

February 15, 2018

Chris Andrew  
Sacramento Area Firefighters, Local 522  
3720 Folsom Blvd.  
Sacramento, California 95820

**Re: Letter of Understanding – Salary Increase & Contract Extension**

Dear Mr. Andrew:

This letter confirms the agreement reached between the City of Sacramento (“City”) and Sacramento Area Firefighters, Local 522 (“Union”), regarding the above referenced matter.

Specifically, the agreement is as follows:

1. The term of the current Memorandum of Understanding (“MOU”) between the City and the Union shall be extended to, and include, December 21, 2018.
2. Effective June 24, 2017, all classifications represented by the Union shall have their base salary table(s) increased by five percent (5.0%).
3. As soon as practicable, eligible active personnel, shall receive a retroactive payment for all actual paid time for the period June 24, 2017, through the date the City adjusts the salary ranges as provided in Paragraph 2, above. As soon as practicable, eligible active personnel hired after June 24, 2017, shall receive a retroactive payment for all actual paid time from their date of hire through the date the City adjusts the salary ranges as provided in Paragraph 2, above.
4. As soon as practicable, eligible retired personnel who retired from City service through a regular or industrial duty retirement between June 24, 2017, and the date the City adjusts the salary ranges as provided in Paragraph 2, above, shall receive a retroactive payment for all actual paid time while they were an active eligible employee with the City of Sacramento.
5. To the extent it is permissible by law and/or regulation, the retroactive payments provided for in Paragraphs 3 and 4 above, shall be reported to CalPERS as pensionable compensation or compensation earnable. The City shall make the appropriate CalPERS contribution based on the terms of the MOU and the amount of each recipient’s retroactive payment and shall deduct the appropriate employee contribution from each recipient’s retroactive payment.
6. CalPERS shall be the authority in determining the permissibility of these retroactive payments as pensionable compensation and/or compensation earnable.

7. This agreement memorializes and constitutes the entire understanding between the parties as to all matters referred to or included herein and supersedes and replaces all prior negotiations and proposed discussion, whether written or oral.

If this is your understanding of the agreement reached, please sign as indicated below and return one original to Labor Relations. I have enclosed an additional original for your files.

Sincerely,



Aaron Donato  
Labor Relations Officer

**AGREED TO:**



Howard Chan  
City Manager

**AGREED TO:**



Shelley Banks-Robinson  
Interim Human Resources Director

**AGREED TO:**



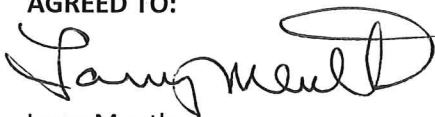
Ty Bailey  
President

**AGREED TO:**



Chris Andrew  
City Vice-President

**AGREED TO:**



Larry Menth  
Senior Labor Consultant

**APPROVED AS TO FORM:**



Brett M. Witter  
Supervising Deputy City Attorney