

January 13, 2015

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

RE: Agreement Regarding FLSA Calendar

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 24-day FLSA calendar. Specifically, the agreement is as follows:

FLSA Work Period

1. Pursuant to Section 7(k) of the FLSA, the City has adopted a 24 day work period for Fire Department Unit employees.
2. The FLSA Calendar used by the City of Sacramento to calculate FLSA overtime shall be adjusted to move the start of the 24-day FLSA period to January 21, 2015. The intent of the one-time calendar change is to eliminate the occurrence of the FLSA calculation for "A" shift in the middle of the 48-hour shift. This change will be managed by including January 21, 2015, in the FLSA calculation period at the end of the FLSA period immediately prior to January 21, 2015, and also including January 21, 2015, as the new start date. As a result of this one-time calendar change, there will be no loss of FLSA pay to employees on January 21, 2015.
3. 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.
4. 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:



Sandra Talbott
Assistant City Attorney