

September 21, 2015

Chris Andrew
Sacramento Area Fire Fighters, Local 522
3720 Folsom Boulevard
Sacramento, CA 95816

RE: Agreement Regarding Retiree Insurance Contribution

Dear Chris:

This is to confirm the agreement reached between the City of Sacramento ("City") and the Sacramento Area Fire Fighters, Local 522 regarding amendments to the 2014-2018 Agreement between the parties.

Specifically, the Article 8.9(a) is amended to read as follows:

a. Retiree Insurance Contribution

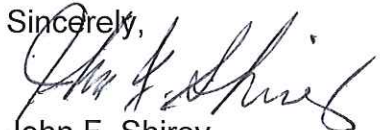
Retirees shall be eligible to receive the total of: the lowest cost \$25 co-pay health plan for one plus an additional 5.28% of that cost; the lowest cost PPO dental plan for one; and twenty-five dollars (\$25).

This agreement does not establish a precedent, nor does it interpret any employee rights under the language of the Labor Agreements, the Rules and Regulations of the Civil Service Board or any applicable policies and procedures of the City of Sacramento except as expressly stated herein.

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, proposed discussions, whether written or oral.

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

Sincerely,

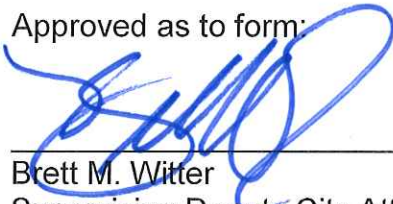

John F. Shirey
City Manager

AGREED TO:



Chris Andrew
Sacramento Area Fire Fighters, Local 522

Approved as to form:



Brett M. Witter
Supervising Deputy City Attorney