

Side Letter of Agreement

By and Between

Sacramento Metropolitan Fire Protection District

and

The Battalion Chief's Organization

**Affiliated with the Sacramento Area Firefighters Local 522, I.A.F.F.
(AFL-CIO)**

The Sacramento Metropolitan Fire Protection District ("District") and the Battalion Chiefs Organization, affiliated with the Sacramento Area Fire Fighters, Local 522, AFL/CIO, hereinafter referred to as the ("Union") have met and conferred in good faith regarding the matters addressed in this Side Letter of Agreement ("Agreement"). The District and the Union agree to amend their Memorandum of Understanding ("MOU") for the term of January 1, 2023 through December 31, 2024 as described in this Agreement.

1. Term of MOU

The District and the Union agree to amend Article 9(A), Term of Agreement and Modifications, as follows:

- "A. The terms and conditions of this Memorandum of Understanding are effective on January 1, 2023 and shall remain in full force and effect through June 30, 2026.
- or
1. Until earlier amended, modified, or superseded by a properly executed and accepted Memorandum of Understanding between the parties;

or

 2. In the event of an impasse in negotiations concerning an amendment or modification to the terms and conditions specified herein, by motion or resolution of the Board of Directors of the District.

or

 3. In the event of an emergency, by notice from the Fire Chief or the Fire Chief's designee, subject to the right of the Union to subsequently meet and confer on the District's emergency actions;

or

 4. In the event the Board of Directors approves any plan which calls for consolidation or reorganization with one or more other fire districts, only those articles of this Agreement impacted by the proposed consolidation or reorganization are subject to the meet and confer process upon written notice from the Union or from the District."

2. Wages

The District and the Union agree to amend Article 12, Wages, as follows:

Base Wage Adjustments – January 1, 2025 through June 30, 2026:

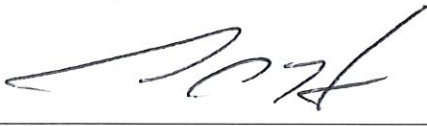
Effective January 1, 2025, Union members will receive a base wage increase based on the percentage of change in net taxable value of property in the District based on the Sacramento County Assessor FY 2024/25 Combined Tax Rolls compared to the FY 2023/24 Combined Tax Rolls. The amount of the January 1, 2025 equity adjustment will be governed by the following chart:

FY 2024/25 Net Taxable Value Increase	2025 Equity Adjustment
1.49% or less	0%
1.5% to 2.49%	1.0%
2.5% to 3.49%	2.0%
3.5% to 4.49%	3.0%
4.5% or more	4.0%

Article 12(1) and Article 12(2) are unchanged by this Agreement.


This Agreement describes all of the changes agreed-to by the Parties for the MOU commencing January 1, 2023. The balance of the MOU remains unchanged and in effect.

**SACRAMENTO METROPOLITAN
FIRE DISTRICT**



Adam A. House, Fire Chief

**SACRAMENTO AREA FIRE
FIGHTERS, LOCAL 522**


[Matthew Cole \(Dec 7, 2023 12:50 PST\)](#)

Matt Cole, Vice President

Date: 12-6-23

Date: _____

Side letter - BC's 12-6-23

Final Audit Report

2023-12-07

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