



Human Resources Department

TO: PHIL SANNER, VFA PRESIDENT
FROM: DAWN VILLARREAL, DIRECTOR OF HUMAN RESOURCES
SUBJECT: SIDE LETTER OF AGREEMENT: COST SAVING MEASURES
DATE: MARCH 24, 2010

This side letter will confirm the agreements reached between the City of Vacaville and the Vacaville Firefighters Association (VFA) through the recent meet and confer process regarding cost saving measures. The City Council approved this agreement on March 23, 2010. The City and VFA agree to the following:

- Term: The term of this Side Letter of Agreement is April 1, 2010, through June 30, 2011.
- Sick Leave Incentive Program:
All VFA members will forgo their participation in the Sick Leave Incentive Program through the term of this agreement.
- Performance Pay Award:
VFA shall receive a \$12,000 credit for the portion of the Performance Pay Award that was not granted to their members for the performance award earned in 2009, paid in 2010.
- PERS:
Effective April 1, 2010, through the term of this agreement, unit employees will contribute 3% toward the PERS Employer contribution. This contribution will be made on a pre-tax basis. VFA members will continue to pay their 9% Employee contribution toward PERS. This additional 3% contribution will go toward the PERS Employer contribution.
- Paid Time Off (PTO):
Effective April 1, 2010 through June 30, 2011, a bank of PTO hours will be granted to each full time unit employee, equivalent to the 3% contribution towards PERS. 109.5 hours of PTO will be granted to each full time 24 hour shift unit employee and 78.2 hours of PTO for each day shift unit employee. PTO will be used for previously scheduled 2010 Vacation Shifts and for 2011 Vacation Shifts through June 30, 2011. The details of the use of PTO are outlined in a separate Administrative Procedure (see attached).

For the City of Vacaville:

Signature on File
Dawn Villarreal
Human Resources Director

Date: 04/22/10

For the Vacaville Firefighters Association,
Local 3501:

Signature on File
Phil Sanner
President

Date: 05/10/10