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:

<table>
<thead>
<tr>
<th>Classification</th>
<th>Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Firefighter</td>
<td>1.5%</td>
</tr>
<tr>
<td>Fire Engineer</td>
<td>1.0%</td>
</tr>
</tbody>
</table>

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:

<table>
<thead>
<tr>
<th>Classification</th>
<th>Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Firefighter</td>
<td>1.0%</td>
</tr>
<tr>
<td>Fire Engineer</td>
<td>0.75%</td>
</tr>
<tr>
<td>Fire Captain</td>
<td>0.50%</td>
</tr>
</tbody>
</table>

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

City of West Sacramento:

Amanda Berlin
Assistant City Manager

8/20/19
Date