

SIDE LETTER AGREEMENT

BETWEEN

THE ROSEVILLE FIREFIGHTERS, LOCAL 1592

AND

THE CITY OF ROSEVILLE

The City of Roseville (hereinafter referred to as "City") and the 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 the RFF are collectively referred to herein as the "Parties."

The intent of this Side Letter Agreement ("Agreement" or "SLA") is to mutually address unique facts and time specific points of interest discussed during the review of the labor market data, pursuant Memorandum of Understanding (MOU), Chapter 2, Article 1 (A.2.), Labor Market Adjustments.

It was also discussed by the Parties that some data related to the City Retirement Health Savings Account ("RHSA" or "RHS") plan may be omitted from the current market study as some employees are not be eligible for any portion of the City contribution if the employee separates from City service prior to 20 years of cumulative service with the City or retirement with 10 years of service. As such, it was recommended by the City's consultant that the City contribution be removed from the Total Compensation Study, until the City negotiates amendments to the RHS plan document to make the benefit have a vesting schedule of 10 years or less for all employees in the RHS plan. The Parties discussed and hereby agree that the RHS benefit will be added back into the Total Compensation Study consistent with study methodology, once the City plan document is updated.

Further, the Parties discussed the complexity of the CUPA program, which resulted in agreements to revise the internal alignment of a job classification. The agreed upon revision is captured in item 2 below.

The City and RFF mutually agree, after meeting and conferring in good faith, to the following:

1. The Parties agree to remove the City RHSA \$100 per month contribution from the total compensation study data for 2022. The Parties also agree that the removal from the 2022 study is not precedent setting and is not intended to be an ongoing change to the Parties' terms or practice, and the value of this benefit should be captured in future total compensation study data to be consistent with study methodology, as described above, when the RHS plan document is updated.

2. To address internal equity related to the complexity of the CUPA program, the Parties agree to amend the internal relationship for the Fire and Environmental Inspection Supervisor classification to be aligned 20% above the Fire and Environmental Safety Inspector II classification.

The specific terms in this Agreement are intended to supersede any previous agreements, whether oral or written, regarding the matters contained in this Agreement.

Except as provided herein, all wages, hours, and other terms and conditions of employment presently in the City's MOU, including as modified by effective Side Letter Agreements, with RFF remain in full force and effect.

The Parties have satisfied their obligations to meet and confer in good faith in accordance with the Meyers-Milias-Brown Act (MMBA).

City of Roseville:



DOMINICK CASEY, City Manager

Date: 11/30/2022

Roseville Firefighters, Local 1592:

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VINCE WELLS, Labor Consultant



GABE MICHAEL, President