



# Human Resources Department

TO: PHIL SANNER, VFA PRESIDENT  
FROM: DAWN VILLARREAL, DIRECTOR OF HUMAN RESOURCES  
SUBJECT: SIDE LETTER OF AGREEMENT: COST SAVING MEASURES  
DATE: MAY 26, 2009

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 May 12, 2009. The City and VFA agree to modify the Memorandum of Understanding as follows:

## Section 1. Term

This Side Letter of Agreement is through the term of the current MOU ending October 31, 2010.

## Section 6. Leaves

### 6.1.2 Sick Leave Incentive Program

All VFA members will forgo their participation in the Sick Leave Incentive Program through the term of this agreement.

## Miscellaneous:

- It is agreed that VFA agrees to reduce the Fire Engineer positions by 3 through attrition.
- It is further agreed that the Department will reduce the laundry service to achieve savings.

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 VFA to obtain further cost reductions.

For the City of Vacaville:

For the Vacaville Firefighters Association,  
Local 3501:

**Signature on File**

Dawn Villarreal  
Human Resources Director

**Signature on File**

Phil Sanner  
President

Date: 6/10/09

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