

**SIDE LETTER AGREEMENT  
BETWEEN THE  
INTERNATIONAL UNION OF OPERATING ENGINEERS, STATIONARY ENGINEERS,  
LOCAL 39  
AND  
THE CITY OF ROSEVILLE  
RELATED TO FIRE DEPARTMENT GIS ANALYST EMERGENCY RESPONSE PAY**

The City of Roseville (hereinafter referred to as "City") and the International Union of Operating Engineers, Stationary Engineers, Local 39 (hereinafter referred to as the "Local 39") entered into a Memorandum of Understanding ("MOU") with a term beginning on January 1, 2024, and terminating on December 31, 2027. The City and Local 39 are collectively referred to herein as the "Parties."

**Background and Overview.**

The City of Roseville is a participating agency in the California Fire and Rescue Emergency Mutual Aid System ("California Mutual Aid System"). Recognizing that no single jurisdiction has sufficient resources to effectively respond to every emergency, the California Mutual Aid System provides a coordinated framework for the mobilization, organization, and deployment of personnel and resources to support emergency incidents throughout the state.

As part of its participation in the California Mutual Aid System, the City may deploy GIS Analyst I/II employees in the Fire Department with applicable training and experience to provide critical incident support. These employees may be assigned away from their official duty station to emergency incidents, in support of emergency incidents, or pre-positioned for emergency response.

The parties have agreed to add portal-to-portal compensation, as it is defined under the City's executed California Fire Assistance Agreement (CFAA), with the California Governors' Office of Emergency Services (Cal OES), for GIS Analyst I/II employees in the Fire Department during qualifying California Mutual Aid deployments. This SLA is intended to establish compensation for these employees for all hours while deployed including travel time to and from qualifying mutual aid assignments (i.e. portal-to-portal), and while otherwise meeting the conditions set forth herein.

Thus, the parties mutually agree to add to the Local 39 MOU, Chapter 2, Salaries, a new Article XVI. Fire Department GIS Analyst Emergency Response, as shown in tracked changes below:

**ARTICLE XVI. FIRE DEPARTMENT GIS ANALYST EMERGENCY RESPONSE**

- A. For GIS Analysts in the Fire Department who are assigned to an emergency incident or to support an emergency incident, or are pre-positioned for emergency response while away from their work homebase, for qualifying California Mutual Aid deployments, and pursuant to the California Fire Assistance Agreement (CFAA), with the California Governors' Office of Emergency Services (Cal OES), the City shall compensate such employees from the time of deployment from their official duty station to the emergency incident to the employee's return from the deployment to their work homebase (i.e., portal-to-portal) for the duration of their assignment. Home base is defined as an employee's assigned work location, which may include an assigned administrative office, emergency dispatch center, or the corporation yard.

B. Assigned employees shall be compensated at a rate of one and one-half times (1.5x) the employee's base hourly rate, plus applicable supplemental pays and longevity, for all hours deployed that are not part of the employee's normally assigned work schedule. GIS Analysts on emergency response deployment are not eligible for rest periods outlined in Chapter 2 - Salaries, Article XIII - Rest Period Between Workdays.

The specific provisions contained in this Side Letter Agreement (SLA) are intended to supersede any previous agreements, whether oral or written, regarding the matters contained in this SLA.

The Parties have satisfied their obligations to meet and confer in good faith in accordance with the Meyers-Milias-Brown Act ("MMBA").

Except as provided here, all wages, hours, and other terms and conditions of employment presently in the City's MOU and SLAs with Local 39 remain in full force and effect.

This SLA will remain in effect unless it is modified through further negotiations in accordance with the MMBA. This Agreement is executed by the following authorized representatives of each Party:

**CITY OF ROSEVILLE**



Dominick Casey, City Manager

Date: 8/10/2024

**THE INTERNATIONAL UNION OF  
OPERATING ENGINEERS, STATIONARY  
ENGINEERS,  
LOCAL 39**



Tim Eggen, Business Manager

Date: 08-04-2024



Brandy Johnson, Director of Public Employees

Date: 7/31/2024



Stephen Hatch, Business Representative

Date: 7/28/24