

## LETTER AGREEMENT

This Letter Agreement is made this \_\_\_\_ day of \_\_\_\_\_, 2015, between the Lincoln Fire Fighters Association, Local 644 (Local 644) and the City of Lincoln, Nebraska (City) for the purpose of reducing to writing the parties' agreement regarding the Fire Captain Promotional Process for 2015.

### RECITALS

#### I.

Subsequent to the 2013 Fire Captain Promotional Process, Local 644 and the City began discussions on the process to utilize for the Fire Captain Promotional Examination for 2015. The parties agreed that a key component of the 2015 Fire Captain Promotional Process should include an assessment center testing element and therefore during 2014 the parties began a search for professional organizations to provide an assessment center testing process. The goal of using an assessment center process was to provide a fair and unbiased method to identify the best qualified candidates for promotion to the position of Captain.

#### II.

A request for proposals was developed and sent by the City's Human Resources Department to vendors agreed upon by Local 644 and the City. Subsequent to receipt of responses to the request for proposals from two vendors, Selection Works was identified as the vendor that Local 644 and the City felt would be the most qualified to create the Fire Captain Promotional Testing Elements and Process. The City entered into a contract with Selection Works for the development and administration of the Fire Captain Promotional Examination Process for the year 2015.

#### III.

Local 644 and the City identified subject matter experts and in 2014 and 2015 met a number of times to work on various assignments provided by Selection Works for purposes of implementing the Fire Captain Promotional Process for 2015. Management Policy 202.22 was amended to incorporate elements of the testing process suggested by Selection Works and became effective July 23, 2015.

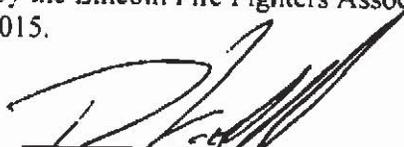
NOW, THEREFORE, in consideration of the mutual promises of the parties contained herein, the parties do hereby agree as follows:

1. The Fire Captain Promotional Process for 2015 shall be done in accordance with MP 202.22 effective July 23, 2015.
2. The Fire Captain Promotional Process for 2015 will consist of a multiple choice written examination component, an assessment center component, and a seniority

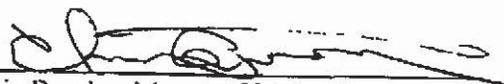
component. The various weights to be given each of the components shall be in accordance with MP 202.22. The new Fire Captain Promotional Process outlined herein and in MP 202.22 shall be on a trial basis for 2015 and if it is successful in the view of Local 644 and the City, the parties will work toward incorporating this process into the collective bargaining agreement during the course of negotiations for the 2015-2016 contract period.

3. The process to be utilized for 2015 is not consistent with the current provisions of Article 7, Section 6 of the parties' collective bargaining agreement with the exception of the last paragraph of Section 6. The parties agree that despite these inconsistencies, this letter agreement shall supersede the contract provisions for 2015 with the exception of the last paragraph in Section 6 until such a time as a new testing process is incorporated into the collective bargaining agreement through negotiation.

This Letter Agreement is hereby executed by the Lincoln Fire Fighters Association, Local 644 on this 5<sup>th</sup> day of August, 2015.

  
\_\_\_\_\_  
Ron Trouba Jr., President

This Letter Agreement is hereby executed by the City of Lincoln, Nebraska on this 20<sup>th</sup> day of Aug, 2015.

  
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Chris Beutler, Mayor of Lincoln