

July 18, 2024

Sent via Electronic Mail Only

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RE: Letter of Understanding- Modification to Light or Limited Duty for a Pilot Period

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:

Currently, when an employee is unable to perform their typical duties as a result of an injury, they are assigned to "light or limited" duty consistent with the limitations described by a physician. In these cases, the employee is also immediately placed on a 40-hour work week for the duration of their light duty assignment. (MOU Subsection 23.3 – Light or Limited Duty).

In order to enhance flexibility of assignments for the Department, and in those situations where the employee's limitations will allow, the parties have agreed to a pilot program allowing for light and limited duty assignments on the employee's existing (48/96) shift and schedule. Therefore, the parties agree as follows:

- a. For a period of 180 calendar days from the effective date of this LOU, employees may be placed on light or limited duty on either a 40-hour per week work schedule or on their existing 48/96 shift and schedule. This election will be made at the department's discretion but will be consistent with the restrictions of a physician's authorization and upon the needs of the department.
- b. Either Party may terminate this Agreement in its entirety by providing the other party with thirty (30) calendar days' written notice. No later than thirty (30) days following

APPROVED AS TO FORM:


Brett Witter (Jul 18, 2024 11:00 PDT)

07/18/2024

Brett M. Witter
Assistant City Attorney