

**SIDE LETTER AGREEMENT
ROSEVILLE FIREFIGHTERS, LOCAL 1592
AND
THE CITY OF ROSEVILLE**

The City of Roseville (hereinafter referred to as “City”) and Roseville Firefighters, Local 1592 (hereinafter referred to as the “RFF”) entered into a Memorandum of Understanding (“MOU”) with a term beginning on January 1, 2022 and terminating on December 31, 2025. The City and RFF are collectively referred to herein as the “Parties.”

The Parties mutually agree to eliminate shift firefighters’ and captains’ ability to take holidays off or receive pay for holiday time in full shift increments in Chapter 3. LEAVES, ARTICLE II HOLIDAYS/SCHEDULING TIME OFF. The requirement to take or receive pay for holiday time in full shift increments also includes shift employees in a temporary modified/administrative schedule (i.e., 40 hour work week).

The specific provisions contained in this Agreement are intended to satisfy the requirements of the Fair Labor Standards Act and supersede any previous agreements, whether oral or written, regarding the matters contained in this Agreement. Except as provided here, all wages, hours, and other terms and conditions of employment presently in the MOU remain in full force and effect.

The Parties have satisfied their obligations to meet and confer in good faith in accordance with the Meyers-Miliias-Brown Act (“MMBA”) concerning the terms and conditions of this Agreement and its implementation.

Thus, the Parties mutually agree to modify CHAPTER 3, ARTICLE II, paragraphs B of the MOU to read as follows:

CHAPTER 3. LEAVES, ARTICLE II. HOLIDAYS/SCHEDULING TIME OFF

- B. Fire Department Shift employees shall receive seven (7) full paid twenty four (24) hour holiday shifts per year, in advance on January 1. Employees must use holiday time off in a minimum of eight (8) hours of holiday with additional hours requested in ~~one (1) hour full shift~~ increments up to ~~twenty-four (24) hours~~.
- C. In lieu of holiday time off, shift employees may elect to receive straight salary for all shifts of earned and unused holiday credit within each calendar year. All holiday time to be converted to pay by an employee shall be in ~~one-half~~ full shift increments.

This Agreement will remain in effect unless it is modified through further negotiations in accordance with the MMBA. This Agreement is executed by the following authorized representatives of each party:

Holidays/Scheduling Time Off Side Letter

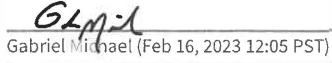
CITY OF ROSEVILLE:



Dominick Casey, City Manager

Date: 2/16/2023

ROSEVILLE FIREFIGHTERS, LOCAL 1592



Gabriel Michael (Feb 16, 2023 12:05 PST)

Gabriel Michael, RFF President

Date: Feb 16, 2023