

Side Letter of Agreement

By and Between

Sacramento Metropolitan Fire Protection District

and

The Sacramento Area Fire Fighters

Local 522, I.A.F.F. (AFL-CIO)

The Sacramento Metropolitan Fire Protection District (“District”) and the Sacramento Area Fire Fighters, IAFF Local 522 (“Union”) have met and conferred in good faith regarding the matters addressed in this Side Letter of Agreement (“Agreement”). The District and the Union agree to amend their Memorandum of Understanding (“MOU”) for the term of January 1, 2023 through December 31, 2024 as described in this Agreement.

1. Union Business Leave

The District and the Union agree to amend Article 4, Union Business Leave, as follows:

- “A. Subject to approval by the Fire Chief or the Chief’s designees, the Union representative and/or designee shall be granted reasonable paid release time to conduct Union business directly related to the District’s employer/employee relations. The Fire Chief and the Vice President of the Union shall mutually agree to approve one additional employee in one of the four bargaining units represented by the Union. If the Fire Chief and Union Vice President cannot mutually agree, then the Union Vice President has the right to utilize the position for 90 days at their discretion.
- B. During a scheduled meet and confer session, a reasonable number of members of the employee’s negotiating committee may be granted release time from a regularly schedule twenty-four (24) hour shift and up to two (2) employees from day shift, without loss of compensation or other benefits for a reasonable period before and after any scheduled meet and confer session for the purpose of a caucus. Such release time shall include reasonable travel time to and from the employee’s duty location and the scheduled meeting location.
- C. The Fire Chief does reserve the right to temporarily postpone or even cancel the session if conditions or circumstances are of a nature that adequate staffing of the District’s emergency services would be adversely curtailed by the release of the affected personnel.
- D. The Union Officers and Unit Representatives and/or designee shall be granted leave from duty for Union business, provided that such leave does not reasonably interfere with or disrupt the workings of the District.
- E. The District will provide a total of 2000 hours per calendar year for Union Leave for the purpose identified in items A and D of this Section. In addition to the 2000 hours, the District will provide 1500 hours annually if a Metro Member holds the President spot on

the Executive Board of 522.

- F. The District shall provide an opportunity for the current Sacramento Metropolitan Fire District Union Vice President to work in a Day assignment. Should the Union waive this option, the District shall provide a total of 2000 hours per calendar year for Union Leave for the purpose identified in item D of this Section.
- G. Unused hours will roll over into the next calendar year. The maximum accrual will be a cap of 5000 hours.
- H. The union may request purchase of additional hours at the appropriate rate of compensation for an employee of like rank. Additionally, employees may donate Vacation leave to the union leave account. Donated hours will reside in an independent account and shall not roll-over from year to year.
- I. The Local 522 Vice President will approve the use of Union Business Leave.”

2. Term of MOU

The District and the Union agree to amend Article 9(A), Term of Agreement and Modifications, as follows:

- “A. The terms and conditions of this Memorandum of Understanding are effective on January 1, 2023 and shall remain in full force and effect through June 30, 2026.
- or
- 1. Until earlier amended, modified, or superseded by a properly executed and accepted Memorandum of Understanding between the parties;
- or
- 2. In the event of an impasse in negotiations concerning an amendment or modification to the terms and conditions specified herein, by motion or resolution of the Board of Directors of the District.
- or
- 3. In the event of an emergency, by notice from the Fire Chief or the Fire Chief’s designee, subject to the right of the Union to subsequently meet and confer on the District’s emergency actions;
- or
- 4. In the event the Board of Directors approves any plan which calls for consolidation or reorganization with one or more other fire districts, only those articles of this Agreement impacted by the proposed consolidation or reorganization are subject to the meet and confer process upon written notice from the Union or from the District.”

3. Wages

The District and the Union agree to amend Article 10, Wages, as follows:

“The pay policy is for the represented personnel in the following classifications of:

Firefighter
Fire Engineer
Fire Captain

Fire Inspector I
Fire Inspector II
Supervising Inspector

Deputy Fire Marshal

Fire Investigator I
Fire Investigator II
Supervising Investigator

Public Education Technician
Community Relations Specialist
Community Relations Coordinator
Geographic Information Specialist
Geographic Information Data Analyst

Shop Assistant
Parts Buyer
Fire Mechanic
Master Mechanic

All listed individuals will fall within the proposed compensation increase as agreed upon by both the District and the Union.

Base Wage Adjustments – January 1, 2023 through December 31, 2024:

Effective the first full pay period in January, 2023, the District will delete Step 1 and Step 2 from the Firefighter Job Classification Wage Scale and remaining Steps 3 through 7 will be retitled Steps 1 through 5.

Effective the first full pay period in January, 2023, base wages for all represented job classifications will increase by 5.0%.

The monthly wage scale below includes the base wage increase.

Effective January 1, 2024, Local 522 members will receive a base wage increase of 3.0% plus an equity adjustment based on the percentage of change in net taxable value of property in the District based on the Sacramento County Assessor FY 2023/24 Combined Tax Rolls compared to the FY 2022/23 Combined Tax Rolls. The amount of the January 1, 2024 equity adjustment will be governed by the following chart:

FY 2023/24 Net Taxable Value Increase	2024 Equity Adjustment
3.4% or less	0%
3.5% to 4.4%	1.0%
4.5% to 5.4%	2.0%
5.5% or more	3.0%

Base Wage Adjustments – January 1, 2025 through June 30, 2026:

Effective January 1, 2025, Local 522 members will receive a base wage increase based on the percentage of change in net taxable value of property in the District based on the Sacramento County Assessor FY 2024/25 Combined Tax Rolls compared to the FY 2023/24 Combined Tax Rolls. The amount of the January 1, 2025 equity adjustment will be governed by the following chart:

FY 2024/25 Net Taxable Value Increase	2025 Equity Adjustment
1.49% or less	0%
1.5% to 2.49%	1.0%
2.5% to 3.49%	2.0%
3.5% to 4.49%	3.0%
4.5% or more	4.0%

Article 10(A) and Article 10(B) are unchanged by this Agreement.

This Agreement describes all of the changes agreed-to by the Parties for the MOU commencing January 1, 2023. The balance of the MOU remains unchanged and in effect.


**SACRAMENTO METROPOLITAN
FIRE DISTRICT**



Adam A. House, Fire Chief

Date: 12-7-23

**SACRAMENTO AREA FIRE
FIGHTERS, LOCAL 522**


[Matthew Cole \(Dec 7, 2023 12:49 PST\)](#)

Matt Cole, Vice President

Date: Dec 7, 2023


Side letter - 522 12-17-23 (revised)


Final Audit Report


2023-12-07


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