

November 17, 2023

Ryan Henry, Vice President
Sacramento Area Fire Fighters Local 522
3720 Folsom Boulevard
Sacramento, California 95816

RE: Letter of Understanding- Rescind Settlement of Paramedic Assignment Grievance (FD-2-01-3)

Dear Ryan:

This Letter of Understanding (LOU) confirms the agreement reached between the City of Sacramento (City) and the Sacramento Area Fire Fighters, Local 522 (Local 522) (collectively, the Parties) regarding the above referenced matter.

Specifically, the Agreement is as follows:

1. The December 20, 2002, settlement between the City and Local 522 titled "Settlement of Paramedic Assignment Grievance (FD-2-01-3)" (Settlement Agreement) established the payment of paramedic pay for fire captains and fire engineers and provided that they were not to be regularly assigned as the primary paramedic on an apparatus. Specifically, the settlement established a twenty-five dollar (\$25.00) daily paramedic pay supplement to be paid to a paramedic captain or fire engineer if they were the first paramedic to arrive at a medical scene and they were required to provide advanced life support paramedic services to a patient.
2. This LOU rescinds the Settlement Agreement in its entirety in exchange for new EMT-Paramedic incentives in the 2023 successor Memorandum of Understanding (MOU).
3. This LOU is effective after adoption by the City Council of the 2023 successor MOU between the City and Local 522 and upon implementation of the increased incentives referenced in paragraph Number 2, above.
4. This agreement memorializes and constitutes the entire understanding between the parties as to all matters referred to or included herein.

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 Fire Department or the City of Sacramento except as expressly stated herein.

If this is your understanding of the agreement reached, please sign as indicated below and return one (1) original copy to Labor Relations. I have enclosed an additional original for your files.

Sincerely,

Leslie Wisniewski
Labor Relations Officer

AGREED TO:

Aaron Donato
Labor Relations Manager

AGREED TO:

Trevor Jamison
President, Local 522

APPROVED AS TO FORM:

Brett M. Witter
Brett M. Witter (Nov 17, 2023 17:50 PST)

Brett M. Witter
Assistant City Attorney

11/17/2023

AGREED TO:

Shelley Banks-Robinson
Director, Human Resources

AGREED TO:

Ryan Henry
Ryan Henry (Nov 17, 2023 16:53 PST)

11/17/2023

Ryan Henry
Vice President, Local 522