

CITY OF REDLANDS AND THE REDLANDS PROFESSIONAL
FIREFIGHTERS ASSOCIATION SIDE LETTER OF AGREEMENT (2022)

This Side Letter of Agreement amending the July 1, 2018 — June 30, 2023 Memorandum of Understanding between the Redlands Professional Firefighters Association (RPFA) and the City of Redlands ("City") is made and entered into this 4th day of October, 2022. RPFA and the City are sometimes individually referred to herein as a "Party" and, together, as the "Parties."

RECITALS

WHEREAS, on December 5, 2017, RPFA and the City agreed to a Memorandum of Understanding ("RPFA MOU") for the period of July 1, 2018 to June 30, 2023; and

WHEREAS, the Parties now wish to implement changes with respect to Articles 23 and 39 of the RPFA MOU; and

WHEREAS, representatives of the City and RPFA have met and conferred in good faith, and now wish to effect changes with respect to Articles 23 and 39 of the RPFA MOU;

NOW, THEREFORE, in consideration of the mutual promises contained herein, RPFA and the City agree as follows:

AGREEMENT

Article 23 of the RPFA MOU, entitled "Paramedic Pay," is hereby amended to read as follows:

Effective the first full pay period following approval and adoption of this Side Letter Agreement, all members of Local 1354 (Captains, Engineers and Firefighters) who possess and maintain their paramedic certification shall receive a paramedic compensation allowance, which shall be equal to fifteen percent (15%) of Step 5 of the Firefighter Range.

Article 39 of the RPFA MOU, entitled "Minimum Staffing Levels," is hereby amended to read as follows:

Effective the first full pay period following the tiller truck going into service, the City shall maintain a minimum staffing level, utilizing members of Local 1354. Each engine company will be staffed by three (3) suppression personnel, each truck company will be staffed with four (4) suppression personnel and each paramedic squad will be staffed with two (2) suppression personnel. All engine companies shall have one (1) captain, one (1) engineer, and one (1) firefighter as part of their staffing. All truck companies shall have one (1) captain, two (2) engineers, and one (1) firefighter as part of their staffing. Any advanced life support (paramedic) unit shall have a minimum of two (2) paramedics. Any paramedic assessment unit (PAU) shall have a minimum of one (1) paramedic. The minimum daily staffing levels shall not drop below eighteen (18) personnel excluding the Battalion Chief.

If, during the term of this Side Letter Agreement or any successor MOU, the City is prepared to open a fifth fire station, the parties agree to reopen the Agreement to begin meet and confer discussions regarding Article 39, Minimum Staffing, within no less than three (3) months of the scheduled opening. This reopener shall be limited to negotiating an increase in minimum staffing to staff a fifth fire station (i.e., the City shall not make any proposals to decrease or eliminate minimum staffing). The parties understand that nothing herein requires the City to increase minimum staffing.

CITY OF REDLANDS

REDLANDS PROFESSIONAL

FIREFIGHTERS ASSOCIATION

A handwritten signature in blue ink, appearing to read "Paul T. Barich", written over a horizontal line.

Paul T. Barich, Mayor

A handwritten signature in blue ink, appearing to read "Brent Fuller", written over a horizontal line.

Brent Fuller, President

Attest:

A handwritten signature in blue ink, appearing to read "Jeanne Donaldson", written over a horizontal line.

Jeanne Donaldson, City Clerk