSTHRU	1,097,000	1,097,000	-
OTHER GOVERNMENTAL AGENCIES		4,257,000	4,257,000	-
963900	DEPLOYMENTS/OTHER FIRE SERVICE REIMBURSEMENTS	790,000	4,708,385	3,918,385
964300	FEES-INSPECTIONS, PERMITS & PLAN REVIEW	2,570,000	2,227,505	(342,495)
964320	PERMITS & KNOX LOCK FEES	5,000	7,500	2,500
964330	PLAN REVIEW FEES	1,400,000	1,400,000	-
964340	CODE ENFORCEMENT INSPECTION FEES	1,100,000	725,000	(375,000)
964360	FIREWORK FEES	65,000	70,005	5,005
964370	PLANNING LETTERS	-	25,000	25,000
964800	FIRE CONTROL SERVICE (ALARM FEES)	35,000	55,000	20,000
964810	FALSE ALARM COST RECOVERY	30,000	55,000	25,000
964804	WEED ABATEMENT	5,000	-	(5,000)
964900	COPYING SERVICE	2,800	2,800	-
964920	PUBLIC RECORDS OTHER	6,500	6,500	-
966900	MEDICAL CARE (MEDIC FEES)	36,500,000	35,200,000	(1,300,000)
966910	GEMT REIMBURSEMENT	800,000	2,012,670	1,212,670
969300	EDUCATION TRAINING SERVICE	330,000	330,000	-
969900	CONTRACT SERVICE REVENUE	5,267,638	5,276,638	9,000
	ARFF CO COAST GUARD CONTRACT	2,809,366	2,809,366	-
	MCCELLELLAN FIRE PROTECTION	2,270,000	2,270,000	-
	CO HAZMAT CONTRACT	188,272	188,272	-
	OTHER CONTRACTS - COUNTY AIRPORTS EMS AGREEMENT	-	9,000	-
CHARGES FOR SERVICES		46,301,938	49,819,498	3,517,560
974000	INSURANCE PROCEEDS	-	487,000	487,000
979000	REVENUE - GEMT ADMIN FEE + OTHER	745,097	745,097	-
979030	REVENUE - REBATES	-	20,000	20,000
MISCELLANEOUS REVENUE		745,097	1,252,097	507,000
986200	PROCEEDS FROM SALE OF PERSONAL PROPERTY	10,000	10,000	-
OTHER FINANCING SOURCES		10,000	10,000	-
TOTAL REVENUES		\$ 190,676,035	\$ 194,700,595	\$ 4,024,560



Labor Costs - General Operating Fund

Mid-Year Budget FY2017/18

		Final FY2017/18	Mid-Year FY2017/18	Variance w/ Final Budget	% Change
WAGES					
111000	Wages	61,018,650	56,270,322	(4,748,328)	-7.8%
112100	Reserve F/F-Rio Linda	50,000	44,049	(5,951)	-11.9%
112400	Directors	25,799	18,302	(7,497)	-29.1%
113120	Overtime - Shift	1,600,000	1,403,396	(196,604)	-12.3%
113210	FLSA	1,599,412	1,331,283	(268,130)	-16.8%
113110	Constant Staffing-Callback	11,755,070	19,760,962	8,005,892	68.1%
113110	Constant Staffing-Callback for Deployment	-	3,623,027	3,623,027	
113220	Overtime - Day	405,820	326,241	(79,579)	-19.6%
114110	Out of Class	31,637	14,271	(17,366)	-54.9%
114111	Fire Staff Premium (Formerly Day Incentive)	186,417	232,678	46,261	24.8%
114120	EMT	2,235,563	2,103,961	(131,602)	-5.9%
114130	Paramedic	2,722,811	2,526,488	(196,322)	-7.2%
114140	Education	3,195,872	3,036,188	(159,684)	-5.0%
114160	Haz-Mat	363,396	371,645	8,250	2.3%
114170	Longevity Pay	2,045,311	1,778,362	(266,949)	-13.1%
114200	Standby Pay	17,565	17,006	(559)	-3.2%
114310	Uniform Allowance	24,000	24,000	-	0.0%
114320	Tool Allowance	16,500	15,250	(1,250)	-7.6%
115110	Annual PTO/VL Buy Back	982,143	1,002,792	20,649	2.1%
115114	Holiday Pay Prem.	2,861,800	2,571,182	(290,617)	-10.2%
115130	Sick Leave Buy Back/Annual	1,445,426	1,388,598	(56,828)	-3.9%
TOTAL WAGES		92,583,190	97,860,002	5,276,812	5.7%
BENEFITS					
Retirement					
121011	CalPERS Safety	28,273,265	27,091,258	(1,182,008)	-4.2%
121020	CalPERS Misc.	1,444,221	1,444,406	185	0.0%
121022	Pension Bonds Payment	7,364,979	7,364,979	(1)	0.0%
121040	SCERS Safety Retirement	2,500,000	3,300,000	800,000	32.0%
Total Retirement		39,582,465	39,200,642	(381,824)	-1.0%
Medical					
123010	Employees	12,104,423	11,300,840	(803,582)	-6.6%
123013	Pay In-Lieu of Medical	165,600	170,400	4,800	2.9%
123015	PERS OPEB	14,459,795	14,459,795	0	0.0%
123020	Dental	1,234,851	1,127,863	(106,987)	-8.7%
123030	Vision	151,790	127,515	(24,275)	-16.0%
123040	Employee Assistance Program (EAP)	18,186	15,537	(2,649)	-14.6%
123050	LT Disability	38,017	38,494	477	1.3%
123060	Life/AD&D	135,104	118,502	(16,602)	-12.3%
123080	Employee Retirement Consulting	25,656	23,850	(1,806)	-7.0%
Total Medical:		28,333,421	27,382,797	(950,623)	-3.4%
122020	Medicare	1,340,672	1,323,743	(16,929)	-1.3%
122030	PARS	7,010	6,132	(877)	-12.5%
124000	Workers Compensation Claims	2,377,907	2,138,164	(239,742)	-10.1%
125000	Unemployment	65,000	11,888	(53,112)	-81.7%
TOTAL BENEFITS		71,706,475	70,063,367	(1,643,108)	-2.3%
TOTAL LABOR COSTS		164,289,665	167,923,369	3,633,704	2.2%



General Operating Fund

Mid-Year Budget FY2017/18

		Final FY2017/18	Mid-Year FY2017/18	Variance w/ Final Budget
1000's	LABOR COSTS	\$ 164,289,665	\$ 167,923,369	\$ 3,633,704
2000's	SERVICES AND SUPPLIES	\$ 25,863,554	\$ 26,229,132	\$ 365,578
3000's	TAXES, LICENSES, ASSESS & CONTRIBUTIONS	\$ 3,069,310	\$ 3,118,894	\$ 49,584
Subtotal		\$ 193,222,529	\$ 197,271,395	\$ 4,048,866
NET TRANSFERS IN/(OUT)		1,518,032	1,572,993	54,961
Total Expenditures Net of Transfers		\$ 191,704,497	\$ 195,698,402	\$ 3,993,905
Total Revenue		\$ 190,676,035	\$ 194,700,595	\$ 4,024,560
Rev Less Exp Plus Transfers		\$ (1,028,462)	\$ (997,807)	\$ 30,655

Acct	Description	Final FY2017/18	Mid-Year FY2017/18	Variance w/ Final Budget
110000	SALARY AND WAGES	92,583,190	97,860,002	5,276,812
120000	RETIREMENT AND BENEFITS	71,706,475	70,063,367	(1,643,108)

Total Labor Costs **164,289,665** **167,923,369** **3,633,704**

200500	ADS/LEGAL NOTICES	16,168	16,168	-
201500	PRINT & COPY SERVICES	17,000	17,400	400
201600	PRINT/COPY SUPPLY	-	-	-
202100	BOOKS, SUBSCRIPTION SERVICE	9,145	9,145	-
202200	BOOKS, SUBSCRIPTION (PERM LIB)	19,880	19,880	-
202300	AUDIO VIDEO PRODUCTION SERVICES	9,000	8,000	(1,000)
202900	BUSINESS/CONFERENCE	248,400	261,531	13,131
203100	BUSINESS ACTIVITY EXP (NON-EE)	24,500	24,500	-
203500	EDUC/TRAINING SERVICES	529,524	545,959	16,435
203600	EDUCATION/TRAINING SUPPLIES	101,525	105,347	3,822
203800	EMPLOYEE AWARDS	12,000	15,000	3,000
203900	EMPLOYEE TRANSPORTATION	4,600	4,600	-
204100	OFFICE EQUIP NOT INVENTORIED	6,500	6,500	-
204500	FREIGHT/SHIPPING	7,000	7,000	-
205100	INSURANCE LBLTY,PPTY,W/C,ETC.	1,185,306	1,165,571	(19,735)
206100	MEMBERSHIPS	38,802	41,175	2,373
206600	PHOTO SUPPLY	500	541	41
207600	OFFICE SUPPLIES	63,500	63,500	-
208100	POSTAGE/SUPPLY/METER RNTL/LSE	18,500	18,500	-
208500	PRINTING/BINDING	21,000	22,500	1,500
210300	LNDSCP SVC/WEED ABTM/PEST CTRL	90,660	90,660	-
210400	LANDSCAPE SUPPLY	8,500	9,000	500
211100	BUILDING SERVICE	800,270	809,205	8,935
211200	BUILDING SUPPLY	62,150	58,888	(3,262)
213100	ELECTRICAL SERVICE	74,030	54,227	(19,803)
213200	ELECTRICAL SUPPLY	40,620	39,620	(1,000)
215100	MECH SYSTEMS SVC	79,127	74,685	(4,442)
215200	MECH SYSTEMS SUP	54,500	51,000	(3,500)
216100	PAINTING SERVICE	28,700	28,700	-
216200	PAINTING SUPPLY	11,500	11,000	(500)
216700	PLUMBING SERVICE	81,500	71,709	(9,791)
216800	PLUMBING SUPPLY	2,500	12,291	9,791
217100	REAL PROPERTY RENTAL	15,420	15,420	-

Acct	Description	Final FY2017/18	Mid-Year FY2017/18	Variance w/ Final Budget
219100	ELECTRICITY	594,990	552,256	(42,734)
219200	NATURAL GAS	90,768	81,285	(9,483)
219300	REFUSE SERVICE	58,001	48,726	(9,275)
219500	SEWAGE SERVICE	44,661	32,461	(12,200)
219700	TELEPHONE SVCE:LINE FEES & CALLS	815,600	776,698	(38,902)
219800	WATER SERVICE	91,441	95,200	3,759
220500	VEHICLE MAINT SVC	1,385,624	1,862,624	477,000
220600	VEHICLE MAINT SUP	945,198	1,052,198	107,000
222600	EXPENDABLE TOOLS	17,000	19,000	2,000
223100	FIRE EQUIP SVC (NON-SCBA)	98,000	98,000	-
223200	FIRE EQUIP SUPPLY	698,396	741,852	43,456
223600	FUEL, OILS & LUBRICANTS	1,181,591	1,155,091	(26,500)
225100	MEDICAL EQUIP SVC	21,801	25,801	4,000
225200	MEDICAL EQUIP SUP	24,099	20,349	(3,750)
226400	OFFICE EQUIPMENT/FURNITURE	23,500	23,500	-
226500	COMPUTER INVENTORIAL EQUIPT.	114,397	105,440	(8,957)
226600	STATION FURNISHINGS	46,562	46,562	-
227100	COMM EQUIP SERVICE	116,700	35,200	(81,500)
227200	COMM EQUIP SUPPLY	274,450	420,087	145,637
227500	EQUIPMENT RENTAL	173,060	95,810	(77,250)
228100	SHOP EQUIP SERVICE	11,500	11,500	-
228200	SHOP EQUIP SUPPLY	11,750	16,750	5,000
229100	OTHER EQUIP SERV	101,447	101,447	-
229200	OTHER EQUIP SUPPLY	148,620	149,320	700
231300	CLOTHING REPAIRS	200,000	200,000	-
231400	SAFETY CLOTHING AND SUPPLIES	950,241	960,241	10,000
232100	CUSTODIAL SERVICE	60,695	60,695	-
232200	CUSTODIAL SUPPLY	110,000	110,000	-
233200	FOOD SUPPLY	63,570	69,885	6,315
234200	KITCHEN SUPPLY (Non-Food Items)	4,500	4,500	-
235100	LAUNDRY SERVICE	19,500	19,500	-
244300	MEDICAL SERVICES	283,290	276,540	(6,750)
244400	MEDICAL SUPPLIES	1,353,816	1,347,316	(6,500)
250200	ACTUARIAL SERVICE	27,800	30,600	2,800
250500	FINANCIAL SERVICE	133,720	128,720	(5,000)
253100	LEGAL SERVICE	400,000	400,000	-
254100	PERSONNEL SERVICE	329,296	329,296	-
254200	TREASURER SERVICES	-	9,260	9,260
259100	OTHER SERVICE	5,606,624	5,512,506	(94,118)
281100	COMPUTER SERVICES	862,799	820,762	(42,037)
281200	COMPUTER SUPPLY	6,990	6,990	-
281700	ELECTION SERVICE	-	-	-
285100	PHYSICAL FITNESS SERVICES	-	15,500	15,500
285200	PHYSICAL FITNESS SUPPLIES	106,173	106,173	-
289800	OTHER SUPPLIES	127,398	135,839	8,441
289900	OTHER SERVICES	598,900	597,930	(970)
292300	GS MESSENGER SERVICES	-	3,000	3,000
293100	DISPATCH SERVICE	3,643,029	3,643,029	-
293400	PUBLIC WORKS SVC	13,760	4,500	(9,260)
296200	GENERAL SERVICE PARKING CHARGE	6,400	6,400	-
298400	RADIO SYSTEMS	183,570	183,570	-
Total Services and Supplies		25,863,554	26,229,132	365,578
321000	INTEREST EXPENSE	243,704	243,704	-
322000	PRINCIPAL PAYMENTS	647,190	647,190	-
345000	ASSESSMENTS	1,967,416	2,017,000	49,584
370000	CONTRIBUTIONS TO OTHER AGENCY	211,000	211,000	-
Total Tax, License, & Assessments		3,069,310	3,118,894	49,584

Acct	Description	Final FY2017/18	Mid-Year FY2017/18	Variance w/ Final Budget
420100	STRUCTURES	-	-	-
430300	EQUIPMENT	-	-	-

Total Capital Outlay - - -

Total General Operating Expenditures \$ 193,222,529 \$ 197,271,395

Account Description	Final FY2017/18	Mid-Year FY2017/18	Variance w/ Final Budget
In from/(Out to) Deferred Comp Reserves	-	-	-
In from/(Out to) Fund D-Capital Facilities	(3,884,357)	(3,826,353)	58,004
In from/(Out to) Fund G-Grants	(16,305)	(16,305)	-
In from/(Out to) Fund L-Leases	(586,163)	(589,206)	(3,043)
In from/(Out to) Fund M-IGT	6,004,857	6,004,857	-
In from/(Out to) Fund S-Simulator Grant	-	-	-

Total General Operating Transfers \$ 1,518,032 \$ 1,572,993 \$ 54,961

Fiscal Year 2017/18 Mid-Year Budget

Fund 212D CAPITAL FACILITIES FUND





BUDGET SUMMARY - CAPITAL FACILITES FUND 212D

Mid-Year Budget FY2017/18

	FINAL FY2017/18	MID-YEAR FY2017/18	VARIANCE W/ FINAL BUDGET
REVENUE:			
INTEREST INCOME	\$ 1,000	\$ 1,000	\$ -
PROCEEDS FROM ASSET SALE	801,700	-	(801,700)
OTHER FUNDING-LEASING PROCEEDS	3,841,500	3,769,780	(71,720)
Total Revenue	4,644,200	3,770,780	(873,420)
EXPENDITURES:			
SERVICES & SUPPLIES	115,000	129,000	14,000
DEBT SERVICE	4,159,727	3,753,642	(406,085)
CAPITAL OUTLAY	6,151,082	6,050,630	(100,452)
Total Expenditures	10,425,809	9,933,272	(492,537)
REVENUE LESS EXPENDITURES	(5,781,609)	(6,162,492)	(380,883)
TRANSFERS:			
IN FROM/(OUT TO) FUND A-General	3,884,357	3,826,353	(58,004)
Total Transfers	3,884,357	3,826,353	(58,004)
REV LESS EXP PLUS TRANSFERS	\$ (1,897,252)	\$ (2,336,139)	\$ (438,887)

	FINAL FY2017/18	MID-YEAR FY2017/18	VARIANCE W/ FINAL BUDGET
2000s - SERVICES AND SUPPLIES			
259100 OTHER SERVICES	\$ 115,000	\$ 129,000	14,000
3000s - DEBT SERVICES AND CONTRIBUTIONS			
321000 INTEREST EXPENSE	396,366	357,941	(38,425)
322000 PRINCIPAL EXPENSE	3,763,361	3,395,701	(367,660)
4000s - CAPITAL OUTLAYS			
410100 LAND ACQUISITION	10,000	9,935	(65)
420100 STRUCTURES	12,000	12,000	-
430100 VEHICLES	3,790,362	3,905,452	115,090
430200 OTHER EQUIPMENT	111,000	110,954	(46)
430300 EQUIPMENT - APPARATUS	2,227,720	2,012,289	(215,431)
TOTALS:	\$ 10,425,809	\$ 9,933,272	\$ (492,537)

Fiscal Year 2017/18 Mid-Year Budget

Fund 212G GRANTS FUND





BUDGET SUMMARY - GRANTS FUND 212G

Mid-Year Budget FY2017/18

	FINAL FY2017/18	MID-YEAR FY2017/18	VARIANCE W/ FINAL BUDGET
REVENUE:			
INTEREST INCOME	\$ -	\$ -	\$ -
AID FROM LOCAL GOVERNMENT	1,539,152	1,606,010	66,858
Total Revenue	1,539,152	1,606,010	66,858
EXPENDITURES:			
LABOR COSTS	1,330,467	1,397,445	66,978
SERVICES & SUPPLIES	224,990	224,870	(120)
CAPITAL OUTLAY	-	-	-
Total Expenditures	1,555,457	1,622,315	66,858
REVENUE LESS EXPENDITURES	(16,305)	(16,305)	-
TRANSFERS:			
IN FROM/(OUT TO) FUND A-General	16,305	16,305	-
Total Transfers	16,305	16,305	-
REV LESS EXP PLUS TRANSFERS	\$ -	\$ -	\$ -
	FINAL FY2017/18	MID-YEAR FY2017/18	VARIANCE W/ FINAL BUDGET
1000s - LABOR COSTS			
110000 WAGES	\$ 901,077	\$ 746,549	\$ (154,528)
120000 BENEFITS	429,390	650,896	\$ 221,506
2000s - SERVICES AND SUPPLIES			
203500 EDUCATION/TRAINING SERVICES	54,990	54,990	\$ -
207600 OFFICE SUPPLY	-	-	\$ -
259100 OTHER SERVICE	150,000	99,407	\$ (50,593)
289800 OTHER SUPPLIES	20,000	70,473	\$ 50,473
3000s - TAXES, LICENSES, ASSESS/CONTR			
4000s - CAPITAL OUTLAY			
430300 EQUIPMENT	-	-	\$ -
TOTALS:	\$ 1,555,457	\$ 1,622,315	\$ 66,858

Fiscal Year 2017/18 Mid-Year Budget

Fund 212L LEASED PROPERTIES FUND





BUDGET SUMMARY - LEASED PROPERTIES FUND 212L

Mid-Year Budget FY2017/18

	FINAL FY2017/18	MID-YEAR FY2017/18	VARIANCE W/ FINAL BUDGET
REVENUE:			
INTEREST INCOME	\$ -	\$ -	\$ -
BUILDING RENTAL	895,299	895,299	-
Total Revenue	895,299	895,299	-
EXPENDITURES:			
SERVICES & SUPPLIES	2,078,618	2,078,786	168
DEBT SERVICE	295,382	295,382	-
CAPITAL OUTLAY	-	-	-
Total Expenditures	2,374,000	2,374,168	168
REVENUE LESS EXPENDITURES	(1,478,701)	(1,478,869)	(168)
TRANSFERS:			
IN FROM/(OUT TO) FUND A-General	586,163	589,206	3,043
Total Transfers	586,163	589,206	3,043
REV LESS EXP PLUS TRANSFERS	\$ (892,538)	\$ (889,663)	\$ 2,875
	FINAL FY2017/18	MID-YEAR FY2017/18	VARIANCE W/ FINAL BUDGET
2000s - SERVICES AND SUPPLIES			
210300 LANDSCAPE SCV/PEST CONTROL	\$ 16,204	\$ 16,204	\$ -
211100 BUILDING SERVICE	1,802,205	1,830,466	28,261
213100 ELECTRICAL SERVICE	1,075	2,250	1,175
215100 MECH SYSTEMS SERVICE	48,421	37,422	(10,999)
219100 ELECTRICITY	136,610	121,641	(14,969)
219200 NATURAL GAS	19,049	11,807	(7,242)
219300 REFUSE SERVICE	3,724	3,222	(502)
219500 SEWER SERVICE	12,218	13,231	1,013
219800 WATER SERVICE	22,570	22,401	(169)
232100 CUSTODIAL SERVICE	11,742	11,742	-
296200 PARKING CHARGES	4,800	8,400	3,600
3000s - DEBT SERVICES			
321000 INTEREST EXPENSE	200,723	200,723	-
322000 PRINCIPAL EXPENSE	94,659	94,659	-
4000s - CAPITAL OUTLAYS			
410100 LAND ACQUISITION	-	-	-
420100 STRUCTURES/IMPROVEMENTS	-	-	-
TOTALS:	\$ 2,374,000	\$ 2,374,168	\$ 168

Fiscal Year 2017/18 Mid-Year Budget

POSITION AUTHORIZATION DOCUMENT





POSITIONS AND AUTHORIZATION DOCUMENT (PAD)

Mid-Year Budget FY 2017/18

SUMMARY				
Full-time Positions				
	Authorized Positions	Actual Filled Positions	Funded Positions	Proposed Changes
Office of the Fire Chief	11.5	8.5	9.5	0
Operations	612	554	599	0
Support Services	44	43	44	0
Administration	48.5	42.5	48.5	0
Total	716	648	701	0



POSITIONS AND AUTHORIZATION DOCUMENT (PAD)

Mid-Year Budget FY 2017/18

OFFICE OF THE FIRE CHIEF					
Position	Auth'd Positions	Actual Filled Positions	Funded Positions	Proposed Changes	Employee(s) / Comments
Fire Chief	1	1	1		Todd Harms
Chief Deputy	0	0	0		<i>vacant - not funded</i>
Assistant Chief	1	0	0		<i>vacant</i>
Day Staff Captain, Staff Officer	1	0	0		<i>vacant</i>
Day Staff Captain, PIO (Ops oversight)	1	1	1		Chris Vestal
Community Relations Coordinator	1	1	1		Chris Dargan
Office Technician	0.5	0.5	0.5		Nanette Goodwin (1/2 time Community Relations & 1/2 time CRRD)
Community Relations Specialist	2	1	2		Brenda Briggs, <i>vacant</i>
Day Staff Local 522 VP-Representative	1	1	1		Trevor Jamison
Sr Staff Administrative Coordinator	1	1	1		Jill Guzman
Administrative Specialist, Office of the Fire Chief	1	1	1		Erin Castleberry
Board Clerk	1	1	1		Melissa Penilla
	11.5	8.5	9.5	0	



POSITIONS AND AUTHORIZATION DOCUMENT (PAD)

Mid-Year Budget FY 2017/18

OPERATIONS BRANCH					
Position	Auth'd Positions	Actual Filled Positions	Funded Positions	Proposed Changes	Employee(s) / Comments
Deputy Chief, Operations	1	1	1		Eric Bridge
Assistant Chief, OES-JPA Special Assignment	1	1	1		Larry Savage (temp 6 months - eff. 10/26/17)
Administrative Specialist, Operations Branch	1	1	1		Mollie Meyer
Assistant Chief, Operations (A-B-C)	3	3	3		C. Quinn T. Wagaman T. Neville
Staffing Specialist	1	1	1		Lara Kelley
Office Technician, Operations Branch	1	1	1		Larsen Roundy
FIRE SUPPRESSION					
					A B C
Battalion Chiefs	15	14	15		R. Griggs A. Kastros M. Lozano C. Reed K. Wegener C. Greene C. Jenkins M. Repetto F. Rowell C. Westfall B. Law A. Peck S. Turner A. Webster
Fire Captains	135	131	132		Filled positions should be 129 with 2 company closures (opening Eng 106). Numbers do not include Day Staff & SRP Capts.
Fire Engineers	135	113	132		
Firefighters	237	228	231		
SINGLE ROLE PARAMEDIC PROGRAM (SRPP)					
Captains	3	3	3		Kiley Keeley, Tracey Valentine, Shani Cornell
Paramedics (FT)	40	20	40		
Emergency Medical Technicians (EMT)	18	19	18		
EMERGENCY PREPAREDNESS - SPECIAL OPERATIONS					
Chief Pilot	1	1	1		Montie Vanlandingham
EMERGENCY MEDICAL SERVICES (EMS)					
Assistant Chief, EMS	1	1	1		Randy Hein
Day Staff Battalion Chief, EMS	1	1	1		B. Schumacher
Day Staff Captain, EMS	2	2	2		Jon Davis, JP Seivane
Day Staff Firefighter, EMS	1	1	1		Phil Hart
Administrative Specialist, EMS	1	1	1		Carmen Gandara
Office Technician	2	2	2		Marcy Mateo, Cynthia Hamilton
TRAINING/SAFETY					
Day Staff Battalion Chief	1	1	1		Adam House (temp 6 months - eff. 10/26/17)
Day Staff Captain, Training	3	3	3		Brian Evers, James Mandes, Clay Elledge
Health & Fitness Program Manager	1	0	1		<i>vacant</i>
Administrative Specialist, Training	1	1	1		Dana Lipps
SAFETY					
Day Staff Captain, Safety	1	0	0		<i>vacant - not funded</i>
Safety Specialist	2	2	2		Robert Sestito, Linzi Hunter
ARSON					
Supervising Investigator	1	1	1		John Barsdale
Fire Investigator II	2	1	2		Steve Johnson, <i>vacant</i>
	612	554	599	0	



POSITIONS AND AUTHORIZATION DOCUMENT (PAD)

Mid-Year Budget FY 2017/18

SUPPORT SERVICES BRANCH					
Position	Auth'd Positions	Actual Filled Positions	Funded Positions	Proposed Changes	Employee(s) / Comments
Deputy Chief, Support Services	1	1	1		Brian Shannon
LOGISTICS					
Logistics/Purchasing Manager	1	1	1		Mark Jones
Assistant Logistics Manager	1	1	1		Mark Siebert
Logistics Technician	7	7	7		Crusto, Lascelles, Lawrence, Lamons, Putman, Thomas, Spence
Procurement Specialist	1	0	1		<i>vacant</i>
Office Technician	1	1	1		Courtney Moore
FACILITIES					
Facilities Manager	1	1	1		George Gravin
Facilities Technician	3	3	3		John Raeside, Joe Eachus, Aldrey Almeria
Facilities Assistant	1	1	1		Jamie Bedal
FLEET MAINTENANCE					
Fleet Manager	1	1	1		Shea Pursell
Assistant Fleet Manager	1	1	1		Tim Swank
Fire Mechanic	11	11	11		Courtney, Davison, Geaney, Mansel, Moose, Morell, Mull, Petruzzi, Rhodes, Snuffer, Stites
Parts Buyer	1	1	1		Matthew Freeman
Office Technician	1	1	1		Amy Peterson
Information Technology (IT)					
Director, Information Technology	1	1	1		Mat Roseberry
Office Technician	0.5	0.5	0.5		Brandi Freeman (1/2 time Comms & 1/2 time IT)
Network Systems Engineer	1	1	1		Ken Lin
Network Systems Administrator	2	2	2		May Foroudi, Ben Miller
Computer Systems Supervisor	1	1	1		Sarah Turner
Computer Systems Technician	2	2	2		Arthur Hong, Santiago Naranjo
Help Desk Technician	1	1	1		Alex Vasquez
Communications Division					
Communications Manager	1	1	1		Steve Jordan
Communications Technician II	2	2	2		James Day, Alex Ybarra
Office Technician	0.5	0.5	0.5		Brandi Freeman (1/2 time Comms & 1/2 time IT)
	44	43	44	0	



POSITIONS AND AUTHORIZATION DOCUMENT (PAD)

Mid-Year Budget FY 2017/18

ADMINISTRATIVE BRANCH					
Position	Auth'd Positions	Actual Filled Positions	Funded Positions	Proposed Changes	Employee(s) / Comments
Deputy Chief, Administration	1	1	1		Greg Casentini
HUMAN RESOURCES					
Human Resources Manager	1	1	1		Melisa Maddux
Administrative Specialist	1	1	1		Giovanna Read
Human Resources Analyst	1	1	1		Olesya Melnichuk
Human Resources Specialist	3	3	3		Julie Cole, Leslie Miller, Candace Sarlis
FINANCE					
Chief Financial Officer	1	1	1		Amanda Thomas
Controller	1	1	1		Ronald Empedrad
Payroll Supervisor	1	1	1		Sarah Ortiz
Payroll Analyst	1	1	1		Robyn Almeida
Administrative Analyst	1	1	1		Sherri Martucci
Financial Analyst	1	1	1		Tara Maeller
Accounting Specialist	1	1	1		Natividad Manalo
Accounting Technician	6	5	6		Brown, Cheung, Falls, Guerrero, Houston, <i>vacant</i>
DEVELOPMENT					
Economic Development Manager	1	1	1		Jeff Frye
Accounting Specialist (Grants)	1	1	1		R. Marie Bernal
COMMUNITY RISK REDUCTION					
Fire Marshal	1	1	1		Maurice Johnson
Deputy Fire Marshal	1	1	1		Lisa Barsdale
Administrative Specialist	1	1	1		Michelle Dehoney
Plan Intake Specialist	2	2	2	1	Shana Mamulski, Cora Zielinski, requesting 1 conversion from Office Tech to Plan Intake
Office Technician	3.5	2.5	3.5	-1	Joanna Navarro, Kim McCloud, Nanette Goodwin(1/2 time Community Relations & 1/2 time CRRD)
Supervising Inspector	3	3	3		A. Nygren, M. Hambrick, C. Fields
Fire Inspector II	14	6	6		Olivares, T. Olcese, M. Olcese, Schmidt, Callison, Brouqua (all vacant positions are filled with Inspector I) (1 Position being unfunded for the remainder of 16/17)
Fire Inspector I		4	8		Kauppi, Klets, O'Neal, Santos, 4 <i>vacant</i>
Geographic Information Specialist II	1	1	1		Denis Murray
	48.5	42.5	48.5	0	



POSITIONS AND AUTHORIZATION DOCUMENT (PAD)

Mid-Year Budget FY 2017/18

PART-TIME, TEMPORARY, RETIRED ANNUITANTS, RESERVE & REIMBURSED					
Position	Auth'd Positions	Actual Filled Positions	Funded Positions	Proposed Changes	Employee(s) / Comments
Retired Annuitants (part-time)	17	6	6		
Reserve Firefighters	14	9	14		Barnes, Berry, Burwell, Driver, Golosinskiy, Manley, Siebert, Spiegelberg, Wood, <i>5 vacant</i>
Helicopter Pilot (part-time)	3	3	3		Combs, Cotter, Smith
Part-Time Helicopter Maintenance Program Manager	1	1	1		Peter Frinchaboy
Air Ops Manager/Special Ops Capt	1	1	0		<i>Not Funded - part-time position filled by a suppression Captain</i>
California Fire and Rescue Training Authority (CFRTA)					
Deputy Executive Director, Planning and Facilities	1	0	0		<i>Vacant</i>
Urban Area Security Initiative					
Planning and Exercise Coordinator	1	1	1		Jon Rudnicki, Reimbursed Position
	37	20	24	0	

*Shown in two locations on the PAD

SACRAMENTO METROPOLITAN FIRE DISTRICT

Effective: 1/1/2018

PAY SCALE

	1st Step	2nd Step	3rd Step	4th Step	5th Step
Fire Chief					21,440.38
Senior Management Staff - Unrepresented Confidential					
Chief Deputy					20,504.35
Deputy Chief					19,527.95
Assistant Chief				17,089.68	17,940.62
Fire Marshal				17,089.68	17,940.62
Chief Financial Officer				14,823.78	15,562.35
Chief Development Officer				14,823.78	15,562.35
Management Staff - Unrepresented Confidential					
Director of Information Technology	9,961.43	10,456.73	10,977.10	11,523.67	12,097.52
Economic Development Manager	8,297.74	8,710.12	9,143.22	9,598.15	10,074.90
Facility Manager	8,297.74	8,710.12	9,143.22	9,598.15	10,074.90
Controller	8,297.74	8,710.12	9,143.22	9,598.15	10,074.90
Fleet Manager	8,297.74	8,710.12	9,143.22	9,598.15	10,074.90
Human Resource Manager	8,297.74	8,710.12	9,143.22	9,598.15	10,074.90
Logistics Manager	8,297.74	8,710.12	9,143.22	9,598.15	10,074.90
Communications Manager	8,297.74	8,710.12	9,143.22	9,598.15	10,074.90
CQI Manager	8,223.55	8,631.57	9,060.32	9,510.89	9,983.25
Chief Pilot	8,137.38	8,541.03	8,964.31	9,408.33	9,875.25
Grant / Economic Dev Coor	8,119.92	8,523.57	8,946.85	9,391.96	9,858.89
Assistant Logistics Manager	7,374.80	7,741.36	8,125.38	8,529.03	8,952.30
Assistant Fleet Manager	7,374.80	7,741.36	8,125.38	8,529.03	8,952.30
Unrepresented Confidential - Exempt					
Network Systems Engineer	7,969.37	8,365.39	8,781.03	9,217.42	9,675.61
Computer Systems Supervisor	7,489.35	7,861.36	8,251.92	8,662.11	9,091.95
Purchasing Agent	6,980.98	7,326.79	7,690.09	8,071.92	8,472.29
Accounting Supervisor	6,797.69	7,134.80	7,488.27	7,860.27	8,250.84
Human Resources Analyst	6,667.87	6,998.42	7,345.35	7,709.71	8,092.66
Facilities Supervisor	6,576.23	6,902.42	7,244.98	7,604.99	7,982.45
Administrative Analyst	6,538.05	6,862.06	7,202.42	7,560.26	7,935.55
Payroll Analyst	6,538.05	6,862.06	7,202.42	7,560.26	7,935.55
Financial Analyst	6,538.05	6,862.06	7,202.42	7,560.26	7,935.55
Board Clerk	5,981.66	6,278.40	6,589.31	6,915.52	7,258.08
Office Manager / Workers' Comp Spec	5,981.66	6,278.40	6,589.31	6,915.52	7,258.08
Staffing Specialist	5,981.66	6,278.40	6,589.31	6,915.52	7,258.08
Sr. Staff Adm Coor/Fire Chief's Secty	5,521.27	5,795.10	6,082.03	6,383.13	6,699.50
Procurement Specialist	4,413.97	4,632.16	4,861.26	5,101.27	5,353.28
Accounting Specialist	4,413.97	4,632.16	4,861.26	5,101.27	5,353.28
Human Resources Specialist	4,413.97	4,632.16	4,861.26	5,101.27	5,353.28
Payroll Specialist	4,413.97	4,632.16	4,861.26	5,101.27	5,353.28
Administrative Specialist	4,413.97	4,632.16	4,861.26	5,101.27	5,353.28
Unrepresented Confidential - Non-Exempt					
Network Systems Administrator	7,205.70	7,563.54	7,938.82	8,332.65	8,746.11
Database Technician	6,797.69	7,134.80	7,489.35	7,861.36	8,251.92
Communications Technician III	6,076.58	6,377.67	6,694.05	7,025.70	7,374.80
Communications Technician II	5,926.02	6,219.48	6,528.22	6,852.23	7,192.62
Computer Systems Technician	4,976.89	5,223.45	5,480.91	5,752.57	6,037.30
Warehouse Supervisor	4,919.08	5,162.35	5,417.64	5,686.01	5,967.48
Health & Fitness Program Manager	4,659.43	4,889.62	5,131.81	5,386.00	5,652.19
Help Desk Technician	3,912.13	4,105.24	4,307.07	4,519.80	4,743.44

	1st Step	2nd Step	3rd Step	4th Step	5th Step
Administrative/Support Personnel Assoc:					
Facilities Technician	5,982.75	6,279.50	6,590.41	6,917.69	7,261.34
Facilities Assistant	4,581.97	4,807.80	5,045.63	5,295.46	5,557.28
Safety Specialist	4,413.97	4,632.16	4,861.26	5,101.27	5,353.28
Plan Intake Specialist	4,413.97	4,632.16	4,861.26	5,101.27	5,353.28
Video Technician	4,341.98	4,556.88	4,781.63	5,018.36	5,266.00
Logistic Technician	4,108.50	4,311.42	4,524.15	4,747.79	4,982.34
Accounting Technician	3,919.78	4,112.87	4,315.78	4,528.51	4,752.16
Office Technician	3,440.84	3,609.95	3,787.76	3,974.32	4,170.70
<u>Hourly Position</u>					
SRPP - Paramedic	18.91	19.84	20.83		
SRPP - EMT	16.76	17.59	18.48		

	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
Local 522:							
Recruit Firefighter					4,716.17		
Firefighter (effective 3/24/11)	5,435.10	5,703.48	5,984.93	6,280.58	6,591.50	6,917.69	7,260.25
Fire Engineer	6,616.60	6,943.88	7,287.52	7,648.63	8,027.20		
Fire Captain	7,405.35	7,771.91	8,157.00	8,560.65	8,985.04		
Battalion Chief	8,998.14	9,444.32	9,912.34	10,404.36	10,920.38		
Fire Inspector I	4,909.26	5,150.36	5,404.56	5,670.74	5,950.03		
Fire Inspector II	6,619.86	6,947.16	7,290.80	7,651.90	8,030.46		
Fire Supervising Inspector	7,408.62	7,775.17	8,160.28	8,563.93	8,988.32		
Deputy Fire Marshal	8,813.76	9,250.14	9,708.35	10,189.44	10,694.56		
Fire Investigator I	4,905.98	5,147.09	5,401.28	5,667.46	5,946.75		
Fire Investigator II	6,616.60	6,943.88	7,287.52	7,648.63	8,027.20		
Fire Supervising Investigator	7,405.35	7,771.91	8,157.00	8,560.65	8,985.04		
Hazardous Materials Inspector	7,122.80	7,475.16	7,844.99	8,233.38	8,641.39		
Public Education Technician	4,361.61	4,575.43	4,800.17	5,036.90	5,284.55		
Community Risk Specialist	4,788.16	5,023.81	5,271.45	5,531.09	5,803.84		
Community Relations Coordinator	5,232.18	5,489.64	5,760.21	6,044.93	6,343.85		
Geographic Information Specialist I							
Geographic Information Specialist II	4,855.81	5,094.72	5,345.64	5,608.55	5,885.66		
Shop Assistant	3,371.03	3,535.75	3,709.23	3,891.40	4,082.33		
Parts Buyer	4,867.80	5,107.81	5,359.82	5,623.84	5,900.94		
Fire Mechanic	6,040.56	6,338.40	6,651.49	6,979.88	7,324.62		
Master Fire Mechanic	6,719.15	7,050.79	7,399.89	7,766.44	8,150.46		

Hourly Position:	
Effective: 1/1/2018	
Hourly Employees	11.00
PT Helicopter Pilot	45.00
PT Helicopter Mechanic	45.00