

## **Ballot Initiative // Charter Amendment // Employee Compensation**

This amendment to the Charter of the City of San Bernardino would eliminate a mandated automatic process for determining the salaries of the employees of the Police and Fire Departments of the City (hereinafter "Public Safety Employees") and replace that process with collective bargaining as provided by law.

Currently, the salaries of Public Safety Employees are determined by a mandated automatic process described in Section 186 of the Charter of the City of San Bernardino. This section requires the City organize the Police and Fire Department employees into seven different classification numbers based on rank, with P1 being the lowest classification number occupied by Firefighters and Police Officers, and P7 being the highest classification number occupied by the Police Chief. Within classifications P1, P2, and P3, employees are also assigned steps determined by length of service, with Step "a" being the lowest step for new members of the classification, and Step "e" being held by those employees with five or more years of employment in the position. Using this ranking system, the City and appropriate unions representing the various Public Safety Employees generate a list of ten like sized cities in California with populations between 100,000 and 250,000. The City then surveys those ten cities to determine the monthly salary paid to employees with similar job duties and experience. Finally, by resolution, the Mayor and Common Council are then required to set the pay for the City's Public Safety Employees to the arithmetic average as determined by the survey.

Section 186 also contains Special Salary Provisions. Police Officers assigned to traffic enforcement on a motorcycle are to be paid an additional \$50 per month. Public Safety Employees temporarily acting in a position of a higher rank for a certain amount of time are to be paid the salary of the higher rank. The Mayor and Common Council are authorized to pay additional salary to paramedics. The Mayor and Common Council are authorized to pay additional salary for Public Safety Employees that have met certain educational or longevity requirements. The method for determining overtime pay for employees of the Fire Department below the rank of Battalion Chief is also mandated.

The City and appropriate unions representing the various Public Safety Employees currently engage in collective bargaining regarding employment benefits such as employee pensions, medical coverage, and vacation leave. This amendment would remove the mandated automatic process described above and replace it with collective bargaining for salaries as well.

**FILED**

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