

CITY OF RIO VISTA
AND
OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION 29, AFL-CIO
SIDE LETTER OF AGREEMENT

This Side Letter Agreement (“Side Letter”) is made and entered into on January 24, 2022 by and between the City of Rio Vista (“City”) and the Office and Professional Employees International Union 29, AFL-CIO (“OPEIU”). The City and OPEIU are also referred to in this Side Letter as “Party” or, collectively, as the “Parties.”

RECITALS

WHEREAS, the Parties have previously entered into a Memorandum of Understanding (“MOU”), which was adopted pursuant to Resolution No. 2021-084 and has an effective term from July 1, 2021 to June 30, 2024; and

WHEREAS, Resolution 2007-092 recognizes OPEIU as the representation organization for the Mid-Management Employees Bargaining Unit of the City of Rio Vista; and

WHEREAS, the employee classification of “Fire Battalion Chief” is designated as a mid-management position; and

WHEREAS, the City Manager is authorized by Rule XXI, Section (b) of the City of Rio Vista Personnel Rules and Regulations to allocate new classifications or positions from the unit; and

WHEREAS, after notice and consultation with OPEIU, the City Manager has allocated the classification of Fire Battalion Chief to the OPEIU Mid-Management Employees Bargaining Unit; and

WHEREAS, the Parties have negotiated in good faith regarding the terms and conditions of employment with respect to the Fire Battalion Chief classification;

THEREFORE, the Parties hereby agree as follows:

1. The Fire Battalion Chief will be added to the OPEIU Mid-Management Employees Bargaining Unit effective as of the date of this Side Letter.
2. The following terms and conditions will apply to the Fire Battalion Chief Classification:

Paramedic and EMT Pay

- A. Effective July 1, 2021, employees in the classification of Fire Battalion Chief who possess a current and valid paramedic certificate for Solano County will receive \$600 per month.
- B. Effective July 1, 2022, employees in the classification of Fire Battalion Chief who possess a current and valid paramedic certificate for Solano County will receive \$700 per month.
- C. Effective July 1, 2023, employees in the classification of Fire Battalion Chief who possess a current and valid paramedic certificate for Solano County will receive \$750 per month.
- D. Emergency Medical Technician (EMT) Pay: Employees who possess a current and a valid EMT Certificate will receive \$125 per month.
- E. Employees who receive paramedic certification pay will not be eligible for Emergency Medical Technician pay.

Retiree Medical Insurance/Prescription Plan

- A. Employees who have completed ten or more years of service with the City of Rio Vista Fire Department and retire from the City of Rio Vista Fire Department shall earn two percent (2%) for each year of service not to exceed fifty percent (50%) of the value for the employee only retiree healthcare selected by the employee.
- B. The caps will be set at 50% of the highest monthly premium using Kaiser.
- C. There will be no monies available for members who elect to not participate in the City sponsored healthcare.
- D. This benefit shall expire when the employee reaches Medicare age.

Retirement

Employees in the Fire Battalion Chief classification will be subject to the following retirement provisions:

- A. Employees hired by the City into a safety on or before 12/31/12 and deemed a "Classic" member by CalPERS receive a retirement based on 2% at 50 years old.

B. Employees hired on or after 1/1/13 and deemed a "PEPRA" member by CalPERS receive a retirement formula based on 2.7% at 57 years old.

Uniform & Equipment Pay

A. Employees in the Fire Battalion Chief classification shall be paid a uniform allowance at the rate of \$1,000.00 per employee per year.

B. Employees in the Fire Battalion Chief classification shall be paid a safety equipment and boot allowance of \$1,000.00 per employee per year.

C. Employees hired into the Fire Battalion Chief position from outside of the Rio Vista Fire Department shall receive the full amount of the uniform, safety equipment, and boot allowance upon hire. Any employee who has already received their initial equipment allowance shall receive the uniform and boot allowance on a prorated basis (1/26 per pay period). This amount is to be included in each payroll check.

3. Unless specifically addressed in this Side Letter, all terms of the MOU shall apply to the Fire Battalion Chief.

Office and Professional Employees
International Union, Local 29, AFL-CIO

City of Rio Vista

By _____

Timothy Gonzales
Business Representative
OPEIU Local 29

By _____

Robert Hickey
City Manager
City of Rio Vista

Date: _____

2/2/22

Date: