



# Human Resources Department

TO: JOEL BRICK, FIRE MANAGERS GROUP  
FROM: DAWN VILLARREAL, DIRECTOR OF HUMAN RESOURCES  
SUBJECT: SIDE LETTER OF AGREEMENT: COST SAVING MEASURES  
DATE: MAY 29, 2009

This side letter will confirm the agreements reached between the City of Vacaville and Vacaville Fire Managers Group (FMG) through the recent meet and confer process regarding cost saving measures. The City Council approved this agreement on May 12, 2009. The City and FMG have agreed to the following:

- TERM: This Side Letter of Agreement is through the term of the current agreement, ending October 31, 2010.
- SICK LEAVE BUYBACK: All FMG members will forgo participation in Sick Leave Buyback for the term of this agreement.
- PERFORMANCE AWARD PAY: All FMG members will forgo the Performance Award Pay for the term of this agreement.
- BATTALION CHIEF VACATION PICKS: The Operations Chief shall approve or deny vacation requests. ~~for shift Battalion Chiefs; their vacation requests will not be subjected to denial based solely on the need to backfill with another B/C receiving additional pay, or an Acting B/C receiving overtime.~~

The parties agree that if the City does not achieve the needed savings through the cost saving measures agreed to, the City will request to meet with FMG to obtain further cost reductions.

For the City of Vacaville:

Signature on File  
Dawn Villarreal  
Human Resources Director

Date: 5/29/09

For the Vacaville Fire Managers Group:

Signature on File  
Joel Brick

Date: 5/29/09