

RESOLUTION NO. 2009-717

Adopted by the Sacramento City Council

November 17, 2009

AGREEMENT COVERING THE FIRE DEPARTMENT UNIT (2009 – 2012)

BACKGROUND

- A. Pursuant to the Meyers-Milias-Brown Act governing public sector collective bargaining, the City has met and conferred with Sacramento Area Fire Fighters, Local 522, which is the recognized employee organization for employees in the Fire Department Unit, regarding a two and one-half year (30 month) contract extension, delay in step increases, and deferral of the 2009 salary adjustment.
- B. The parties have reached an agreement on the following terms and conditions: contract extension, two and one-half year (30 month) step increase freeze, and delay in the annual salary adjustment. The letters of understanding which describe these terms are in Exhibits A, B, and C.
- C. The terms of the agreement are consistent with the obligations of the City to bargain in good faith, are in line with the City's strategic goals and serve the interests of the City, the operating departments and the community by continuing positive labor relations.

BASED ON THE FACTS SET FORTH IN THE APPENDICES, THE CITY COUNCIL RESOLVES AS FOLLOWS:

- Section 1. The letters of understanding covering the Fire Department Unit are adopted as attached and the Director of Labor Relations is authorized to execute the agreements.

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Exhibit A: Letter of Understanding, TERM

Exhibit B: Letter of Understanding, Delay in Step Increases

Exhibit C: Letter of Understanding, Deferral in Annual Salary Adjustment

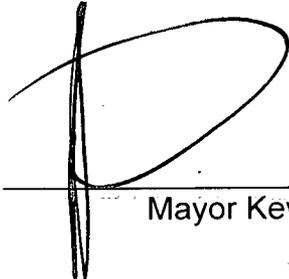
Adopted by the City of Sacramento City Council on November 17, 2009 by the following vote:

Ayes: Councilmembers Cohn, Fong, Hammond, McCarty, Pannell, Sheedy, Tretheway, Waters, and Mayor Johnson.

Noes: None.

Abstain: None.

Absent: None.



Mayor Kevin Johnson

Attest:



Shirley Corcolino, City Clerk



**OFFICE OF LABOR
RELATIONS**

CITY OF SACRAMENTO
CALIFORNIA

915 I STREET
ADMIN BLDG, ROOM 4133
SACRAMENTO, CA
95814-2604

DEE CONTRERAS
DIRECTOR

July 2, 2009

PH 916-808-5424
FAX 916-808-8110

Jed Kircher, Municipal Vice-President
Sacramento Area Fire Fighters, Local 522
3101 Stockton Blvd.
Sacramento, CA 95822

Re: Agreement Regarding Term of Agreement

Dear Mr. Kircher:

This is to confirm the agreement between the City of Sacramento and the Sacramento Area Fire Fighters, Local 522, regarding the term of the existing Memorandum of Understanding (MOU) between the parties. Specifically, it is agreed, as follows:

Effective July 28, 2009, Article 26.7a., TERM, will be modified to read as follows:

- a. This Agreement shall remain in full force and effect from April 29, 2008 to, and including January 2, 2012.

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

Sincerely,

Edward J. Takach
Labor Relations Officer

AGREED TO:

Jed Kircher, Municipal Vice-President
Sacramento Area Fire Fighters, Local 522



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July 2, 2009

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Mr. Jed Kircher, Municipal Vice-President
Sacramento Area Fire Fighters, Local 522
3101 Stockton Boulevard
Sacramento, CA 95820-1416

Re: Agreement Regarding Step Increases

Dear Mr. Kircher:

This is to confirm the agreement between the City of Sacramento and the Sacramento Area Fire Fighters, Local 522 regarding the step increases in the existing Memorandum of Understanding (MOU) between the parties. Specifically, it is agreed, as follows:

1. Effective July 4, 2009, employees who are not at the top step of their salary range will have their salary step frozen until January 1, 2012. For example, Employee A is at Step 3 and is due to advance to Step 4 on September 12, 2009. Employee A's advancement to that step will be suspended until January 1, 2012.
2. Effective January 1, 2012, the provisions of Article 7.2a., ADVANCEMENT IN RATE OF COMPENSATION, Advancement in Steps, will be reinstated. Employees who are not at the top step of their salary range will be advanced to the salary step they would have been on had their salary step increases not been suspended.

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

Sincerely,

Edward J. Takach
Labor Relations Officer

AGREED TO:

Jed Kircher, Municipal Vice-President
Sacramento Area Fire Fighters, Local 522



OFFICE OF LABOR RELATIONS
DEE CONTRERAS
DIRECTOR

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July 2, 2009

Mr. Jed Kircher, Municipal Vice-President
Sacramento Area Fire Fighters, Local 522
3101 Stockton Boulevard
Sacramento, CA 95820-1416

Re: Agreement Regarding Salaries

Dear Mr. Kircher:

This is to confirm the agreement between the City of Sacramento and the Sacramento Area Fire Fighters, Local 522 regarding the salaries in the existing Memorandum of Understanding (MOU) between the parties. Specifically, it is agreed, as follows:

1. Effective June 20, 2009, Article 6.3, 2009-2010 SALARIES, will be replaced with the following and Exhibit A-2 will be deleted:

Article 6.3 2011-2012 SALARIES

Effective January 1, 2012, salary ranges in terms of bi-weekly rates shall be adjusted by five percent (5%).

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

Sincerely,

Edward J. Takach
Labor Relations Officer

AGREED TO:

Jed Kircher, Municipal Vice-President
Sacramento Area Fire Fighters, Local 522