Side Letter of Agreement
Between the
City of Petaluma and Local 1415 International Association of Fire Fighters – Unit 7

Fire Suppression Staffing

Representatives of the City of Petaluma and Local 1415 International Association of Fire Fighters – Unit 7 have met and conferred and reached agreement on this Side Letter of Agreement.

The City of Petaluma continues to face financial shortfalls and impending layoffs. In response to this difficult financial condition the City has requested economic reductions from Unit 7 so that the City can avoid layoffs.

The parties acknowledge that the Unit 7 Memorandum of Understanding (MOU) effective July 1, 2005 through June 30, 2009 has expired. The parties will continue in the negotiation process and continue to work under the terms and conditions of the MOU. It is the intent of the parties to agree to the terms of this Side Letter separate from the negotiation process and the adoption of a successor MOU.

Unit 7 has again, as they have in the past, indicated a willingness to participate and share in economic reductions to assist the City and fellow City employees avoid layoffs. The City recognizes and appreciates the financial contribution that Unit 7 employees have made in the past three years that has enabled the City to avoid layoffs of City employees.

The City of Petaluma again is requesting economic reductions from Unit 7 employees in order to avoid layoffs. The City and Unit 7 representatives continue to meet and confer over those economic reductions and will endeavor to reach agreement. The parties agree that there is an immediate need to reduce expenses effective July 1, 2011 and the immediate financial goal is to reduce and or avoid overtime costs in the Fire Department.

The fire suppression function is currently fully staffed. On or before June 30, 2011 six of the fire suppression personnel will retire. The City is actively processing five candidates for hire in those anticipated vacancies. It is the City's goal to have five candidates hired on or about July 25, 2011. The City intends to continue to actively recruit, examine and hire qualified fire personnel in order to maintain full staffing.

While the parties continue to meet and confer over economic reductions, they have in the short-term agreed as follows:

1. For a 39-day period, July 7, 2011 to August 14, 2011 the City will hire as needed, part-time hourly retired fire suppression personnel. This will enable the City to staff fire suppression at a reduced cost, thus avoiding overtime costs.

The parties agree that this Agreement shall be effective from July 7, 2011 at 0800 to August 14, 2011 at 0800 and that all terms of the Agreement expire on August 14, 2011 unless mutually agreed otherwise.

This Letter of Agreement is executed on July 7th, 2011.

IAFF, Local 1415

Ken Dick, President — 7-7-2011 — Date

Kevin Weaver, Vice-President — 7.7.2011 — Date

Randall Chism, Treasurer — 7/7/11 — Date

City of Petaluma

John C. Brown, City Manager — 7-7-11 — Date

Scott Brodhun, Assistant City Manager — 7.7.11 — Date

Pamala Stephens, Human Resources Manager — 7-7-2011 — Date