

City of Vacaville
And
Stationary Engineers, Local 39

May 20, 2009

Side Letter of Agreement

The City of Vacaville and the Local 39, Stationary Engineers (L-39) have agreed to the following:

TERM: June 1, 2009 through December 31, 2010

- Effective July 1, 2009, unit employees will receive the scheduled increase of 1.5% and begin paying an additional 1.5% toward the PERS Employer Rate. This contribution will sunset December 31, 2010.
 - L-39 members will continue to pay their 7% Employee contribution toward PERS and the 2% Employee Contribution toward PARS. This additional 1.5% contribution will go toward the PERS Employer contribution. As of July 1, 2009, the Employee's contribution toward their retirement will be a total of 10.5% (PERS/PARS). The additional contribution will be made on a pre-tax basis.

- Effective January 1, 2010, unit employees will receive the scheduled increase of 3% and begin paying an additional 3% toward the PERS Employer Rate, for a total contribution of 4.5%. This contribution will sunset December 31, 2010.
 - L-39 members will continue to pay their 7% Employee contribution toward PERS, the 2% Employee Contribution toward PARS, and the 1.5% City Contribution toward PERS. This additional 3% contribution will go toward the PERS Employer contribution. As of January 1, 2010, the Employee's contribution toward their retirement will be a total of 13.5% (PERS/PARS). The additional contribution will be made on a pre-tax basis.

- Effective July 1, 2009, the City will institute a bank of 2 paid time off (PTO) days to be used as floating days off.
 - A day is equivalent to 8 hours.
 - PTO days must be taken before December 31, 2009.
 - PTO days will not be carried over or cashed out.
 - PTO days shall not vest with the employee.
 - If PTO days are not used, they will be forfeited.

- Effective January 1, 2010, through the term of the agreement, the City will institute 1 paid time off (PTO) day per month to be used as floating days off.
 - A day is equivalent to 8 hours.
 - One PTO day must be taken by the end of each month. If the PTO day is not taken by the end of the month, the hours are forfeited, unless approved by the Department Head in advance on a case-by-case basis.
 - Any unused PTO days must be taken before December 31, 2010.
 - No PTO days will be carried over or cashed out.
 - PTO days shall not vest with the employee.
 - If the PTO days are not used, they will be forfeited.

- The City will eliminate the 3 vacant Park Maintenance Worker I/II positions.

We will be providing the City Council and bargaining units with quarterly budget updates. The parties agree that if the City does not achieve the needed savings through the cost saving measures described above the City will request to meet with Local 39 to obtain further cost reductions, which may include furlough days and/or layoffs, on the condition that the City will have similar discussions with other bargaining units.

For L-39:

For the City:

Signature on File
 Laura Strand
 Business Representative

Signature on File
 Dawn M. Villarreal
 Director of Human Resources

Signature on File
 Joan Bryant
 Director of Public Employees

Signature on File
 Jerry Kalmar
 Business Manager