ROCKLIN
CALIFORNIA

City Council Staff Report

Subject: Side Letter Agreement with Rocklin Firefighter's Union

Date: February 14, 2023

Submitted By: Elise Hardy, Administrative Services
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Department: Administrative Services - Human Resources

Recommendation:
Adopt a Resolution of the City Council of the City of Rocklin to Adopt a Side Letter of Agreement to the Memorandum of Understanding between the City of Rocklin and the Rocklin Firefighter's Union to Modify Article 33 Subsection III Extension of Probationary Periods.

Background:
In January 2023 Fire Department staff notified the City that Section V., Article 33 Subsection III of the MOU between the City of Rocklin and the Rocklin Firefighter's Union (Union), approved by Resolution No. 2022-159, limits the City's ability to extend the probationary period of an employee who is out due to a prolonged absence. The current wording only allows the City to extend the probationary period for up to six (6) months. If an employee is out due to a prolonged absence in excess of six (6) months, the City does not have the option to extend the probationary period commensurate with the absence.

Representatives of the City and the Union have met and conferred and mutually agree to the new provisions to Section V., Article 33 Subsection III as follows:

III. Extension of Probationary Period:
Any employee's probationary period may be extended by the Fire Chief for up to six (6) months in his/her sole discretion. An employee whose probationary period is extended shall have their salary anniversary date adjusted to the date following the end of the extension.

A probationary period may also be extended due to a prolonged absence of the employee. A prolonged absence shall be defined for this section as a minimum of 90 consecutive calendar days. The extension of the probationary period shall not exceed the length of the absence.

The Fire Chief or the Fire Chief's designee shall meet with the union prior to extending any probationary period as a result of a prolonged absence of an employee.

The side letter is included as Attachment 2 (Resolution Exhibit A).

Fiscal Impact:
There is no direct fiscal impact to the General Fund from the staff recommendation.

ATTACHMENTS:
1. Resolution - Approving a Side Letter with RFA
2. Resolution Exhibit A - Side Letter