



City Council Staff Report

Subject: Side Letters of Agreement with AFSCME

Date: October 14, 2025

Submitted By: Elise Hardy, Management Analyst
Tameka Usher, Administrative Services Director

Department: Administrative Services - Human Resources

Recommendation:

Adopt a Resolution of the City Council of the City of Rocklin to Adopt Two Side Letters of Agreement to the Memorandum of Understanding Between the City of Rocklin and AFSCME Council 57, Local 146 AFL-CIO, Representing the Public Service Employees Bargaining Unit.

Background:

Furlough Side Letter

In accordance with the Public Service Employees Bargaining Unit MOU, Article 44, each year, the City may schedule a mandatory work furlough between the Christmas and New Year's holidays. The establishment of such a furlough is at the City's sole discretion. This year, the furlough dates result in employees returning to work on Friday, January 2, 2026. Therefore, the City contacted AFSCME to discuss including January 2, 2026, in the mandatory furlough dates for this year only, as most employees would likely request this day off. Representatives of the City and the Union have met and conferred and mutually agree to amend Article 44 for the purpose of including the day after the New Year's Day holiday, January 2, 2026, in the mandatory furlough dates for the 2025 - 2026 furlough period only.

Uniform Side Letter

In September 2025, the Fire Department contacted Human Resources regarding the addition of the Fire Prevention Plans Examiner classification to the list of classifications that receive a uniform provided by the City. The Fire Prevention Plans Examiner conducts field work which regularly requires a uniform to identify themselves as a City employee. Representatives of the City and the Union have met and conferred, and mutually agree to the new provisions to Article 27, subsection III as follows:

Article 27. Uniforms Subsection III

III. These Classifications receive uniforms and jacket:

Building Maintenance Worker
Building Maintenance Supervisor
Building Trades Worker

Code Enforcement Officer
Equipment Mechanic I/II
Facilities Maintenance Supervisor
Facilities Operations Superintendent
Fire Inspector I/II
Fire Prevention Plans Examiner
Fleet Services Supervisor
Irrigation Maintenance Technician
Landscape Inspector
Landscape Services Supervisor
Landscape Services Trades Worker
Landscape Services Worker
Parks Division Supervisor
Senior Building Maintenance Worker
Senior Building Trades Worker
Senior Irrigation Maintenance Technician
Senior Street Maintenance Worker
Senior Traffic Control and Lighting Technician
Street Maintenance Supervisor
Street Maintenance Worker
Traffic Control and Lighting Technician
Traffic Maintenance Assistant
Traffic Maintenance Supervisor

These classifications receive jacket only:

Associate Civil Engineer
Building Division Supervisor
Building Inspector I/II
Construction Inspector I/II
Engineering Technician I/II
Environmental Services Specialist
Environmental Services Technician
GIS/Engineering Technician
Public Works Inspector I/II
Senior Construction Inspector

Fiscal Impact:

The estimated net cost resulting from staff's recommendation (Uniform Side Letter) is approximately \$350 per year and will be absorbed within the Fiscal Year 2025 – 2027 Operating Budget.

ATTACHMENTS:

1. [Resolution](#)
2. [Resolution Exhibit 1 - Furlough Side Letter](#)
3. [Resolution Exhibit 2 - Uniform Side Letter](#)