

SIDE LETTER AGREEMENT TO THE CURRENT CONTRACT AGREEMENT
Between the Cosumnes Community Services District (CSD)
And
IAFF Sacramento Area Firefighters, Local 522
(SL-522-2018-2)

The Sacramento Area Firefighters, Local 522 of the International Association of Fire Fighters (Local 522) and representatives of the Cosumnes Community Services District (CSD) have met and conferred in good faith and have reached an agreement to establish the following changes to the promotional articles.

ARTICLE 14: PROMOTIONS

14.5 Promotional List

- 14.5.1 It is the intent of the District to offer a promotional exam for the rank of Captain on even years and the rank of Engineer on odd years. Promotional exams for the rank of Captain and Engineer shall normally be held in the first two weeks of March unless a specific business need for alteration is identified by the fire chief. The Battalion Chiefs exam will be held every four (4) years, or more often as needed.
- 14.5.2 The District shall make promotions from the three (3) persons with the highest final scores remaining on the list. For example, if there are six (6) names on the list, the District must first choose from numbers 1, 2 or 3; if No. 3 is chosen, the second hire must be made from numbers 1, 2 or 4, et cetera.
- 14.5.3 At the conclusion of the Battalion Chief Examination process, all successful candidates shall participate in a senior chief(s) oral interview. Once the interviews are completed, the Fire Chief shall determine those candidates most likely to be the next to promote should vacancies at the Battalion Chief rank occur. Those candidates shall be placed in Group A for mentoring and succession planning purposes. All other successful candidates shall be placed in Group B; however, the Fire Chief may choose from all candidates on the promotional list.

14.5.4 Promotional lists for Captain and Engineer shall expire the first day of promotional testing for the subsequent promotional test of that rank, normally approximately 24 months after its approval by the Fire Chief. Any vacancy which has occurred prior to the first day of promotional testing shall be filled off the promotional list approved at the time the vacancy occurred, even if the process of filling the vacancy extends past the start of the next testing process. ~~twenty-four (24) months~~ after establishment. Extension of any promotional list will require a meet and discuss between the Fire Chief and the Union.

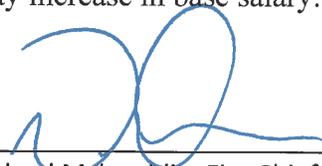
The Battalion Chief Promotional List shall expire when determined to be exhausted by the Fire Chief, or at the completion of the next examination process.

14.5.5 Successful candidates in all ranks shall receive a Currency Task Book from the Training Division each year. All candidates on the secondary or promotional list(s) are required to complete a Currency Task Book annually to maintain acting and promotional status for the respective position.

14.5.6 Persons promoted under this Article shall be placed in the appropriate pay step to insure a minimum of a five percent (5%) pay increase in base salary.



Chris Schamber, Local 522 Unit Representative
FOR THE SACRAMENTO AREA FIREFIGHTERS
LOCAL 522



Michael McLaughlin, Fire Chief
FOR THE COSUMNES COMMUNITY
SERVICES DISTRICT