

September 10, 2024

Sent via Electronic Mail Only

Trevor Jamison, President
Sacramento Area Fire Fighters, Local 522
3720 Folsom Boulevard
Sacramento, California 95816
522jamison@gmail.com

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

RE: Letter of Understanding- Paramedic Internship Displacement

Dear Mr. Jamison and 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 Memorandum of Understanding between the Parties shall be modified to include additional language in Section 22.1 (Detail Pool) and a new section 22.2 (Paramedic Internship Displacement) as follows:

22.1 DETAIL POOL

- a. The detail pool shall consist of personnel arranged by seniority. The detail assignments shall be made in order of reverse seniority.
- b. After completing basic recruit training, probationary employees shall be assigned on a rotating basis to a specific crew for increments not to exceed four (4) months during the first year for proper training and evaluation. When a permanently assigned employee is displaced by a temporarily assigned trainee, the permanent employee will be assigned on a temporary duty assignment to another company for a period not to exceed two (2) months. At the end of this assignment, the permanent employee will return to their original assignment. If the original assignment no longer exists, the permanent employee will be placed in a comparable assignment. For purposes of this Article, no company on any given shift shall be utilized for training of probationary employees in excess of four (4) months during any twelve (12) month period. After the completion of their probationary period, employees would enter the detail pool for normal operations and in order of reverse seniority.

- c. The personnel in this pool shall be housed by seniority according to Company priority. The employees with the least seniority shall be housed at the Company with the lowest priority. Once through the detail pool, personnel will not normally be detailed.
- d. Personnel who have completed probation have the right to bid vacant spots and be removed from the detail pool.

22.2 PARAMEDIC INTERNSHIP DISPLACEMENT

When a permanently assigned employee is displaced by a temporarily assigned firefighter completing their paramedic internship, the permanently assigned employee will be assigned on a temporary duty assignment to another company for a period not to exceed three (3) months. At the end of this assignment, the permanent employee will return to their original assignment. If the original assignment no longer exists, the permanent employee will be placed in a comparable assignment. For purposes of this section, no company on any given shift shall be utilized for paramedic internships in excess of three (3) months during any twelve (12) month period.

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.

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 and return one (1) original copy to Labor Relations. I have enclosed an additional original for your files.

Sincerely,

Leslie Wisniewski

Leslie Wisniewski 09/10/2024
Labor Relations Officer

AGREED TO:



Shelley Banks-Robinson (Sep 10, 2024 13:47 PDT)

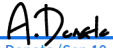
Shelley Banks-Robinson 09/10/2024
Director of Human Resources

AGREED TO:



Chris Costamagna 09/10/2024
Fire Chief

AGREED TO:



Aaron Donato (Sep 10, 2024 15:26 PDT)

09/10/2024

Aaron Donato
Labor Relations Manager

AGREED TO:




James Billiter (Sep 10, 2024 17:54 PDT)

09/10/2024

Tilden Billiter
Deputy Fire Chief

AGREED TO:



Trevor Jamison (Sep 13, 2024 09:36 PDT)

09/13/2024

Trevor Jamison
President, Local 522

AGREED TO:



Ryan Henry (Sep 11, 2024 12:11 PDT)

09/11/2024

Ryan Henry
Vice President, Local 522

APPROVED AS TO FORM:



Brett Witter (Sep 10, 2024 14:02 PDT)

09/10/2024

Brett M. Witter
Assistant City Attorney