

SIDE LETTER AGREEMENT

Between

City of Santa Cruz Firefighters, I.A.F.F. Local 1716 and the City of Santa Cruz

November 23, 2024

Pursuant to the provisions of the Meyers-Milias-Brown Act (MMBA), this Side letter Agreement (agreement) is entered into between the City of Santa Cruz Firefighters, I.A.F.F Local 1716 (Firefighters' Local 1716) and the City of Santa Cruz (City) to amend the Memorandum of Understanding (MOU) between Firefighters' Local 1716 and the City with a term beginning on September 17, 2022 and terminating on September 26, 2025. The Firefighters' Local 1716 and the City are collectively referred to as the "Parties." The specific provisions contained in this side letter agreement are intended to supersede any previous agreements, whether oral or written, regarding the matter contained in this side letter agreement. Except as provided here, all wages, hours, and other terms and conditions of employment presently in the MOU remain in full force and effect.

As part of the implementation of the Agreement, the parties, agreed, as mutual benefit to Firefighters Local 1716 and the City, to modify the current agreement to provide efficiency and clarity by combining three separate policies, and allowing more general classification into the fire investigation program. The Parties have satisfied their obligations to meet and confer in good faith in accordance with the Meyers-Milias-Brown Act (MMBA) concerning the terms and conditions of this side letter agreement and its implementation.

The Parties mutually agree to amend the above-identified MOU as follows:

Revising Section 10.19 Fire Investigator Assignment and Compensation

Fire Investigator assignments will be made in accordance with Santa Cruz Fire Department Policy and Procedure Manual, Article 6-17 Fire Investigations Assignment.

Compensation is based on actual hours worked for Fire Investigator assignments, and is as follows:


- A. For every weekday covered (Monday-Thursday), a stipend equal to 1 ½ hours of "C" step Deputy Fire Marshal pay shall be provided.
- B. For every weekend day (24-hour period) covered (Friday-Sunday) a stipend equal to 2 hours of "C" step Deputy Fire Marshal pay shall be provided.
- C. For every City designated 8-hour holiday covered (24 hour period), a stipend equal to 4 hours of "C" step Deputy Fire Marshal pay shall be provided and an additional 4 hours will be credited either to the employee's holiday bank (fire management), or to the employee's accrued compensatory time balance (non-management staff).

D. For every City designated 4-hour holiday covered (24-hour period), a stipend equal to 2 hours of “C” step Deputy Fire Marshal pay shall be provided and an additional 2 hours will be credited to the employee’s accrued compensatory time balance.

E. Fire Investigator Trainees will be compensated only for overtime hours worked.

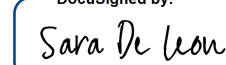
F. Employees who are assigned as Primary Fire Investigators and possess a California State Fire Marshal Fire Investigator Certification, shall receive an additional five percent (5%) of base salary. This compensation is for fire investigation personnel who are routinely and consistently assigned to investigate causes of destructive burning and Primary Fire Investigators shall be scheduled to work a minimum of 12 weeks per calendar year, unless circumstances approved by the Fire Chief or their designee.

SANTA CRUZ FIREFIGHTERS LOCAL 1716

Signed by:

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Edward Carlson, President

Dated: 6/30/2025

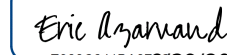
CITY OF SANTA CRUZ

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Sara De León, HR Director

Dated: 6/27/2025


SANTA CRUZ FIREFIGHTERS LOCAL 1716

Eric Azarvand, Firefighters Local Organizer

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CITY OF SANTA CRUZ

Tim Davis, Labor Counsel

Signed by:

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Dated: 6/27/2025