

**SIDE LETTER AGREEMENT  
BETWEEN THE  
ROSEVILLE FIREFIGHTERS, LOCAL 1592  
AND  
THE CITY OF ROSEVILLE  
CONCERNING THE TIMING OF TOTAL COMPENSATION DATA**

The City of Roseville (hereinafter referred to as "City") and the Roseville Firefighters, Local 1592 (hereinafter referred to as "Local 1592" or "Union") entered into a Memorandum of Understanding ("MOU") with a term beginning on January 1, 2019, and terminating on December 31, 2021. The City and Local 1592 are collectively referred to herein as the "Parties."

**Background and Overview**

In order to be efficient, especially in light of the dynamic pandemic-related circumstances, in the review of the draft total compensation study data for the January 2021 Labor Market Adjustments, the City and RFF voluntarily agreed to revise the timeline described in the current MOU Chapter 2, Article I, Section A.(3). The City will be able to provide the draft total compensation data to the Union by October 16, 2020, instead of November 2, 2020. As such, the City and the Union voluntarily agreed to move the review and comment period forward by two weeks. RFF will provide any comments regarding the accuracy of the data no later than October 29, 2020.

The specific provisions contained in this Agreement are intended to supersede any previous agreements, whether oral or written, regarding the matters contained in this Agreement.

The Parties have satisfied their obligations to meet and confer in good faith in accordance with the Meyers-Milias-Brown Act ("MMBA").

Except as provided here, all wages, hours, and other terms and conditions of employment presently in the City's MOU and Side Letter Agreements with the RFF remain in full force and effect.

The Parties mutually agree to replace Chapter 2, Article I, Section A.(3), titled, "Labor Market Adjustments: First full pay period in January 2021," to read as follows:

**3) Labor Market Adjustments: Effective the first full pay period in January 2021:**

The same benchmark job classifications used in the 2018 Total Compensation Study will be studied in 2020. The effective date of the Total Compensation Study survey data is July 1, 2020.

The Total Compensation Study will use the agencies provided in Appendix "B" for comparison and will be based on the same salary, benefit elements and methodology used in the 2018 Total Compensation Study for each classification, which include:

Minimum Base Salary  
Maximum Base Salary

Employee's Portion of PERS Paid by the Employer (%)  
Employee's Portion of PERS Paid by the Employer  
Deferred Compensation  
Longevity Pay (Year 10)  
Maximum Education/Certification Pay  
Education/Certification Pay Notes  
Cafeteria Plan  
Health (Most Expensive Plan)  
Dental  
Vision  
Life Insurance  
Long-Term Disability Insurance  
Retiree Health Savings Account (RHSA)  
Social Security/Medi-Care  
Employee Contributions Towards RHSA  
Employer Portion of Retirement Paid by the Employee

The Total Compensation Study will be prepared at the City's expense and the City will provide a draft of the result of the Total Compensation Study to RFF for comments and to review for accuracy no later than October 16, 2020. The RFF will provide any comments regarding the accuracy of the Total Compensation Survey no later than October 29, 2020. Salary increases, if applicable, for the surveyed classifications that are behind market median, and their related internal relationships, will be implemented in the first pay period in January 2021 for Salary Schedule B and Salary Schedule A.

Date: 9/23/20

  
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ROSEVILLE FIREFIGHTERS, LOCAL 1592

Date: 10/22/2020

  
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CITY OF ROSEVILLE