

June 3, 2026

Ryan Henry
Sacramento Area Fire Fighters Local 522
3720 Folsom Boulevard
Sacramento, California 95816
Rhenry522@gmail.com

RE: Letter of Understanding- Juneteenth Recognition for 2026

Dear Mr. Henry:

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. This LOU memorializes the Parties' agreement regarding eligibility and recognition of the Juneteenth holiday prior to the adoption of the anticipated 2025-2028 successor Memorandum of Understanding (MOU) between the Parties. Juneteenth is a new holiday, recognized for the first time in 2026, and is outlined in tentative agreements that may be incorporated into the 2025-2028 successor MOU.
2. Juneteenth shall be recognized as a new holiday for members of Local 522 for calendar year 2026 only if Local 522 ratifies the 2025-2028 successor MOU on or before June 12, 2026. If Local 522 does not ratify the successor MOU on or before June 12, 2026, this LOU shall have no force or effect, and members of Local 522 shall not be eligible to receive Juneteenth holiday pay, holiday accrual, or paid time off for June 19, 2026.
3. If Local 522 ratifies the successor MOU on or before June 12, 2026, Juneteenth shall be recognized as a holiday falling on June 19, 2026, for employees represented by Local 522 as follows:
 - a. For employees in the classifications of Firefighter, Fire Engineer, Fire Captain, and Fire Battalion Chief who are assigned to the fire suppression, the holiday accrual referenced in subsection 9.3 (a) of the current MOU shall be increased from 6 hours and 32 minutes to 7 hours, which will be credited on the first two paychecks of each month. Employees may still only accumulate up to twenty-four (24) hours

of holiday leave, after which all remaining accruals shall be paid to the employee at the employee's base rate of pay, plus applicable incentives identified in Article 15 (Incentives) of the current MOU.

- b. Employees in the classifications of Firefighter, Fire Engineer, Fire Captain, and Fire Battalion Chief who are serving in an administrative assignment pursuant to MOU Article 10 shall observe Juneteenth as a paid day off.
 - c. For employees in the classifications of Single Role EMT and Single Role Paramedic, the holiday accrual referenced in the January 14, 2025, Letter of Understanding between the Parties shall be increased from 4.9 hours to 5.25 hours, which will be credited on the first two paychecks of each month. Employees may still only accumulate up to twenty-four (24) hours of holiday leave, after which all remaining accruals shall be paid to the employee at the employee's base rate of pay, plus applicable incentives identified in the January 14, 2025, Letter of Understanding.
 - d. For employees in the classification of Fire Investigator I, the holiday accrual referenced in subsection 11.2 (c) shall be increased from 4 hours to five, which will be credited on the first two paychecks of each month at the employee's base rate of pay, plus applicable incentives identified in Article 15 (Incentives) of the current MOU.
 - e. Employees in the classifications of Fire Investigator II, Senior Fire Prevention Officer, Fire Prevention Officer I, Fire Prevention Officer II, and Fire Prevention Officer Trainee shall observe Juneteenth as a paid day off.
4. To be eligible for holiday pay, holiday accrual, or paid time off under this LOU, employees must be in paid status on the employee's scheduled workday immediately preceding and immediately following June 19.
 5. This LOU is intended only to address recognition of Juneteenth for June 19, 2026, due to the timing of Local 522's ratification process and City Council consideration of the 2025-2028 successor MOU.
 6. Notwithstanding section 27.9 (Term) of the successor MOU, which, if adopted, may establish that its term begins on October 4, 2025, no employees will be entitled to the

Juneteenth holiday or holiday accruals described in the successor MOU or paragraph 3 of this LOU prior to June 13, 2026.

7. If Local 522 fails to ratify this successor MOU on or before June 12, 2026, the holiday accruals described in subparagraphs 3 (a), 3 (c), and 3 (d) will begin within 30 days of city council adoption of a successor MOU which incorporates the Juneteenth holiday.
8. If the City Council fails to adopt the 2025-2028 successor MOU, employees who received holiday accruals pursuant to paragraph 3 (a), 3 (c), and 3 (d) of this LOU shall cease receiving the increased accruals on the last paycheck in calendar year 2026. In that event, the City shall have no right to seek reimbursement for the increased holiday accruals paid to those employees.

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 discussion, whether written or oral.

If this is your understanding of the agreement reached, please sign as indicated below.

Sincerely,

Leslie Wisniewski

Jun 8, 2026

Leslie Wisniewski
Labor Relations Officer

AGREED TO:

Maraskeshia Smith

Maraskeshia Smith (Jun 7, 2026 21:09:30 PDT)

Jun 7, 2026

Maraskeshia S. Smith
City Manager

AGREED TO:

Leyne Milstein

Leyne Milstein (Jun 8, 2026 06:43:29 PDT)

Jun 8, 2026

Leyne Milstein
Assistant City Manager

A. Donato

Aaron Donato (Jun 6, 2026 12:27:55 PDT)

Jun 6, 2026

Aaron Donato
Labor Relations Manager

AGREED TO:

Ryan Henry

Ryan Henry (Jun 8, 2026 11:38:18 EDT)

Ryan Henry

Jun 8, 2026

Vice President, Local 522

APPROVED AS TO FORM:

Brett Mitter

Brett Witter (Jun 7, 2026 20:17:37 PDT)

Brett M. Witter

Jun 7, 2026

Chief Assistant City Attorney