

SIDE LETTER AGREEMENT

BETWEEN

THE CITY OF SANTA CLARA

AND

IAFF LOCAL 1171 SANTA CLARA (UNIT 1)

FIREFIGHTER I/FIREFIGHTER RECRUIT

The parties shall continue discussions on the issue of consolidating the Firefighter I (Job Code 487) classification with the Firefighter II (Job 480) classification, and the creation of a new Firefighter Recruit classification. The parties shall endeavor to complete these discussions within ninety (90) days of City Council approval of a successor Memorandum of Understanding (MOU), with the understanding that the creation of any new classification must be approved by the Civil Service Commission and City Council in open session.

The discussion shall include, but not be limited to, the following:

- 1) The rate of pay of the new Firefighter Recruit classification;
- 2) The length of time an employee is to be in a Firefighter Recruit classification;
- 3) In the event a new academy begins and new employees are hired into the existing Firefighter I (Job Code 487) classification prior to completion of these discussions, how will such employees be treated.

This Side Letter Agreement is considered part of the tentative agreement for a successor Memorandum of Understanding (MOU) between the parties, and shall become effective only as part of the overall tentative agreement for a successor MOU, and when signed by all parties below and approved by City Council.

FOR THE CITY:

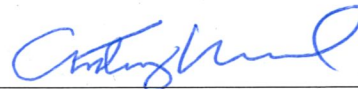


Aracely Azevedo
Director of Human Resources



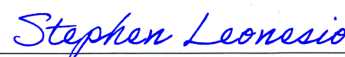
Marco Mercado
Assistant Director of Human Resources

FOR UNIT 1:



Anthony Pascoal
President, IAFF Local 1171

9/28/2023



Stephen D. Leonisio
Lead Negotiator, IAFF Local 1171

9/29/2023