

**SIDE LETTER AGREEMENT
BETWEEN THE
CITY OF ROSEVILLE
AND
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,
LOCAL 1245**

The City of Roseville (hereinafter referred to as "City") and International Brotherhood of Electrical Workers, Local 1245 (hereinafter referred to as "IBEW Local 1245") entered into a Memorandum of Understanding ("MOU") with a term May 1, 2022, to April 30, 2026. The City and IBEW Local 1245 are collectively referred to herein as the "Parties."

The intent of this Side Letter Agreement ("Agreement" or "SLA") is to address in writing topics discussed during the 2025 review of the labor market data. Ultimately, the Parties are interested in maintaining competitive compensation in the relevant labor market. During the discussion with IBEW Local 1245, it was identified that the applicable labor group in Palo Alto had reached an agreement approved by their City Council in March 2025. The Parties hereby agree that as part of this 2025 total compensation study implementation, the City will include the most current Palo Alto total compensation data for the applicable Electric benchmarks that became effective in March 2025, as a non-precedent setting one-time deviation based on the unique circumstances and economic conditions currently present and the facts specific to this 2025 labor market adjustment, and with a focus on remaining competitive.

The specific terms in this Agreement are intended to supersede any previous agreements, whether oral or written, regarding the matters contained in this Agreement.

Except as provided herein, all wages, hours, and other terms and conditions of employment presently in the City's MOU, including as modified by effective Side Letter Agreements, with IBEW 1245 remain in full force and effect.

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

Date:

City of Roseville:



Dominick Casey, City Manager

IBEW Local 1245:



Charley Souders, Business Representative

RESOLUTION NO. 25-130

APPROVING A SIDE LETTER TO THE MEMORANDUM OF UNDERSTANDING FOR EMPLOYEES REPRESENTED BY THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1245, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE

WHEREAS, a side letter to the Memorandum of Understanding for Employees Represented by the International Brotherhood of Electrical Workers, Local 1245, related to labor market adjustments, has been reviewed by the City Council;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said Side Letter Agreement to the Master Memorandum of Understanding is approved and that the City Manager is authorized to execute it on behalf of the City of Roseville; and administer, interpret, and apply its terms, intent, and spirit, and execute any other documents necessary to effectuate the purposes hereof as determined necessary by the City Manager.

PASSED AND ADOPTED by the Council of the City of Roseville this 16th day of April 2025, by the following vote on roll call:

AYES COUNCILMEMBERS: Alvord, Bernasconi, Houdesheldt, Mendonsa, Roccucci

NOES COUNCILMEMBERS: None

ABSENT COUNCILMEMBERS: None



MAYOR

ATTEST:



City Clerk