

**SIDE LETTER OF AGREEMENT
BETWEEN THE CITY OF ROCKLIN AND THE ROCKLIN FIREFIGHTER'S UNION LOCAL 3847**

WHEREAS, the City of Rocklin (City) and the Rocklin Firefighter's Union Local 3847 (collectively, "the Parties") are parties to a Memorandum of Understanding (MOU) establishing the terms and conditions of employment between the City and employees in the Union for the period of July 1, 2022 to June 30, 2025; and

WHEREAS, Article 34(IV) of the MOU describes the manner and method in which step increases are handled; and

WHEREAS, Article 34 (IV.A) of the MOU allows for "Step Increases" to be delayed if an employee is on leave for more than ninety (90) consecutive; and

WHEREAS, the City and the Union have met and conferred and agree to amend the MOU Article 34 (IV.A).

AGREEMENT

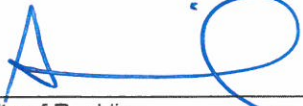
Now, therefore, upon Council adoption, the Parties agree to amend the MOU and incorporate the changes and additions set forth herein upon adoption by the City Council. The changes to Article 34 described in this Agreement will not be applied retroactively. Except as amended by this Agreement, the provision of the MOU remain in full force and effect.

Section V – Terms and Conditions of Employment, Article 34. Employee Performance Evaluations /Step Increases

IV. Step Increases

An employee shall be eligible for a salary step increase upon their salary anniversary date, having demonstrated satisfactory job performance in their current classification. A step increase shall be delayed indefinitely if the employee is not performing up to standards. When a salary step increase is ultimately awarded, it will not be retroactive and the employee's salary anniversary date will be reset to the date the salary step increase is effective.

- A. An employee on any leave (paid or unpaid) for more than ninety (90) consecutive calendar days shall have their salary step increase delayed and salary anniversary date adjusted by the amount of time away from work. An accepted workers' compensation claim is the only exception to this rule. An employee on an accepted workers' compensation claim will receive their step increase unless there was a reason to delay it, such as unsatisfactory job performance that occurred before the employee started workers compensation leave.
- B. An employee shall not have a salary step increase delayed due to a performance evaluation not being completed prior to the salary anniversary date unless the delay is caused by the employee's absence. If a salary step increase is delayed due to a performance evaluation not being completed prior to the salary anniversary date, the salary step increase will be retroactive, and the salary anniversary date will remain the same.



City of Rocklin
Aly Zimmerman, City Manager

Date

03/13/2024

DocuSigned by:



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Rocklin Firefighters Local 3847
Chris Wade, Local 3847 President

2/6/2024 | 2:23 PM PST

Date