



OFFICE OF  
LABOR RELATIONS

DEE CONTRERAS  
DIRECTOR

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April 12, 2006

Mr. David Charron, Vice-President  
Sacramento Area Fire Fighters Local 522  
3101 Stockton Boulevard  
Sacramento, CA 95820

**Re: Seniority Definition**

Dear Dave:

This is to confirm the agreement of the City of Sacramento and the Sacramento Area Fire Fighters, Local 522 regarding the clarification of seniority on hire.

Specifically, it is agreed that the seniority date referenced in Section 19.1 is the date of hire as a probationary employee into the represented classification of Firefighter. Time served in the training Academy as a Fire Cadet does not apply to that date; time as a lateral firefighter on probation, though assigned to the Academy, is applied to the seniority date.

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

Sincerely,

Dee Contreras  
Director of Labor Relations

Agreed

  
Dave Charron, City Vice President

cc: Kim Isaacs, Benefits Manager