

5:35 pm  
8/20/19

**Sideletter Agreement  
Between  
The City Of West Sacramento  
And  
The Local 522/West Sacramento Firefighters' Association**

The City of West Sacramento and Local 522/West Sacramento Firefighters' Association hereby enter into this Letter of Agreement to amend Section 13.1 Salary, of the Memorandum of Understanding being presented to City Council for adoption on August 21, 2019. The new language for 13.1 is as follows:

**13.1 Salary**

Effective the first payroll period after ratification by the Fire Association and approval by the City Council, the salary range for the classification of Firefighter will consist of five (5) steps (A through E) with approximately 5% between each step. For the term of this contract there will be one (1) salary rate for the classification of Fire Engineer, and one (1) salary rate for the classification of Fire Captain.

Effective the first pay period after ratification and approval by the City Council, the classifications of Firefighter, Fire Engineer and Fire Captain shall receive a general salary increase of three percent (3.0%) retroactive to June 1, 2019.

Effective the first pay period after ratification and approval by the City Council, the following classifications shall receive an equity adjustment retroactive to June 1, 2019, as follows:

- Firefighter 1.5%
- Fire Engineer 1.0%

Effective the pay period inclusive of July 1, 2020, the classifications of Firefighter, Fire Engineer and Fire Captain shall receive a general salary increase of three percent (3%).

Effective the pay period inclusive of July 1, 2020, the following classifications shall receive an equity adjustment as follows:

- Firefighter 1.0%
- Fire Engineer 0.75%
- Fire Captain 0.50%

Effective the pay period inclusive of July 1, 2021, the classifications of Firefighter, Fire Engineer and Fire Captain shall receive a general salary increase of three percent (3%).

Equity adjustment shall precede general salary increases.

WSFFA, Local 522:

  
\_\_\_\_\_  
Larry Menth  
Chief Negotiator

8/20/19  
\_\_\_\_\_  
Date

City of West Sacramento:

  
\_\_\_\_\_  
Amanda Berlin  
Assistant City Manager

8/20/19  
\_\_\_\_\_  
Date

6/1/2019 - Equity Adjustment																	
Position	Old Top Step	% Increase	New A	New B	New C	New D	New E	2912 Annual Hours					2080 Annual Hours				
								Hourly/A	Hourly/B	Hourly/C	Hourly/D	Hourly/E	Hourly/A	Hourly/B	Hourly/C	Hourly/D	Hourly/E
6	7013	1.50%	6082	6459	6830	7118		25,0632	26,6168	28,1456	29,3324		35,0885	37,2635	39,4038	41,0654	
/	7710	1.00%	7787	7787				32,0893						44,9250			
/	8961	0.00%	8961	8961				36,9272						51,6981			
1			4257											24,5619			
2																	
0																	
1																	
9																	
6/1/2019 - GSI																	
Position	Old Top Step	% Increase	New A	New B	New C	New D	New E	2912 Annual Hours					2080 Annual Hours				
								Hourly/A	Hourly/B	Hourly/C	Hourly/D	Hourly/E	Hourly/A	Hourly/B	Hourly/C	Hourly/D	Hourly/E
1	7118	3.00%	6264	6653	7035	7332		25,8132	27,4162	28,9904	30,2143		36,1385	38,3827	40,5865	42,3000	
/	7787	3.00%	8021	8021				33,0536						46,2750			
/	8961	3.00%	9230	9230				38,0357						53,2500			
1			4385											25,2969			
9																	
9/1/2019 - 5 Step																	
Position	Old Top Step	% Increase	New A	New B	New C	New D	New E	2912 Annual Hours					2080 Annual Hours				
								Hourly/A	Hourly/B	Hourly/C	Hourly/D	Hourly/E	Hourly/A	Hourly/B	Hourly/C	Hourly/D	Hourly/E
1	7332	0.00%	6031	6333	6650	6983		24,8530	26,0975	27,4038	28,7761		34,7942	36,5365	38,3654	40,2865	42,3000
/	8021	0.00%	8021	8021				33,0536						46,2750			
/	9230	0.00%	9230	9230				38,0357						53,2500			
1			4222											24,3560			
9																	

*Amundson*  
8/20/19  
9/20/19  
TA