



The City of **South**
San Francisco

Memorandum of **U**nderstanding
between the
International **A**ssociation of **F**irefighters, **L**ocal 1507
and the
City of **S**outh **S**an **F**rancisco

July 1, 2025 through June 30, 2027

Memorandum of Understanding
between the
International Association of Firefighters, Local 1507
and the
City of South San Francisco
July 1, 2025 through June 30, 2027

Table of Contents

<i>Article</i>	<i>Title</i>	<i>Page</i>
1	Preamble.....	1
2	Union Rights	1
2.1	Recognition	1
2.2	Payroll Deduction	1
2.3	Authorized Representatives	1
2.3.1	Access	1
2.3.2	Union Business Time	2
2.3.3	Release Time	2
2.4	Use of City Facilities, Equipment, and Records	2
2.4.1	Meeting Facilities.....	2
2.4.1.1	Exceptions	2
2.4.1.2	Denial and Prohibitions.....	2
2.4.2	Bulletin Boards	2
2.4.3	Union Reading Files.....	2
2.4.4	Use of Department Equipment, Supplies, and Services.....	2
2.4.5	Access to City Records	2
2.4.6	Access to Personnel Files.....	3
2.5	Copies of Memorandum of Understanding	3
3	Non-discrimination	3
4	Wages and Compensation	3
4.1	Definitions.....	3
4.1.1	Base Pay	3
4.1.2	Enhanced Pay	3
4.2	Wages.....	3
4.3	Payment of Compensation	4
4.3.1	Continuous Paid Regular Service	4
4.4	Time-in-Step	4
5	Special Compensation.....	4
5.1	Temporary Upgrade Pay	4
5.1.1	Temporary Fire Captain Compensation	4
5.1.2	Temporary Battalion Chief Compensation	4
5.1.3	Temporary Engineer Compensation	5

<i>Article</i>	<i>Title</i>	<i>Page</i>
5.2	Temporary Safety Inspector Assignment.....	5
5.3	Emergency Medical Technician I Fire Service (EMT I FS) Instructor Assignment Compensation	5
5.4	Emergency Medical Technician (EMT) Certification	5
5.4.1	Mandatory EMT Certification	5
5.5	Paramedic Preceptor Compensation/FTO.....	5
5.6	Technical Rescue Incentive Pay	5
5.7	SCBA Technician	5
5.8	PPE Program Manager	5
5.9	Promotion to Captain	5
5.10	Fire Apparatus Engineer Compensation	6
5.10.1	Promotion to Fire Apparatus Engineer	6
5.10.1.1	Six-month Probationary Period	6
5.10.1.2	Twelve-month Probationary Period.....	6
5.10.2	Fire Apparatus Engineer Seniority	6
5.11	Longevity Pay	6
5.11.1	7 Years	6
5.11.2	15 Years	6
5.12	Education Incentive Pay.....	6
5.12.1	Associate's or Bachelor's Degree	6
5.12.2	Accredited Units	6
5.13	Education Expense Reimbursement Program.....	6
5.13.1	Qualifying for the Program	7
5.13.1.1	Deputy Chief Review and Fire Chief Approval.....	7
5.13.1.2	Reimbursement Request	7
5.14	Bilingual Incentive Rate.....	7
5.14.1	Testing and Compensation	7
5.14.2	Eligibility	7
5.14.3	Language Determination.....	7
5.14.4	Current Languages in Effect	7
5.15	Acting Fire Marshal Compensation	7
5.16	Special Compensation Reportability.....	7
6	Assignments and 40-hour Classifications	8
6.1	Assignment and Classifications	8
6.2	Emergency Medical Technician (EMT) Certification	8
6.3	Assignment Positions Shift Overtime	8
6.4	Flexible Work Schedules	8
6.5	Qualified Fire Investigator Standby Pay	8
6.5.1	Assignment.....	8
6.5.2	Amount.....	8
6.5.3	Standby Employee Responsibility	8
6.5.4	Standby and Sick Leave	8
6.5.5	Standby and Call-in Pay.....	8

<i>Article</i>	<i>Title</i>	<i>Page</i>
	6.5.6 Standby Day	8
6.6	Qualified Fire Investigator Call-in Pay	8
	6.6.1 Rate of Pay	8
	6.6.2 Reporting Pay Minimum.....	9
6.8	Safety Inspection Overtime Minimum.....	9
7	Uniforms	9
7.1	Uniform Allowance.....	9
	7.1.1 Uniform Allowance Amount	9
	7.1.2 Uniform Allowance Distribution	9
	7.1.3 Uniform Allowance While on Unpaid Leave Status	9
7.2	Leather Helmet.....	9
8	Benefits	9
8.1	Insurance Benefits.....	9
	8.1.1 Medical Insurance	9
	8.1.1.1 Available Plans	9
	8.1.1.2 Payment of Premium Costs.....	9
	8.1.1.2.1 Employee HMO Medical Premium Cost	10
	8.1.1.2.2 Employee Non-HMO Medical Premium Cost.....	10
	8.1.1.3 Effective Dates of Coverage	10
	8.1.1.4 Medical Plan Advisory Committee.....	10
	8.1.2 Dental Insurance	10
	8.1.2.1 Effective Dates of Coverage	10
	8.1.2.2 Employees Hired Before October 27, 2012	10
	8.1.2.2.1 Enhanced Dental Plan	10
	8.1.2.3 Employees Hired On or After October 27, 2012	10
	8.1.2.3.1 Core Dental Plan	10
	8.1.2.3.2 Buy-up Dental Plan.....	10
	8.1.3 Vision Insurance	10
	8.1.3.1 Effective Dates of Coverage	11
	8.1.3.2 Plan.....	11
8.2	Discretionary Benefit Option	11
	8.2.1 Proof of Alternate Insurance	11
	8.2.2 Exercising the Option.....	11
8.3	Long-term Disability Insurance	11
	8.3.1 City Notification	11
	8.3.2 Effective Date	11
	8.3.3 Plan Payment.....	11
8.4	Section 125 Plan.....	11
	8.4.1 Premium Contribution Plan	11
	8.4.2 Dependent Care Plan.....	12
	8.4.3 Unreimbursed Medical Expense Plan	12
8.5	Deferred Compensation	12
8.6	Retirement Benefits.....	12

<i>Article</i>	<i>Title</i>	<i>Page</i>
	8.6.1 Retirement Plan.....	12
	8.6.2 Retirement Formula	12
	8.6.2.1 3% at Age 50.....	12
	8.6.2.2 3% at Age 55.....	12
	8.6.2.3 2.7% at Age 57.....	12
	8.6.3 Optional Provisions Added	12
	8.6.3.1 The 1959 Survivor Allowance	12
	8.6.3.2 Half Continuance	12
	8.6.3.3 Sick Leave Service Credit.....	12
	8.6.3.4 Military Service Credit.....	12
	8.6.3.5 Pre-Retirement Optional Settlement 2 Death Benefit.....	12
	8.6.4 City Contribution to Retirement System.....	12
	8.6.5 Employee Contribution to Retirement System	12
	8.6.6 Fire Safety Classic Members PERS Cost-sharing Contribution.....	13
8.7	Sick Leave at Separation.....	13
	8.7.1 Payment of Unused Accumulated Sick Leave Accrued	13
	8.7.2 Sick Leave Payout Cap	13
	8.7.3 PERS Service Credit	13
8.8	Retired Employee Health Benefits.....	13
	8.8.1 Group Medical Insurance for Qualifying Retirees.....	13
	8.8.2 Medical After Retirement Account (MARA)	14
	8.8.3 Group Dental Insurance for Qualifying Retirees	14
	8.8.4 Group Vision Insurance for Qualifying Retirees	14
	8.8.5 Surviving Spouse Coverage	14
8.9	Medical Insurance for Spouse after Employee or Retiree Death	14
8.10	Medical After Retirement Account (MARA) Plan	14
9	Work Schedules and Hours of Work	14
9.1	Normal Hours of Work	14
	9.1.1 On-duty Shift Defined.....	15
	9.1.2 Off-duty Shift Defined	15
	9.1.3 Tour-of-Duty Defined	15
	9.1.4 Shift Schedule Defined	15
	9.1.5 Rest Periods.....	15
	9.1.6 Time for Reporting for On-duty Shifts	15
	9.1.7 Departure of Employees from On-duty Shifts	15
	9.1.8 Shift Trades	15
9.2	FLSA Work Period	15
	9.2.1 Fire Suppression.....	15
	9.2.2 Non-Fire Suppression Safety Inspectors.....	15
9.3	FLSA Overtime Compensation.....	15
9.4	Overtime.....	16
	9.4.1 Overtime Defined.....	16
	9.4.2 Overtime Records	16

<i>Article</i>	<i>Title</i>	<i>Page</i>
	9.4.3 Minimum Overtime.....	16
	9.4.4 Overtime Compensation Rates.....	16
	9.4.4.1 Compensation Rate	16
	9.4.4.2 Hold-over	16
	9.4.4.3 Non-emergency Call-in.....	16
	9.4.4.4 Emergency Call-in	16
	9.4.4.5 Court Time Minimum	16
	9.4.5 Fire 40 Compensatory Time	16
	9.4.5.1 Taking Compensatory Time.....	16
	9.4.6 Fire 56 Compensatory Time in Lieu of Overtime Pay.....	16
	9.4.6.1 Program Requirements.....	17
	9.4.6.2 Comp Time Cash-out	17
	9.4.6.3 Separation from Unit.....	17
	9.4.7 Exclusion of Trade Time.....	17
	9.4.8 Minimum Staffing.....	17
10	Holidays	17
	10.1 Authorized Holidays	17
	10.1.1 Full-day Holidays.....	17
	10.1.2 Half-day Holidays	18
	10.1.3 Shift Holiday Pay for 56-hour Employees.....	18
	10.1.4 Observed Holidays for 40-hour Employees.....	18
	10.1.5 Discretionary Holiday	18
	10.1.6 Holiday Compensation for Employees on Industrial Injury or Illness Leave	18
	10.1.7 Holiday Compensation for Employees on Non-industrial Sick Leave or Family Care Leave	18
	10.1.8 Employees Not Eligible for Holiday Compensation.....	18
11	Paid Leaves	19
	11.1 Vacation	19
	11.1.1 Vacation Accrual Rates for 40-hour Employees.....	19
	11.1.2 Vacation Accrual Rates for 56-hour Employees.....	19
	11.1.3 Vacation Selection	19
	11.1.3.1 Shift Vacation	19
	11.1.3.2 Vacation Staffing	19
	11.1.3.3 Unscheduled Vacation Selection	19
	11.1.4 Vacation Cash Out	19
	11.1.5 Vacation Accumulation.....	20
	11.1.6 Vacation Compensation Payout Upon Separation	20
	11.2 Sick Leave/Non-industrial Injury Illness Leave	20
	11.2.1 Definition	2
	11.2.2 Amount of Sick Leave	20
	11.2.3 Sick Leave Request.....	20
	11.2.4 Approval of Sick Leave Request	20

<i>Article</i>	<i>Title</i>	<i>Page</i>
11.2.5	Verification of Illness or Injury	20
11.2.5.1	Usual Verification	20
11.2.5.2	Doctor or Nurse Practitioner's Verification	21
11.2.6	Prohibition from Engaging in Outside Occupation.....	21
11.2.7	Sick Leave Management Plan.....	21
11.2.7.1	Sick Leave Threshold.....	21
11.2.7.1.1	Employees Scheduled 56-Hour Workweeks..	21
11.2.7.1.2	Employees Scheduled 40-Hour Workweeks..	21
11.2.7.2	Leave Monitoring.....	21
11.2.7.3	Protected Leaves	21
11.2.7.4	Review and Counseling	21
11.2.7.5	Sick Leave Management Plan Requirements.....	22
11.2.7.6	Plan Stipulations	22
11.2.7.6.1	Personal Notification.....	22
11.2.7.6.2	Examination	22
11.2.7.6.3	Affidavit	22
11.2.7.6.4	Other Conditions	22
11.2.7.7	Disciplinary Process.....	22
11.2.7.8	Maximum Paid Sick Leave Usage	22
11.2.8	Protected Sick Leave.....	22
11.2.8.1	Leave Amount.....	22
11.2.8.2	Concurrent Use of Leave	22
11.2.8.3	Leave Accounting	22
11.2.8.4	Notification Procedures.....	23
11.2.8.5	Leave Verification.....	23
11.3	Bereavement Leave.....	23
11.3.1	Definition of Family Member for Bereavement Leave	23
11.3.2	Leave Within California.....	23
11.3.3	Leave Outside California	23
11.4	Medical Appointment Leave.....	23
11.4.1	Medical Appointment Leave Charged to Sick Leave for 56-hour Employees.....	23
11.4.2	Medical Appointment Leave Charged to Sick Leave for 40-hour Employees.....	23
11.5	Industrial Injury or Illness Leave	24
11.5.1	Administration of Leave	24
11.5.2	Modified-duty Program.....	24
11.5.3	Prohibition from Engaging in Outside Occupation.....	24
11.6	Pregnancy Disability and Childcare Leave	24
11.7	Paid Parental Leave.....	24
12	Leave Conversion	24
12.1	Leave Conversion Factors.....	24
12.1.1	56-hour Schedule	24

<i>Article</i>	<i>Title</i>	<i>Page</i>
	12.1.1.1 Sick Leave Conversion	24
	12.1.1.2 Vacation Leave Conversion	24
	12.1.2 40-hour Schedule	24
	12.1.2.1 Sick Leave Conversion	25
	12.1.2.2 Vacation Leave Conversion	25
	12.1.2.3 Vacation Buy-back.....	25
13	Long-term Disability Program	25
	13.1 Application for Benefits	25
	13.2 Elimination Period	25
	13.3 City Determination.....	25
	13.3.1 Permanent and Stationary Status.....	25
	13.3.2 Temporary Disability Status	25
	13.4 Permanent and Stationary Determination	25
	13.5 Temporary Disability Determination	25
	13.6 Permanent and Stationary Determination During Leave of Absence	25
	13.7 Accrued Vacation Payment.....	26
	13.8 Insurance Premium Payment	26
14	Modified-duty Program.....	26
	14.1 Modified-duty Program.....	26
	14.2 Coverage	26
	14.2.1 Determination and Required Reports.....	26
	14.2.1.1 Assignments	26
	14.2.1.2 Evaluation and Determination	26
	14.2.1.3 Medical Reports	26
	14.2.1.4 Review of Assignment	26
	14.3 Modified-duty Assignments, Definitions, and Restrictions	26
	14.3.1 Assignments.....	26
	14.3.2 Impact to Employee.....	27
	14.3.3 Fire Department Assignments	27
	14.3.4 Normal Business Hour Assignments	27
	14.3.5 Case-by-Case Review.....	27
	14.3.6 Field Emergency Responses	27
	14.3.7 Reevaluations.....	27
	14.3.8 Uniforms.....	27
	14.3.9 Holidays.....	27
	14.3.10 Vacation Scheduling.....	27
	14.4 Return-to-Full-duty Status	27
15	Layoff and Demotion Policy	27
	15.1 Reduction in Force	27
	15.2 Displaced Employees	28
	15.3 Seniority	28
16	Residence Requirements	28
	16.1 California Residency Requirement	28

<i>Article</i>	<i>Title</i>	<i>Page</i>
	16.2 Residency Stipend.....	28
17	Emergencies	28
18	Discipline Provision.....	28
19	Grievance Procedure	29
	19.1 Definition of a Grievance.....	29
	19.2 Stale Grievance	29
	19.3 Grievance Steps.....	29
	19.3.1 Step 1: Informal Discussion with Employee's Supervisor	29
	19.3.2 Step 2: Formal Written Grievance to Employee's Battalion Chief	29
	19.3.3 Step 3: Waiver of Battalion Chief Review	29
	19.3.4 Step 4: Grievance to Fire Chief	30
	19.3.5 Step 5: Arbitration of Grievance	30
	19.3.6 Step 6: Informal Review by the City Manager	30
	19.3.7 Step 7: Arbitration of a Grievance.....	30
	19.3.7.1 Selection of Arbitrator	30
	19.3.7.2 Arbitrator Review	30
	19.3.7.3 Duty of the Arbitrator	30
	19.3.7.4 Payment of Costs	30
	19.4 Effect of Failure of Timely Action	31
	19.5 Non-Union Representation	31
20	Agreement, Modification, and Waiver	31
	20.1 Full and Entire Agreement	31
	20.2 Written Modification Required.....	31
	20.3 Waiver	31
	20.4 Term of Agreement	31
21	Signatures.....	32
	APPENDIX	
A.	Classifications	33
B.	Salary Schedule.....	34
C.	Union Time Bank.....	35
D.	Side Letter Agreement	35

Memorandum of Understanding
between the
International Association of Firefighters, Local 1507
and the
City of South San Francisco
July 1, 2025 through June 30, 2027

1. Preamble

This Memorandum of Understanding is entered into by the City of South San Francisco, designated “City” and the International Association of Firefighters (IAFF), Local 1507, AFL-CIO, designated “Union” as a mutual agreement of the wages, hours, and conditions of employment in effect during the period of July 1, 2025 through June 30, 2027, for those full-time regular employees working in classifications in the represented unit referred to in this agreement.

2. Union Rights

- 2.1. Recognition*—The City of South San Francisco recognizes the International Association of Firefighters, Local 1507, AFL-CIO as the employee organization representing the employees in this unit, which consists of all employees in the classifications identified in Appendix A and as may be added to the unit by the City during the term of this agreement.
- 2.2. Payroll Deduction*—The City shall withhold Union dues and other lawfully permitted deductions from employees’ salary and remit such withholdings to the Union, provided the Union certifies in writing to the City that the Union has and will maintain each employees’ authorization for such deductions.
- 2.3. Authorized Representatives*—The Union shall provide and maintain with the Fire Chief a list of the current officials of the Union, as well as the names of any other persons who are authorized to officially represent the Union in its dealings with the City. No more than eight (8) authorized representatives of the Union shall be City employees.
 - 2.3.1. Access*—An authorized representative of the Union shall have the right to contact an individual employee represented by the Union in a City facility during the employee’s work hours on matters concerning wages, hours, and other conditions of employment. Prior to entering the employee’s work location, the authorized representative shall provide reasonable notice to the employee’s immediate supervisor and shall attempt to arrange contact times, coinciding with an employee’s lunch period or after 1700 hours and prior to 0800 hours. An employee’s immediate supervisor shall have the right to make arrangements for a contact location and/or contact time that is the least disruptive to departmental operations and the employee’s work assignments.

2.3.2. *Union Business Time*—An authorized representative of the Union who is a City employee shall perform Union responsibilities on off-duty time, except that such responsibilities may be performed during on-duty time when the activity does not interfere with departmental operations as determined by the Fire Chief or designee.

2.3.3. *Release Time*—The Fire Chief or designee may grant reasonable release time without loss of time or pay to a Union authorized representative if, in the representative's absence, the needs of the department can be reasonably met and no added costs are incurred by the department as the result of granting the release time to the Union representative.

2.4. *Use of City Facilities, Equipment and Records*—

2.4.1. *Meeting Facilities*—City and/or department facilities will be made available to the Union for the purpose of meeting with represented employees, provided that a Union officer makes a written request to the Fire Chief or designee generally 2-calendar days in advance of the meeting.

2.4.1.1. *Exceptions*—Exceptions to this 2-day notification requirement are in cases of an emergency, in which case the request can be made verbally if followed in writing. In addition, the 2-day limit will not be required in cases of unforeseen circumstances.

2.4.1.2. *Denial and Prohibitions*—Use of City and/or department facilities will only be denied in case of a conflict where prior usage was scheduled for the facility. Except during the lunch period, meetings of Union representatives and represented employees shall not be permitted during 0800 hours through 1700 hours except as approved by the Chief in advance.

2.4.2. *Bulletin Boards*—The City will furnish adequate space for bulletin boards to be placed at reasonable locations for the exclusive use of the Union. The Union agrees to post nothing of a discreditory nature about the City or its employees or that may be offensive to members of the general public and other visitors to the fire stations. The Union shall be responsible for maintaining bulletin boards exclusively used by the Union in an orderly condition and shall promptly remove outdated materials.

2.4.3. *Union Reading Files*—The Union shall be allowed to maintain a Union reading file at each represented employee work location. The Union reading file shall be used for the purpose of distributing material and information, such as recent developments in employee grievances and other controversial issues that are not suitable for posting on bulletin boards accessible to the general public and visitors to the fire stations.

2.4.4. *Use of Department Equipment, Supplies, and Services*—The department shall allow the Union to locate Union file cabinets at any Fire Station provided it is in a location that is least disruptive to day-to-day operations as determined by the Fire Chief or designee. The Union may use a desk at any Fire Station provided that the department's needs do not preclude the use of the desk. The Union may be allowed to use the department's copy machines, telephones, computer equipment, and supplies provided that the Union reimburses the department for the cost of such use.

2.4.5. *Access to City Records*—The Union shall have reasonable access to all public records of the City, as required by law. Access to departmental records, except individual personnel records, shall be granted at the sole discretion of the City

employee responsible for the maintenance of such records. Nothing contained herein shall compel any employee to allow a Union representative access to any files or records. Union representatives may be granted access to non-confidential departmental records, provided that the Union gives the City employee responsible for such records a prior request stating the nature of the information desired, the purpose for which the information will be used, and the time the representative desires access to the records.

2.4.6. *Access to Personnel Files*—The Union may review a union employee's confidential personnel file, only if the employee signs a written consent form granting the Union access to the file.

2.5. *Copies of Memorandum of Understanding*—The City shall post the current MOU, including appendices and side letters, on the City's Web site.

3. *Non-discrimination*

This agreement affords that no person shall in any way be favored or discriminated against to the extent prohibited by law because of age, sex, sexual orientation, race, religion, ethnic or national origin, physical and mental disability, political or religious opinions, affiliations, to the extent to which a person chooses to engage or not engage in Union activities, or any other basis protected by law.

4. *Wages and Compensation*

4.1. *Definitions*—

4.1.1. *Base Pay*—Base pay is the rate of compensation paid for a specified classification of employment, excluding any other payments.

4.1.2. *Enhanced Pay*—Enhanced pay is the rate of compensation that includes base pay and incentive pay such as longevity, bilingual, education and special assignment pay. Enhanced pay does not include acting pay or other temporary assignment pay. Each incentive pay will be computed on base pay. The sum of the base pay plus each incentive is the enhanced pay.

4.2. *Wages*—All members of the bargaining unit shall receive across-the-board base pay adjustments in the amounts and with the effective dates as follows:

- Year 1 (July 1, 2025-June 30, 2026): effective July 4, 2025, or the first full pay period following the adoption of the MOU by Council, four percent (4%)*;
- Year 2 (July 1, 2026-June 30, 2027): effective the first full pay period of July 2026, Four percent (4%);
- Equity adjustments: All members of the bargaining unit shall receive a one percent (1%) equity adjustment effective July 4, 2025*, or the first full pay period following ratification and approval of this Agreement.

*The year one 4% across-the-board increase and 1% equity adjustment will be paid

retroactive to July 4, 2025, provided that a tentative agreement is reached prior to June 30, 2025, and subsequently ratified by the membership and approved by Council. Otherwise, there will be no retroactive across-the-board base pay adjustments.

4.3. *Payment of Compensation*—Each 56-hour employee shall be compensated on a biweekly basis with a level pay plan of 112 hours (average 56-hour week). Each 40-hour employee shall be compensated biweekly based on a 40-hour workweek. Payment will normally be made on the Thursday immediately following the conclusion of a City pay period. A City pay period consists of 14-calendar days and begins on a Friday, which is the first day of a pay period and ends on a Thursday, which is the last day of a pay period.

4.3.1. *Continuous Paid Regular Service*—An employee who is on continuous paid regular service with the City in a classification covered by this agreement shall be in the unit. Continuous paid regular service excludes all unpaid leaves of absence of an employee and excludes all time an employee is not in a full-time regular employment status with the City.

4.4. *Time-in-Step*—Each employee shall complete the following time at each step of the salary schedule applicable to the employee's classification prior to advancing to the next step in the salary schedule.

<i>Schedule Step</i>	<i>Criteria</i>
Entry.....	From date of hire to the completion of basic Firefighter academy.
1.....	After completion of academy to completion of probation.
2.....	After completing another full year
3.....	After completing another full year
4.....	After completing another full year
5.....	After completing another full year

5. *Special Compensation*

5.1. *Temporary Upgrade Pay*

5.1.1. *Temporary Fire Captain Compensation*—Employees in a classification below the level of Fire Captain, who are assigned to perform the duties of a Fire Captain for a period of one full hour or more, shall receive added compensation for all time served. This compensation shall be at the hourly rate of pay the employee would otherwise qualify were the employee promoted to the classification, which is Step 4 of the Fire Captain salary schedule. An employee in a classification below the level of Fire Captain who is assigned to perform those duties for a period of time less than one full hour shall not receive additional compensation for any of the time spent in performing such duties.

5.1.2. *Temporary Battalion Chief Compensation*—Employees in the classification of Fire Captain who are assigned to perform the duties of a Battalion Chief for a period of one full hour or more shall receive added compensation for all time served. This compensation shall be for all time served at the rate of 5% above the employee's base hourly rate of pay or at the hourly rate of pay for which the employee would qualify, were the employee promoted to the classification of Battalion Chief, whichever is

greater. An employee in the classification of Fire Captain who is assigned to perform the duties of Battalion Chief for a period of less than one full hour shall not receive additional compensation for any of the time spent in performing such duties.

- 5.1.3. *Temporary Engineer Compensation*—Employees in the classification of Firefighter or Paramedic/Firefighter who are assigned to engineer duties for a period of one full hour or more shall receive added compensation. This compensation shall be for all time served at the rate of 5% above the employee's base hourly rate of pay. An employee who is assigned to perform the duties of Engineer for a period of less than one-full hour shall not receive additional compensation for any of the time spent in performing such duties.
- 5.2. *Temporary Safety Inspector Assignment*—Employees in the classification of Firefighter, Paramedic/Firefighter, or Fire Apparatus Engineer who are assigned to temporary Safety Inspector duties shall receive an additional 5% compensation above the employee's base hourly rate of pay, including incentives.
- 5.3. *Emergency Medical Technician I Fire Service (EMT I FS) Instructor Assignment Compensation*—Employees in the classification of Paramedic/Firefighter who are assigned to perform the duties of an EMT I FS Instructor shall receive an additional 5% compensation above the employee's base hourly rate of pay, including incentives.
- 5.4. *Emergency Medical Technician (EMT) Certification*—Employees who maintain an Emergency Medical Technician certification will receive 2.5% above their base hourly rate of pay for which the employee otherwise qualifies. Such certification is mandatory for each employee hired after 6/30/2001.
 - 5.4.1. *Mandatory EMT Certification*—All employees hired into fire suppression positions after 6/30/01 must maintain EMT certification. The City will continue to provide training and remedial training to maintain recertification. Effective 7/1/2016, EMT Certification pay was added to base compensation of Fire Apparatus Engineers. Fire Apparatus Engineers and Paramedic Firefighters are not eligible for special compensation under this article.
- 5.5. *Paramedic Preceptor Compensation/FTO*—Employees in the position of Paramedic/Firefighter who meet the minimum State of California requirements for field preceptor (California Code of Regulations, Title 22, Section 100149e) shall receive monetary compensation for each hour served as a Paramedic Field Preceptor or FTO. The amount of compensation shall be equal to 5% of the employee's base hourly rate of pay.
- 5.6. *Technical Rescue Incentive Pay*—All members that are qualified and maintain training according to department standards as defined by the Fire Chief shall receive two percent (2%) of base salary. Members of the department must complete the required classes to qualify as an expert in Technical Rescue. Technical Rescue will not be included in Total Compensation until a simple majority of survey agencies offer a similar benefit.
- 5.7. *SCBA Technician*—SCBA certified employees assigned by the Chief as SCBA Technicians shall receive two percent (2%) of base salary while assigned.
- 5.8. *PPE Program Manager*—Employees assigned by the Chief as PPE Program Managers shall receive two percent (2%) of base salary while assigned.
- 5.9. *Promotion to Captain*—Employees promoted to Fire Captain shall be placed at Step 4 of the established Fire Captain salary schedule.

- 5.10. *Fire Apparatus Engineer Compensation*—Effective 7/1/2016, the base pay for Fire Apparatus Engineer shall be equal to the base pay for Paramedic Firefighter.
- 5.10.1. *Promotion to Fire Apparatus Engineer*—The selection process for the classification of Fire Apparatus Engineer will be based on seniority and having completed driver's training qualifying them to serve as a Fire Apparatus Engineer. Those employees who promoted to Fire Apparatus Engineer on or after 2/1/2002 shall serve the following probationary periods.
- 5.10.1.1. *Six-month Probationary Period*—Employees with an original Personnel Action Form processed for Acting Engineer of 3 or more years from the date of regular appointment to Fire Apparatus Engineer shall serve a probationary period of 6 months.
- 5.10.1.2. *Twelve-month Probationary Period*—Employees with an original Personnel Action Form processed for Acting Engineer of less than 3 years from the date of regular appointment to Fire Apparatus Engineer shall serve a probationary period of 12 months.
- 5.10.2. *Fire Apparatus Engineer Seniority*—Seniority shall be based by time in the Fire Department and not the promotional date per Policy and Procedures Manual, except that this may be changed as needed for operational requirements in the sole discretion of the Fire Chief through revision to the Policy and Procedures Manual. The City will meet and consult with the IAFF before implementing any change but may implement the change without necessarily reaching agreement.
- 5.11. *Longevity Pay*—
- 5.11.1. *7 Years*—An employee who has completed 7 years of full-time regular employment, is eligible and shall be compensated for Longevity Pay rate of an additional 2.5% above the employee's base hourly rate of pay.
- 5.11.2. *15 Years*—After completion of 15 years of employment, the employee shall be compensated an additional 1% above the employee's base hourly rate of pay for a total of 3.5% of Longevity Pay.
- Longevity Pay at this new schedule shall be paid retroactive to July 4, 2025, provided that a tentative agreement is reached prior to June 30, 2025, is subsequently ratified by the membership within 2 weeks of signing, and is approved by Council. Otherwise, Longevity Pay at the new schedule shall become effective the first full pay period after adoption of this agreement by Council.
- 5.12. *Education Incentive Pay*—An employee may receive only one of the below listed incentives at any time.
- 5.12.1. *Associate's or Bachelor's Degree*—The City shall pay 5% of base pay for an Associate's degree or 7.5% of base pay for a Bachelor's degree upon submission of official transcripts or diploma to the Fire Chief or his or her designee. The incentive pay will be effective the pay period following Fire Chief or designee approval.
- 5.12.2. *Accredited Units*—The City will continue the 5% Accredited Unit incentive pay pursuant to 5.11.1.3. Education Incentive Rate in the 2012-2014 MOU for employees who had previously qualified under those terms.
- 5.13. *Education Expense Reimbursement Program*—An employee who takes a job-related course at an accredited institution of learning shall be eligible for reimbursement of 50%

of the costs of tuition, fees and course materials up to \$5,000 per fiscal year upon the successful completion of the course and upon the employee achieving a grade of “C” or better, or passing for a pass/fail course.

5.13.1. *Qualifying for the Program*—In order to qualify for reimbursement, the employee must:

5.13.1.1. *Deputy Chief Review and Fire Chief Approval*—Prior to enrollment, the employee must submit to the Deputy Chief for review the course description and a brief explanation regarding why the employee believes the course to be job-related. Prior to enrollment, the employee must receive written approval of the Fire Chief.

5.13.1.2. *Reimbursement Request*—Provided that the Fire Chief finds that the course is job-related and approves the employee’s request, the employee shall submit a request for reimbursement to the Deputy Chief that includes a copy of the department head’s written approval of the course, a copy of the employee’s course grade, the receipts for all course expenses, and a total amount requested for reimbursement.

5.14. *Bilingual Incentive Rate*—

5.14.1. *Testing and Compensation*—An employee who has tested, using the City’s standard bilingual testing procedures, and demonstrated proficiency in speaking a second language, shall be compensated at a rate 2.5% higher than the employee’s base hourly rate of pay. Such compensation shall commence the next pay period after the employee has passed a qualifying examination, as determined by the City, demonstrating proficiency in the language.

5.14.2. *Eligibility*—To be eligible to participate in this program, employees must speak a second language used by a segment of South San Francisco population, and must routinely and consistently be required to communicate in the second language. Once an employee qualifies as speaking a second language, the employee will receive bilingual pay, even if the population changes and a significant segment no longer speaks the language.

5.14.3. *Language Determination*—Languages that are spoken in South San Francisco shall be determined by reviewing the demographic data from the local school district.

5.14.4. *Current Languages in Effect*—The following languages shall qualify for an employee to receive the bilingual incentive pay.

- *Spanish*
- *Tagalog*
- *Cantonese*
- *Mandarin*
- *American Sign Language*

5.15. *Acting Fire Marshal Compensation*—Employees in the classification of Safety Inspector II or Deputy Fire Marshal who, if assigned, by the Fire Chief to Acting Fire Marshal for more than 4 hours shall receive added compensation for all time served. This compensation shall be at the rate of 5% above the employee’s base hourly rate of pay or at step 1 of the Fire Marshal base salary schedule, whichever is greater.

5.16. *Special Compensation Reportability*—The parties acknowledge that the California

Public Employees Retirement System (CalPERS) determines whether compensation is PERSable and that the parties are bound by the laws and rules governing CalPERS regarding such determination.

6. *Assignments and 40-hour Classifications*

- 6.1. *Assignments and Classifications*—Some positions in the unit will be either a special assignment or a permanent position with a 40-hour workweek schedule as identified in Appendix A.
- 6.2. *Emergency Medical Technician (EMT) Certification*—Fire Prevention employees who maintain an Emergency Medical Technician certification will receive 2.5% above their base hourly rate of pay for which the employee otherwise qualifies.
- 6.3. *Assignment Positions Shift Overtime*—Shift overtime will be paid at the 56-hour rate for the classification the employee was in prior to being assigned Safety Inspector II duties.
- 6.4. *Flexible Work Schedules*—Upon approval of the Fire Chief, an employee in a 40-hour position may work a flexible work schedule that provides for a starting time or ending time other than the normal workday provided that the schedule does not exceed 80 hours in a pay period.
- 6.5. *Qualified Fire Investigator Standby Pay*—Employees who are designated by the Fire Chief as qualified fire investigators may be eligible for standby pay as follows.
 - 6.5.1. *Assignment*—Eligible employees must be assigned by the Fire Chief or designee to standby status.
 - 6.5.2. *Amount*—Standby pay is one hour of straight time base pay for each workday on-call for after-hours coverage; and/or two hours of straight time base pay for each day on-call during weekends and on City-observed holidays.
 - 6.5.3. *Standby Employee Responsibility*—Employees are not working but must be conveniently available to their supervisors by phone or pager, be in a fit condition to report to work, and able to report to work within a reasonable period of time.
 - 6.5.4. *Standby and Sick Leave*—Since it is presumed that the employee would be unable to report to work when ill, an employee shall not receive standby pay at the same time they are receiving sick pay.
 - 6.5.5. *Standby and Call-in Pay*—An employee should not receive payment for hours worked and on-call pay for the same hours. Once an employee reports to work, on-call pay stops.
 - 6.5.6. *Standby Day*—On weekdays, a standby day shall be considered the period between the end of the employee's regularly scheduled shift and the beginning of a new workday or standby shift the following morning. On weekends and holidays, a standby day shall be considered a 24-hour period for what would be the employee's regularly scheduled start time on a scheduled workday and ending 24 hours later.
- 6.6. *Qualified Fire Investigator Call-in Pay*—
 - 6.6.1. *Rate of Pay*—An employee on standby status who responds to an authorized call to work will be paid at their overtime rate of pay. Overtime compensation shall commence at the time the employee reports for duty and shall conclude at the time

the employee is released from duty or upon the commencement of the employee's next regularly scheduled on-duty shift, whichever occurs first.

6.6.2. *Reporting Pay Minimum*—For each call-in, the employee will be paid for a minimum of 2 hours or the actual time worked, whichever is greater. If the employee is called in for a short period, goes home, then is called back to work again within the original 2-hour period, the employee will not receive a second 2 hours of pay for reporting in.

6.7. *Safety Inspection Overtime Minimum*—Any Fire Inspector required to perform an inspection(s) outside of the employee's normal work hours shall be paid a minimum of 2 hours of overtime pay.

7. *Uniforms*

7.1. *Uniform Allowance*—Uniform allowance is subject to the following conditions:

7.1.1. *Uniform Allowance Amount*—Uniform allowance is \$1,100 per fiscal year.

7.1.2. *Uniform Allowance Distribution*—Uniform allowance will be made in twenty-six (26) equal increments per year. With the allowance received, employees shall be responsible for procuring and maintaining their uniforms and equipment as listed in the department's procedures manual.

7.1.3. *Uniform Allowance While on Unpaid Leave Status*—An employee who is absent from work and in an unpaid leave status for the full pay period shall not be eligible for the uniform allowance during that pay period.

7.2. *Leather Helmet*—After the completion of probation and upon the employee's request, the City will purchase for the employee a leather helmet (less the cost of the department issue helmet). The employee's cost of the leather helmet will be reimbursed to the City in two equal payments over a 2-year period. The leather helmet becomes the property of the employee.

8. *Benefits*

8.1. *Insurance Benefits*—Employees shall be eligible to receive benefits as follows:

8.1.1. *Medical Insurance*—

8.1.1.1. *Available Plans*—Subject to the terms and conditions of the City's contracts with medical insurance carriers, employees shall be permitted to select medical insurance coverage for themselves and their eligible dependents from one of the following plans:

- Kaiser Permanente
- Blue Shield of California

8.1.1.2. *Payment of Premium Costs*—The City shall pay the premium costs for eligible employees and their dependents to the insurance provider for the plan selected by each employee, in accordance with the terms and conditions

prescribed by the contract with the carrier.

- 8.1.1.2.1. *Employee HMO Medical Premium Cost*—Employees on the City’s medical plans shall contribute an amount equal to 10% of the HMO premium cost based on plan choice and category of coverage (single, two, family).
- 8.1.1.2.2. *Employee Non-HMO Medical Premium Cost*—In addition to the HMO premium share, employees enrolled in plans that are more expensive than the HMO plans pay the difference between the HMO rate and the premium rate for their selected plan based on plan provider and tier (single, two, family).
- 8.1.1.3. *Effective Dates of Coverage*—The effective date of coverage for medical insurance shall be the first day of the month following the month of employee and dependent enrollment. Coverage shall terminate on the last day of the month in which an employee separates from employment. Dependent coverage shall terminate on the date prescribed by each provider’s contract for discontinuance of no-longer-eligible dependents.
- 8.1.1.4. *Medical Plan Advisory Committee*—During the term of this agreement, the City shall establish a committee, comprised of up to two union representatives from each bargaining unit, to review options for changes in medical plans, plan administration, or rate structures with the goal of lowering the total cost of health plan premiums.
- 8.1.2. *Dental Insurance*—Subject to the terms and conditions of the City’s dental plan for the Firefighters Association, employees and dependents shall be provided dental insurance as follows:
 - 8.1.2.1. *Effective Dates of Coverage*—Coverage shall become effective on the first day of the month following date of hire with the City. Coverage shall terminate on the last day of the month an employee separates from City employment.
 - 8.1.2.2. *Employees Hired Before October 27, 2012*—
 - 8.1.2.2.1. *Enhanced Dental Plan*—The City shall pay the premium costs of the enhanced dental plan for employees hired before October 27, 2012. The enhanced dental plan provides a \$3,000 calendar year maximum per member and a \$4,000 lifetime orthodontia benefit for each eligible dependent child.
 - 8.1.2.3. *Employees Hired On or After October 27, 2012*—
 - 8.1.2.3.1. *Core Dental Plan*—The City shall pay the premium costs of the core dental plan for employees hired on or after October 27, 2012. The core dental plan provides a \$2,000 calendar year maximum per member and a \$1,000 lifetime orthodontia benefit for each eligible dependent child.
 - 8.1.2.3.2. *Buy-up Dental Plan*—Employees hired on or after October 27, 2012 may participate in the enhanced dental plan by paying the additional premium costs over the core dental plan.
- 8.1.3. *Vision Insurance*—Subject to the terms and conditions of the City’s vision plan, employees and dependents shall be provided vision insurance, with no premium costs

to employees.

8.1.3.1. *Effective Dates of Coverage*—Coverage shall become effective on the first day of the month following enrollment and shall terminate on the last day of the month an employee separates from City employment.

8.1.3.2. *Plan*—The vision plan is Vision Service Plan B with a \$10.00 copay.

8.2. *Discretionary Benefit Option*—Employee who can demonstrate to the City's satisfaction that they have medical coverage elsewhere, may elect, once each year, to have the City pay \$550 per month in lieu of medical, dental, and vision benefits into the employee's deferred compensation account. If an employee exceeds the deferred compensation annual maximum contribution limit, any remaining City contributions will be made to the employee's Medical After Retirement Account (MARA).

8.2.1. *Proof of Alternate Insurance*—An employee must provide proof of alternate minimum essential coverage for the employee and the employee's tax family from another source, other than coverage obtained through Covered California.

8.2.2. *Exercising the Option*—Employees wishing to exercise this option may do so by submitting a completed Discretionary Benefit Option form to the Human Resources Department. Employees may change the discretionary benefit option once each year during the open enrollment period for medical plans, or at another time during the year provided the employee can demonstrate to the City's satisfaction a bona-fide need.

8.3. *Long-term Disability Insurance*—All bargaining unit members shall pay for and maintain long-term disability insurance coverage with the California Association of Professional Firefighters or any other approved carrier, subject to the terms and conditions of the City of South San Francisco Firefighter Association's contract with this provider. This long-term disability insurance plan provides up to 77% of the enhanced salary of an employee who qualifies for such payments.

8.3.1. *City Notification*—The Association agrees that the long-term disability benefit provider will inform the City when an employee begins receiving long-term disability insurance benefits and when the benefits end.

8.3.2. *Effective Date*—Long-term disability coverage becomes effective the first day of the month following enrollment and terminates on the day an employee separates from City employment.

8.3.3. *Plan Payment*—The City shall provide an amount equivalent to the plan's costs, but no more than \$35.00 per month per unit member to pay and maintain their long-term disability insurance. This amount will be given to the Firefighters' Association on behalf of each bargaining unit member for the long-term disability coverage, with that amount included on each employee's W-2 tax statements.

8.4. *Section 125 Plan*—Subject to the terms and conditions of the IRS and related regulations, employees may participate in the City's Section 125 Plan, which consists of a Dependent Care Program and an Unreimbursed Medical Program. The City's Third-Party Administrator oversees the Section 125 Plan and has the final authority on Plan requirements.

8.4.1. *Premium Contribution Plan*—Participants pay premium contributions for employee and/or dependent coverage under the City's health care coverage plan(s) on

- a pre-tax basis, unless waived by the participant.
- 8.4.2. *Dependent Care Plan*—Participants may pay dependent care costs on a pre-tax basis, up to \$5,000 per year, for the fees of a licensed child-care provider.
- 8.4.3. *Unreimbursed Medical Expense Plan*—Participants may pay for approved medical costs on a pre-tax basis that are not paid by the employee's health care provider, up to the IRS annual maximum.
- 8.5. *Deferred Compensation*—Employees are eligible to participate in the Deferred Compensation Plans available to the City, subject to the terms and conditions of each plan and the IRS.
- 8.6. *Retirement Benefits*—
- 8.6.1. *Retirement Plan*—Retirement benefits for sworn public safety employees shall be those established by the Public Employees' Retirement System (PERS) for Local Safety members. Retirement benefits for Paramedic Firefighter Recruits shall be those established for PERS Local Miscellaneous members.
- 8.6.2. *Retirement Formula for Sworn Public Safety Employees*—
- 8.6.2.1. *3% at age 50*—Classic Members as defined by the Public Employees' Pension Reform Act (PEPRA), who are hired before April 24, 2010, are provided a retirement benefit formula of 3% at age 50 with one-year final compensation.
- 8.6.2.2. *3% at age 55*—Classic Members as defined by PEPRA, who are hired on or after April 24, 2010, will be provided a retirement benefit formula of 3% at age 55 with 3-year final compensation.
- 8.6.2.3. *2.7% at age 57*—New Members as defined by PEPRA, will be provided a retirement benefit formula of 2.7% at age 57 with 3-year final compensation.
- 8.6.3. *Optional Provisions Added*—Optional Public Agency Provisions under the retirement system shall also be provided as follows:
- 8.6.3.1. *The 1959 Survivor Allowance*—As set forth in the Public Employees' Retirement Law providing for third-tier benefits.
- 8.6.3.2. *Half Continuance*—As authorized in the contract between City and PERS as provided by the Public Employees Retirement Law.
- 8.6.3.3. *Sick Leave Service Credit*—As provided by the Public Employees Retirement Law.
- 8.6.3.4. *Military Service Credit*—Military Service Credit as public service as provided by the Public Employees Retirement Law.
- 8.6.3.5. *Pre-retirement Optional Settlement 2 Death Benefit*—Effective 1/17/2003, and as provided for in the Public Employees Retirement Law.
- 8.6.4. *City Contribution to Retirement System*—The City shall pay the rate prescribed by the Public Employees' Retirement System for employer contributions in accordance with the rules and regulations governing such contributions.
- 8.6.5. *Employee Contribution to Retirement System*—Employees will pay the employee portion to the Public Employees' Retirement System in accordance with the rules and regulations governing such contributions.
- Employees at 3% at age 50 and 3% at age 55 contribute 9% of pay.
 - Employees at 2.7% at age 57 contribute one-half of the normal cost.

- The employee contribution for Classic members as designated by CalPERS is 9% for Classic Safety and 8% for Classic Miscellaneous.
- New Members as designated by CalPERS shall pay 50% of the total normal cost rate, in accordance with Government Code 7522.30, not to exceed 12%.
- Employee contributions will be tax-deferred under IRC Section 414(h)(2).

8.6.6. *Fire Safety Classic Members PERS cost-sharing contribution*—All Fire Safety Classic members shall pay in addition to the current 9% employee contribution, 3% of the employer rate, for a total employee commitment of 12%. The contributions will be tax-deferred under IRC section 414(h)(2). Employee contributions will be credited to each member's account as normal contributions and will be refundable to members who separate from CalPERS covered employment and elect to withdraw their contributions.

8.7. *Sick Leave at Separation*—

8.7.1. *Payment of Unused Accumulated Sick Leave Accrued*—Upon death, full service retirement, or disability retirement, an employee may elect to be paid for half of the accrued and unused sick leave at the time of the qualifying event. Payment of unused sick leave hours shall be made at the employee's enhanced hourly rate of pay. Such right to payment is deemed a property right and shall not be taken from the employee without mutually agreed-upon compensation.

8.7.2. *Sick Leave Payout Cap*—The maximum payout of sick leave hours is 840 (50% of 1,680) for 56-hour employees or 600 (50% of 1,200) for 40-hour employees.

8.7.3. *PERS Service Credit*—In addition to receiving a cash payoff for accumulated sick leave upon retirement as described above, an employee may apply all remaining sick leave hours as credit towards retirement through the Public Employees' Retirement System. The employee may also, upon death, full-service retirement, or a disability retirement, elect to not receive any cash payment and instead apply all of the accrued sick leave towards Sick Leave Service Credit for a PERS retirement.

8.8. *Retired Employee Health Benefits*—

8.8.1. *Group Medical Insurance for Qualifying Retirees*—An employee who was hired prior to April 24, 2010 (the date of adoption of an alternate retiree medical plan for all City bargaining units similar to the plan described in Section 8.8.2.), may elect to continue his or her City sponsored medical insurance if the employee is enrolled in the City's group medical plan and retires concurrently with CalPERS and the City. In order to be eligible for this benefit, the employee must have five years of continuous City employment at the time of his or her retirement. The monthly premium that the City will make for retiree medical insurance pursuant to this provision equals the monthly monetary contribution that the City makes for single retiree medical HMO coverage. Retirees will be required to pay any additional costs of their selected plan in order to receive retiree medical benefits. An eligible retiree may also elect to continue dependent coverage provided that the retiree bears the full premium costs for any eligible dependents. A retiree must continually receive a CalPERS retirement allowance in order to remain eligible to receive retiree medical insurance contributions. Any retiree that un-retires from CalPERS and returns to active service with a CalPERS covered agency, or whose coverage is cancelled due to non-payment

of any additional premiums for 180 days or more will permanently forfeit their eligibility for retiree medical benefits pursuant to this provision.

- 8.8.2. **Medical After Retirement Account (MARA)**—An employee who was hired on or after April 24, 2010 (the adoption of an alternate retiree medical plan for all City bargaining units), will not be eligible to participate in the Retiree Medical Insurance program described in 8.8.1. Instead, City shall make a contribution equal to one and one-half percent (1.5%) of such an employee's base salary toward a medical after retirement account (VEBA, or similar vehicle such as RHS plan).
- 8.8.3. **Group Dental Insurance for Qualifying Retirees**—An employee may elect to continue his or her City sponsored dental insurance if the employee is enrolled in the City's group dental plan and retires concurrently with CalPERS and the City. In order to be eligible for this benefit, the employee must have five years of continuous City employment at the time of his or her retirement. The retiree bears the full premium costs for himself/herself and any eligible dependents and will be completely responsible for these payments and for continuing dental coverage.
- 8.8.4. **Group Vision Insurance for Qualifying Retirees**—An employee may elect to continue his or her City sponsored vision insurance if the employee is enrolled in the City's group vision plan and retires concurrently with CalPERS and the City. In order to be eligible for this benefit, the employee must have five years of continuous City employment at the time of his or her retirement. The retiree bears the full premium costs for himself/herself and any eligible dependents and will be completely responsible for these payments and for continuing vision coverage.
- 8.8.5. **Surviving Spouse Coverage**—The City will allow the spouse of a deceased employee/retiree to purchase medical insurance from a City-provided medical plan at the City's premium rate provided all of the following conditions are met: the employee/retiree must be enrolled in the health plan prior to death; there is no cost to the City; the provider does not require a City contribution; and the City is held harmless if the coverage is discontinued
- 8.9. **Medical Insurance for Spouse after Employee or Retiree Death**—A retired employee's spouse shall be provided with 2 months of medical insurance coverage at the City's expense upon a retiree's death. The City shall provide up to one year of City-paid medical coverage to the spouse of an active employee who dies.
- 8.10. **Medical After Retirement Account (MARA) Plan**—IAFF Local 1507 member employees may participate in the MARA Plan to the extent permitted under the existing MARA Plan policy.

9. *Work Schedules and Hours of Work*

- 9.1. **Normal Hours of Work**—Employees shall work a normal schedule that includes shifts arranged into tours of duty within a specified schedule, resulting in an average of 56 hours of on-duty time per week over a period of a year. The schedule defines the normal work schedule and hours of work for employees and is not a guarantee of hours or shifts of work.

-
- 9.1.1. *On-duty Shift Defined*—An on-duty shift shall be 24-consecutive hours of time worked beginning at 0800 hours on a calendar day and ending at 0800 hours the following calendar day. An on-duty shift is signified by the symbol “X”.
- 9.1.2. *Off-duty Shift Defined*—An off-duty shift shall be 24-consecutive hours of time off beginning at 0800 hours of a calendar day and ending at 0800 hours the following calendar day. An off-duty shift is signified by the symbol “O”.
- 9.1.3. *Tour-of-Duty Defined*—A Tour-of-Duty is a sequence of on-duty and off-duty shifts patterned as defined in 9.1.4.
- 9.1.4. *Shift Schedule Defined*—A shift schedule shall be a series of tours of duty, with 3 different shift schedules. The 2/4 Work Schedule has workweeks and tours of duty. There are 3 different work shifts in a 24-day cycle as follows:
- A Shift XXOOOOXXOOOOXXOOOOXXOOOO
B Shift OOOOXXOOOOXXOOOOXXOOOOXX
C Shift OOXOOOOXXOOOOXXOOOOXXOO
- 9.1.5. *Rest Periods*—During normal on-duty shifts, one rest period shall be permitted between 0800 hours and 1200 hours and one between 1300 hours and 1700 hours, provided that such rest periods do not interfere with effective operations.
- 9.1.6. *Time for Reporting for On-duty Shifts*—Employees must report for work for their scheduled on-duty shift no later than 0800 hours.
- 9.1.7. *Departure of Employees from On-duty Shifts*—Employees shall not depart from their on-duty shift and station until properly relieved. Exceptions may be made with approval from the on-duty Battalion Chief for family emergency or sudden onset of injury or illness.
- 9.1.8. *Shift Trades*—Allow for 1 quad-, 4 double- and unlimited single shift trades per Policy and Procedures Manual, except that this may be changed as needed for operational requirements in the sole discretion of the Fire Chief through revision to the Policy and Procedures Manual. The City will meet and consult with the IAFF before implementing any change but may implement the change without necessarily reaching agreement.
- Trades made to cover for Department approved training or education where backfill and overtime cannot be provided shall not count against the shift trade caps.
 - Shift trade caps may be modified during the term of the contract by mutual agreement between the Fire Chief and the union.
- 9.2. *FLSA Work Period*—The parties have agreed to a 7K exemption under the Fair Labor Standards Act (FLSA), pursuant to 29 U.S.C. section 207(k), and each employee is assigned to a work period for FLSA purposes as follows:
- 9.2.1. *Fire Suppression*—The work period is 24 days in length and begins at 0800 and ends 24 consecutive days later.
- 9.2.2. *Non-Fire Suppression Safety Inspectors*—The standard work period is a 7 consecutive-day work period that begins at 12:01 am Friday and ends at 12 midnight the following Thursday.
- 9.3. *FLSA Overtime Compensation*—Notwithstanding the contractual overtime benefits set forth in this MOU, the FLSA overtime threshold applicable to fire suppression employees is 182 hours actually worked in the 24-day work period.

9.4. *Overtime*—

9.4.1. *Overtime Defined*—Overtime is ordered and authorized work in excess of an employee's normal work schedule. The City will credit all paid leave as hours worked for the purposes of overtime.

9.4.2. *Overtime Records*—Records of overtime worked shall be maintained in accordance with procedures established by the Fire Chief.

9.4.3. *Minimum Overtime*—Except in instances when an employee is unable to depart from an on-duty shift and station because the employee has not been properly relieved, no form of overtime payment shall be made where time worked prior to the beginning of a shift or following completion of a shift is less than 12-minutes in duration.

9.4.4. *Overtime Compensation Rates*—

9.4.4.1. *Compensation Rate*—Employees shall be compensated for all overtime hours worked at the rate of 1.5 times the employee's enhanced hourly rate of pay.

9.4.4.2. *Hold-over*—Overtime compensation for an employee held over past the end of an on-duty shift shall conclude immediately upon the employee being properly relieved or upon the commencement of the employee's next regularly scheduled on-duty shift, whichever occurs first.

9.4.4.3. *Non-emergency Call-in*—Overtime compensation shall commence at the time the employee reports for duty and shall conclude at the time the employee is released from duty or upon the commencement of the employee's next regularly scheduled on-duty shift, whichever occurs first. Overtime for the purpose of minimum staffing will be considered as non-emergency.

9.4.4.4. *Emergency Call-in*—Employees who respond to an emergency call-in that is not immediately preceding or following the employee's own regularly scheduled on-duty shift shall receive a minimum of 4-hours compensation for the response.

9.4.4.5. *Court Time Minimum*—Employees who are required, as part of their duty, to report to court for purposes directly related to their job, shall be compensated a minimum of 4 hours for the response.

9.4.5. *Fire 40 Compensatory Time*—An employee in a 40-hour position may, at the employee's option or the City's option, receive pay for overtime hours worked or may accumulate compensatory time as allowed by law up to a maximum of 100 hours in lieu of pay for said overtime.

9.4.5.1. *Taking Compensatory Time*—The overtime hours worked may be taken as compensatory time off provided anyone wishing to exercise this option must give at least 3 days' notice of the desire for such time off and the time off must be taken under such conditions as will not interfere with the minimum staffing and continued functioning of the division.

9.4.6. *Fire 56 Compensatory Time in Lieu of Overtime Pay*—An employee in a 56-hour position may, at the employee's option or the City's option, receive pay for overtime hours worked or may accumulate compensatory time at a rate of 1.5 times the number of hours worked up to a maximum of 96 hours. Accrued and unused comp time may

be taken in lieu of vacation hours, whenever vacation is taken.

9.4.6.1. *Program Requirements*—The City may terminate this program during the term of this contract if it fails to meet the following criteria:

- Scheduling software successfully manages comp time use;
- There is no significant adverse impact on minimum staffing or employees' ability to take vacation or sick leave.

9.4.6.2. *Comp Time Cash-out*—Employees shall be permitted to receive a cash value of up to the accrued hours of compensatory time per calendar year. Comp time cash-out is subject to the following:

- Comp time hours shall be compensated at the employee's enhanced rate of pay as of the date of the cash out.
- Employees must complete an irrevocable election form and submit the completed form to the Human Resources Department no later than December 15 of the calendar year prior to the year of the desired cash out. Only time accrued during the calendar year following the irrevocable election may be cashed out.
- Time may be paid out twice annually in May and November, as long as, employees have submitted an irrevocable election form in the prior calendar year.

9.4.6.3. *Separation from Unit*—If an employee separates from the City or promotes/transfers out of the unit, any accrued comp time shall be paid out at that time.

9.4.7. *Exclusion of Trade Time*—Department permission for an employee to trade on-duty shift time with another employee shall not be construed as an approved alteration of an employee's normal work schedule or hours of work. Nor shall such department-permitted trades of on-duty shift time between employees be construed as ordered and authorized work in excess of an employee's normal work schedule and hours of work for the purposes of establishing eligibility for overtime compensation of any kind.

9.4.8. *Minimum Staffing*—Minimum staffing level at 20 personnel at all time except that minimum staffing may be changed as needed for operational requirements in the sole discretion of the Fire Chief through revision to the Policy and Procedures Manual. The City will meet and consult with the IAFF before implementing any change, but may implement the change without necessarily reaching agreement.

10. *H*olidays

10.1. *Authorized Holidays*—The City observes the following holidays:

10.1.1. Full-day Holidays—

January 1 st	New Year's Day
Third Monday in January	Martin Luther King Birthday
Third Monday in February	Washington's Birthday Observed
Last Monday in May	Memorial Day Observed

- | | |
|---|--|
| <p>June 19th
 July 4th
 First Monday in September
 Second Monday in October
 November 11th
 Fourth Thursday in November
 Fourth Friday in November
 December 25th</p> | <p>Juneteenth
 Independence Day
 Labor Day
 Indigenous Peoples Day
 Veterans' Day
 Thanksgiving Day
 Day following Thanksgiving
 Christmas Day</p> |
|---|--|
- 10.1.2. *Half-day Holidays*—
 December 24th
 December 31st
- 10.1.3. *Shift Holiday Pay for 56-hour Employees*—56-hour employees shall receive five and one-half percent (5.5%) of compensation in lieu of observing City holidays. Such payments shall be allocated to each biweekly pay period. Reporting of Holiday in Lieu Pay for retirement purposes shall conform to CalPERS regulations requiring reporting of Holiday in Lieu Pay allocated to each biweekly pay period.
- 10.1.4. *Observed Holidays for 40-hour Employees*—There are thirteen holidays per year, which will be considered paid time off. Employees in paid status the entire day before, as well as the entire day after a holiday is observed by the City, shall be entitled to receive holiday pay. Holiday time shall be considered as hours worked. When a City-observed holiday falls on the employee's regularly scheduled day off, the employee may either receive holiday pay or may request to take an alternate day off in the same pay period as the holiday.
- 10.1.5. *Discretionary Holiday*—56-hour employees shall be eligible for 12 hours of discretionary holiday and 40-hour employees shall be eligible for 8 hours of discretionary holiday each calendar year. The discretionary holiday accrues in the first pay period of each calendar year. New hires will accrue the discretionary holiday upon their appointment as a regular employee with the City. Once accrued, this discretionary holiday should be used before vacation leave. An employee who has not used the discretionary holiday by the end of the last full pay period in each calendar year shall forfeit this benefit that calendar year.
- 10.1.6. *Holiday Compensation for Employees on Industrial Injury or Illness Leave*—An employee receiving compensation pursuant to the provisions of Section 4850 of the Labor Code shall receive the same holiday compensation as the employee would have received had the employee worked a normal on-duty shift time.
- 10.1.7. *Holiday Compensation for 40-hour Employees on Non-industrial Sick Leave or Family Care Leave*—Unless the employee actually worked the holiday, an employee who is scheduled to work on the day immediately preceding an actual holiday, on the actual day of a holiday, and/or on the day immediately following an actual holiday and who does not report for duty as scheduled due to personal injury or illness or due to a family care leave absence may be required to submit verification or certification as is satisfactory to the Fire Chief or designee prior to receiving compensation for the holiday.
- 10.1.8. *Employees Not Eligible for Holiday Compensation*—A new 40-hour employee who

is not on full-time regular paid status for the entire pay period in which a holiday occurs shall not be eligible for holiday compensation during that pay period. An employee receiving long-term disability benefits shall not be eligible for holiday compensation.

11. Paid Leaves

11.1. *Vacation*—Employees shall earn and be granted vacation leave.

11.1.1. *Vacation Accrual Rates for 40-hour Employees*—This leave will accrue based on the 40-hour workweek rate as follows:

<i>Accrual Rate</i>	<i>Biweekly</i>	<i>Annual</i>
1 st through 4 th year	4.62 hours	120 hours
5 th through 14 th year	6.16 hours	160 hours
15 th through 24 th year	7.69 hours	200 hours
25 th and succeeding years	9.23 hours	240 hours

11.1.2. *Vacation Accrual Rates for 56-hour Employees*—Employees shall accrue vacation hours in accordance with the following schedule:

<i>Accrual Rate</i>	<i>Biweekly</i>	<i>Annual</i>
1 st to 4 th years	5.54 hours	144 hours
5 th to 10 th years.....	8.31 hours	216 hours
11 th to 14 th years.....	11.08 hours	288 hours
15 th to 24 th years.....	13.85 hours	360 hours
25 th and succeeding years	16.62 hours	432 hours

11.1.3. *Vacation Selection*—

11.1.3.1. *Shift Vacation*—Each employee shall select vacation in not less than 24-hour periods or multiple consecutive 24-hour periods by order of seniority within the department. Such selections are to be made within each shift schedule. After all employees have had the opportunity to select vacation time, those employees who have scheduled at least 144 hours of vacation during the calendar year will be allowed an additional two picks of 12-hour vacation periods each.

11.1.3.2. *Vacation Staffing*—No more than 2 IAFF unit employees per shift may be on vacation on any working day. However, 4 employees may be off on vacation per shift if the fire suppression staffing is above 20, or if it does not cause overtime, provided the employee requesting vacation calls before 7:45 a.m. to verify the staffing level.

11.1.3.3. *Unscheduled Vacation Selection*—Within the constraints of above, unscheduled vacation may be requested on a first-come basis up to one shift before the vacation would start. Ties are broken by seniority.

11.1.4. *Vacation Cash Out*—56-hour employees shall be permitted to cash out up to 96 hours of unused but accrued vacation during each calendar year. Forty-hour employees shall be permitted to cash out up to forty (40) hours of vacation during each calendar year. Vacation cash-out is subject to the following:

-
- Employees must have scheduled at least 80 hours of vacation during the calendar year in which vacation is cashed out.
 - Employees must maintain a minimum of 80 hours of accrued vacation in their vacation bank at time of payout.
 - Vacation hours shall be compensated at the employee's enhanced rate of pay as of the date of the cash out.
 - Employees must complete an irrevocable election form and submit the completed form to the Human Resources Department no later than December 15 of the calendar year prior to the year of the desired cash out. Only time accrued during the calendar year following the irrevocable election may be cashed out.
 - Time may be paid out twice annually in May and November, as long as, employees have submitted an irrevocable election form in the prior calendar year.
- 11.1.5. *Vacation Accumulation*—Employees may not accumulate more than two times their annual accrual amount of vacation hours. Once an employee has accumulated two times the annual accrual, no further vacation leave will accrue until the pay period after the vacation balance has been reduced below the two-year cap. The Fire Chief with City Manager approval shall have the ability to grant an exception to this provision for bargaining unit members who reach their cap and are unable to use their vacation due to exceptional circumstances to be defined by the Fire Chief. In these situations, the Fire Chief with City Manager approval shall have the authority to grant the bargaining unit member the right to cash out additional vacation or to allow the member to temporarily exceed the vacation cap.
- 11.1.6. *Vacation Compensation Payout Upon Separation*—An employee who retires or separates from City employment and who has accrued unused vacation time on record shall be compensated at the employee's enhanced hourly rate of pay for all accumulated hours.
- 11.2. *Sick Leave/Non-industrial Injury Illness Leave*—
- 11.2.1. *Definition*—An employee who is temporarily and/or partially disabled from performing the full scope of the usual and customary duties of the classification as the result of an injury or illness, or other reasons as permitted by law, shall be eligible to receive sick leave without loss of salary or benefits within the limits set forth below.
- 11.2.2. *Amount of Sick Leave*—56-hour employees will accrue 12 hours of sick leave per month of employment, which may be accumulated without limit. 40-hour employees accrue 8 hours of sick leave per month of employment, which may be accumulated without limit.
- 11.2.3. *Sick Leave Request*—Employees shall complete and submit a request for paid sick leave for each occurrence of sick leave in accordance with the policies and procedures established by the Fire Chief.
- 11.2.4. *Approval of Sick Leave Request*—The Fire Chief or designee shall review all sick leave requests and, if approved, the request shall be granted. The Fire Chief or designee shall not unreasonably withhold approval of an employee's sick leave request.
- 11.2.5. *Verification of Injury or Illness*—
- 11.2.5.1. *Usual Verification*—An employee requesting paid sick leave shall

provide reasonable verification of the illness or injury, usually in the form of the employee's personal affidavit of injury or illness.

11.2.5.2. *Doctor or Nurse Practitioner's Verification*—The Fire Chief or designee may require a verification prepared and signed by a medical doctor, physician's assistant, or nurse practitioner, stating that the employee was unable to perform his or her regular duties and that the employee is able to perform the full scope of the normal and customary duties of the classification. This verification shall be required when an employee is absent due to illness or injury for a period of 3-consecutive shifts. In addition, the Fire Chief may require a medical verification any time there is a reasonable basis to believe that an individual employee has abused the leave. Such medical verification requests shall not be unreasonably imposed.

11.2.6. *Prohibition from Engaging in Outside Occupation*—An employee who is absent from duty as the result of a non-industrial injury or illness and on paid sick leave shall not perform duties in any occupation outside of the City service. This requirement is intended to ensure that an absent employee is doing all that is necessary to facilitate complete and swift recovery from the injury or illness causing temporary and/or partial disability and absence from work.

11.2.7. *Sick Leave Management Plan*—The purpose of the sick leave management plan is to provide a formal structure to correct excessive sick leave usage. Generally, the sick leave management plan will become operative when an employee fails to respond to the supervisor's review and counseling. If circumstances are present that warrant immediate action, the supervisor, with the approval of the Fire Chief or designee, may place an employee on a sick leave management plan in conjunction with the review and counseling of the employee concerning leave usage.

11.2.7.1. *Sick Leave Threshold*—

11.2.7.1.1. *Employees Scheduled 56-hour Workweeks*—Employees working 24-hour shifts, who exceed 144 hours or exceed 4 occurrences of sick leave per calendar year will be subject to a review of sick leave usage.

11.2.7.1.2. *Employees Scheduled 40-hour Workweeks*—Employees working 40-hour workweeks, who exceed 56 hours or 7 occurrences of sick leave per calendar year will be subject to a review of sick leave usage.

11.2.7.2. *Leave Monitoring*—The Fire Chief or designee will monitor sick leave monthly. Any pattern detected, which meets the threshold defined above, will be subject to review.

11.2.7.3. *Protected Leaves*—Leaves covered by FMLA/CFRA/PDL and Protected Sick Leave pursuant to Article 11.2.8. shall be excluded from sick leave management review and shall not be subject to requirements under a sick leave management plan.

11.2.7.4. *Review and Counseling*—An employee whose use of sick leave falls within the criteria outlined above shall meet with the immediate supervisor to discuss the reasons and/or causes of the leave usage. If it is determined that there are not mitigating circumstances affecting the use of sick leave, the supervisor will counsel the employee on the proper use of such leave. Corrective action, if

warranted, will be discussed with the employee.

- 11.2.7.5. *Sick Leave Management Plan Requirements*—When a sick leave management plan is imposed, it will include a series of requirements that an employee must adhere to during the 12-month period the plan is in effect. Adherence to the requirements should serve to discourage excessive sick leave use.
- 11.2.7.6. *Plan Stipulations*—The sick leave management plan stipulates that an employee submit to the following when sick leave is used.
- 11.2.7.6.1. *Personal Notification*—Personally notify the on-duty shift battalion chief of the illness/absence by telephone.
- 11.2.7.6.2. *Examination*—Have an examination by a medical doctor or nurse practitioner on the day of the reported illness.
- 11.2.7.6.3. *Affidavit*—Obtain a note from a medical doctor or nurse practitioner in medical terminology that indicates the extent the employee is precluded from performing the job. A generalized medical return-to-work release signed by a health care practitioner will not suffice in meeting this requirement.
- 11.2.7.6.4. *Other Conditions*—Identify any other condition that the supervisor deems appropriate for the specific circumstances to further discourage unwarranted use of sick leave.
- 11.2.7.7. *Disciplinary Process*—Failure to adhere to the sick leave management plan prescribed by an employee's supervisor will result in disciplinary action.
- 11.2.7.8. *Maximum Paid Sick Leave Usage*—An employee who has insufficient sick leave hours on record to cover absences from the job shall use accrued vacation prior to receiving authorization for a medical leave of absence without pay.
- 11.2.8. *Protected Sick Leave*—Employees are permitted to use up to half of their annual sick leave accrual, in any calendar year, for the following purposes:
- the diagnosis, care, or treatment of an existing health condition of, or preventive care for the employee themselves;
 - the diagnosis, care or treatment of an existing health condition of, or preventive care for an employee's child (regardless of age or dependency status); parent; parent-in-law; spouse; registered domestic partner; grandparent; grandchild; sibling; or a "designated person" as defined by labor code 233 (only one person may be designated for any 12-month period); or
 - if the employee is a victim of domestic violence, sexual assault or stalking, to obtain any relief to help ensure the health, safety or welfare of the employee or his or her child(ren).
- 11.2.8.1. *Leave Amount*—One-half of the employee's annual accrual of sick leave is protected and may be used for any of the purposes identified above.
- 11.2.8.2. *Concurrent Use of Leave*—This leave may run concurrently with FMLA, CFRA, PDL or other protected leave permitted under federal or state law.
- 11.2.8.3. *Leave Accounting*—The accounting for protected sick leave shall be on a payroll calendar year basis, effective the pay period including January 1st of each

year.

11.2.8.4. *Notification Procedures*—An employee using protected sick leave is required to designate such leave, including the qualifying reason for such leave, for the absence on the appropriate City form.

11.2.8.5. *Leave Verification*—For protected sick leave taken due to the illness of the employee or the employee's family member/designated person, that consists of three or more shifts,, employees shall be required to submit a licensed health care provider's medical certification, verifying the actual injury or illness of the employee, or the need for the employee to care for the employee's family member/designated person due to illness or injury.. Such medical verification shall not be unreasonably imposed.

11.3. *Bereavement Leave*—An employee shall be granted up to five (5) days of unpaid leave in accordance with State Law and City Administrative Instruction Section VI. No. 40. Concurrently, an employee may take paid leave of absence without loss of salary or benefits upon the death or for the funeral of a family member as defined below.

11.3.1. *Definition of Family Member for Bereavement Leave*—This leave may be granted for any of the following persons: spouse, domestic partner registered with the State of California, child, child-in-law, parent, parent-in-law, step-parent, sibling, sibling-in-law, step-sibling, grandparent and grandchild. Bereavement leave may be taken for a person identified as the employee's "designated person" for the purpose of protected sick leave.

11.3.2. *Leave Within California*—56-hour employees may be granted up to a maximum of 48 on-duty hours of paid leave per occurrence for the death or to attend the funeral of a family member within California. 40-hour employees may be granted up to 24 hours of paid leave.

11.3.3. *Leave Outside California*—56-hour employees may be granted up to a maximum of 72 on-duty hours of paid leave per occurrence for the death or to attend the funeral of a family member outside of California. 40-hour employees may be granted up to 40 hours of paid leave.

11.4. *Medical Appointment Leave*—Employees shall receive leave with pay for appointments with medical doctors and dentists in instances where the employee can demonstrate that the appointment could not have been reasonably scheduled to occur on an off-duty day. An employee requesting such paid leave shall receive approval of the Fire Chief or designee prior to taking the leave. Such leave shall be authorized only for the actual time necessary for the appointment and a reasonable travel time to and from the appointment. Employees shall be required to submit a personal statement describing the nature and need of such visits. The City reserves the right to confirm or verify any appointment for which such leave is authorized.

11.4.1. *Medical Appointment Leave Charged to Sick Leave for 56-hour Employees*—The first 11.2 hours per year of medical appointment leave will not be charged to sick leave, all other absences related to medical appointments shall be charged to sick leave.

11.4.2. *Medical Appointment Leave Charged to Sick Leave for 40-hour Employees*—The first 8 hours per year of medical appointment leave will not be charged to sick leave,

all other absences related to medical appointments shall be charged to sick leave.

- 11.5. *Industrial Injury or Illness Leave*—An employee who is temporarily and/or partially disabled from performing the full scope of the usual and customary duties of the classification as a result of an injury or illness, which has been determined to be industrially caused shall be granted Industrial Injury or Illness Leave without loss of salary or benefits.
- 11.5.1. *Administration of Leave*—The requirements and the amount of Industrial Injury or Illness Leave granted an employee are prescribed in Labor Code Section 4850 and its related sections in effect at the time of the industrial illness or injury.
- 11.5.2. *Modified-duty Program*—The department has a modified-duty program described in another section of this agreement.
- 11.5.3. *Prohibition from Engaging in Outside Occupation*—An employee who is absent from duty as a result of an industrial injury or illness and receiving Industrial Injury or Illness Leave shall not perform duties in any occupation outside of the City service. This requirement is intended to ensure that the employee is doing all that is necessary to facilitate complete and swift recovery from the injury or illness that caused the absence from duty and temporary and/or partial disability.
- 11.6. *Pregnancy Disability and Childcare Leave*—Employees may be granted leave up to the maximum period of time permitted by law for disabilities caused or contributed to by pregnancy, childbirth, or related medical conditions or for reason of the birth of a child or the placement of a child with an employee in connection with adoption. These leaves may run concurrently with Pregnancy Disability, Family Medical Leave Act, or California Family Rights Act leaves.
- 11.7. *Paid Parental Leave*—Employees shall be eligible for up to four calendar weeks of paid leave for the birth, adoption or placement of a child/foster child to be used in conjunction with FMLA/PDL/CFRA.

12. *Leave Conversion*

- 12.1. *Leave Conversion Factors*—Employees who change workweek schedules shall be entitled to the following conversions. An employee working 56-hour schedule changing to a 40-hour schedule will have accrued hours converted to a 40-hour equivalent workweek. Employees working a 40-hour schedule changing to a 56-hour schedule will have accrued hours converted to a 56-hour equivalent workweek. The following conversion factors apply for each leave type:
- 12.1.1. *56-hour Schedule*—A 56-hour schedule changed to a 40-hour workweek schedule will have leaves converted in the following manner.
- 12.1.1.1. *Sick Leave Conversion*—Accrued sick leave hours will be converted by multiplying by a factor of .7142857.
- 12.1.1.2. *Vacation Leave Conversion*—Accrued vacation hours will be converted by multiplying by a factor of .555.
- 12.1.2. *40-hour Schedule*—A 40-hour schedule changed to a 56-hour workweek schedule will have leaves converted in the following manner.

- 12.1.2.1. *Sick Leave Conversion*—Accrued sick leave hours will be converted by multiplying by a factor of 1.4.
- 12.1.2.2. *Vacation Leave Conversion*—Accrued vacation hours will be converted by multiplying by a factor of 1.8.

13. *Long-term Disability Program*

- 13.1. *Application for Benefits*—An employee who is disabled from performing the full scope of the usual and customary duties of the classification as the result of an injury or illness and has utilized all accrued paid leave and sick leave for which the employee is eligible up to the 30th calendar day of disability, may file an application for long-term disability insurance benefits in accordance with the requirements of the long-term disability insurance plan.
- 13.2. *Elimination Period*—The elimination period for the long-term disability plan is 30 days. Employees will not be required to utilize sick leave in excess of this elimination period in order to qualify for disability payment.
- 13.3. *City Determination*—If an employee has a long-term disability, the City shall determine from medical documentation whether the employee is permanent and stationary or whether the employee is temporarily disabled:
 - 13.3.1. *Permanent and Stationary Status*—An employee is considered permanent and stationary if he/she is incapacitated from performing the full scope of the usual and customary duties of the classification.
 - 13.3.2. *Temporary Disability Status*—An employee is considered temporarily disabled if the medical prognosis for the employee's eventual ability to completely recover to a point of being able to assume the full scope of the usual and customary duties of the classification is such that there exists a probability of complete recovery within a period of 365 days, or a reasonable extension thereof.
- 13.4. *Permanent and Stationary Determination*—If the City determines from medical documentation that the employee with or without accommodation is permanent and stationary, the City may retire the employee or otherwise separate the employee from the classification and/or from City service.
- 13.5. *Temporary Disability Determination*—If the City determines that the employee is temporarily disabled from performing the full scope of the usual and customary duties of the classification and that there exists a probability of complete recovery within a period of 365 days, or a reasonable extension thereof, then the City may grant the employee a leave of absence without pay for a period appropriate to the time necessary to determine the employee's ability to completely recover, or the City may not grant such leave and separate the employee from the classification and/or from City service in accordance with applicable law.
- 13.6. *Permanent and Stationary Determination During Leave of Absence*—If the City grants an employee a leave of absence without pay for the purpose of providing the employee with the ability to completely recover, and the employee's disability becomes permanent and stationary during the period of such leave, and the employee is precluded from

performing the duties of the classification with or without accommodation from, then the City may retire the employee on a disability retirement or otherwise separate the employee from the classification and/or City service at the time the employee's condition becomes permanent and stationary in accordance with applicable law.

- 13.7. *Accrued Vacation Payment*—Upon becoming eligible for long-term disability benefits and being granted a leave of absence without pay for a period appropriate to the time necessary to determine an employee's ability to completely recover, the City will pay, at the request of the employee, any accrued vacation time for which the employee qualifies.
- 13.8. *Insurance Premium Payment*—The City will continue to pay the insurance premiums on behalf of a disabled employee and dependents if the employee has elected these benefits, pursuant to the provisions for such payments otherwise provided in this agreement, until the date of the employee's separation from City service.

14. *Modified-duty Program*

- 14.1. *Modified Duty Program*—The purpose of the modified-duty program is to prevent deterioration of skills, facilitate recovery, and eliminate a potential for income loss. It minimizes the loss of productive time while at the same time reintroducing the employee to work. Modified duty assignments will be structured so employees are not placed in a duty status that would aggravate an injury or illness.
- 14.2. *Coverage*—Employees who suffer a temporary or partial disability due to an industrial or non-industrial injury or illness will be covered by this modified duty program.
 - 14.2.1. *Determination and Required Reports*—
 - 14.2.1.1. *Assignments*—Modified duty assignments may be made following evaluation and determination by the Fire Chief or designee. The determination will be based on available medical information, and in consultation with the employee or the employee's immediate supervisor. Determinations will also be based on the needs of the City and the impact of modified duty on departmental operations.
 - 14.2.1.2. *Evaluation and Determination*—The evaluation and determination of modified duty assignments may be initiated by the Fire Chief or designee, at the request of the employee's immediate supervisor, or at the request of the employee.
 - 14.2.1.3. *Medical Reports*—Once the initial medical report is received by the department, updated medical reports shall be submitted to the Fire Chief or designee at two-week or other agreed-upon intervals, for as long as the employee is off work. Reports will be required for all industrial or non-industrial injuries or illnesses regardless of whether a modified duty assignment has been made.
 - 14.2.1.4. *Review of Assignment*—Reports will be evaluated by the Fire Chief or designee for purposes of commencing, continuing, or terminating a modified duty assignment.
 - 14.3. *Modified-duty Assignments, Definitions, and Restrictions*—
 - 14.3.1. *Assignments*—Modified duty assignments may consist of reduced work hours,

- limited work, or any combination thereof.
- 14.3.2. *Impact to Employee*—Modified duty assignments will not adversely affect the employee's normal enhanced biweekly gross wages or retirement benefits.
- 14.3.3. *Fire Department Assignments*—Modified duty assignments will be within the employee's assigned department and will involve work that is within the employee's work limitations.
- 14.3.4. *Normal Business Hour Assignments*—The employee may be assigned modified-duty work during normal office hours of 8:00 a.m. to 5:00 p.m., Monday through Friday. If the employee has to attend a medical appointment pertaining to their work-related injury while assigned to a modified duty shift, and that appointment conflicts with their modified duty shift, the employee may take up to four hours off without loss of pay each full pay period so that the employee may attend the related appointment. Nothing in this section should be interpreted to prevent that employee from using accrued leave to attend said appointments in excess of the four hour per pay period limitation.
- 14.3.5. *Case-by-Case Review*—Specific modified-duty assignments will be developed based on a case-by-case review of the medical restrictions, so as not to aggravate an injury or illness.
- 14.3.6. *Field Emergency Responses*—Employees will not be placed in modified duty assignments that, in the normal course of events, will require a direct field emergency response.
- 14.3.7. *Reevaluations*—The employee shall be allowed to leave the modified duty assignment due to any discomfort from or aggravation to the injury or illness, which necessitated the employee going on modified duty status. Absences of 2 or more occurrences during a modified duty assignment shall require an appointment and evaluation with the treating physician.
- 14.3.8. *Uniforms*—Employees shall not be required to wear a uniform while on modified duty assignments.
- 14.3.9. *Holidays*—Employees in a 40-hour per week modified duty status shall receive the same holiday compensation as if still working in a 56-hour workweek assignment.
- 14.3.10. *Vacation Scheduling*—Employees assigned to modified duty work shall take their vacation as normally scheduled. Vacations shall cover the same number of duty and calendar days as would have been if the employee had remained on full duty.
- 14.4. *Return-to-Full-duty Status*—Employees will be returned to full duty as soon as possible following medical certification that the employee is able to resume the essential functions of the classification with or without accommodation.

15. *Layoff and Demotion Policy*

- 15.1. *Reduction in Force*—In the event of a reorganization or reduction in force, the employee with the least service in the affected classification shall be demoted first. The demoted employee shall be reassigned to a lower-related classification or assignment held by an employee with less department seniority.

- 15.2. *Displaced Employees*—If the demoted employee will displace another employee with less department seniority, and is not deemed capable by the City to work in that classification or assignment, the demoted employee shall be laid off. The employee with the least City service shall be laid-off first and so on until no further layoffs are needed. This layoff and demotion practice shall continue through the ranks until the lowest classification is reached and no further layoffs are needed.
- 15.3. *Seniority*—When layoffs are to occur, seniority is determined by years of service with the City, not Fire Department years of service.

16. *Residency*

- 16.1. *California Residency Requirement*—Employees must reside within California. An employee whose primary residence is outside of California as of July 1, 2025, who has purchased a primary residence outside of California or who has an accepted purchase offer for their primary residence outside of California prior to July 1, 2025, is excluded from the California residency requirement.
- 16.2. *Residency Stipend*—Employees whose primary residence is within San Mateo County, City and County of San Francisco, or Santa Clara County, shall receive a monthly stipend of \$500 per month. Residency Stipend shall be paid retroactive to July 4, 2025, provided that a tentative agreement is reached prior to June 30, 2025, is subsequently ratified by the membership within 2 weeks of signing, and is approved by Council. Otherwise, Residency Stipend shall be paid beginning the first full pay period after adoption of this agreement by Council.

17. *Emergencies*

Nothing contained in this agreement shall limit the authority of the department and the City to make necessary changes during emergencies. The department and/or the City shall notify the Union of such changes as soon as possible. Emergency assignments of employees shall not exceed beyond the period of the crisis. An emergency is defined as an unforeseen circumstance requiring immediate implementation of the change.

18. *Discipline Provision*

Employees covered by this agreement shall have the right to appeal the following kinds of discipline, which shall only be imposed for just and proper cause, using the grievance procedure contained in this agreement, for termination, demotion from one classification to another classification, in-grade pay reduction, suspension without pay, written reprimand, and involuntary removal from a special assignment where the removal results in a loss in pay or transfer for punitive purposes. An employee who appeals a disciplinary

action must state in writing, initiating the appeal using the grievance procedure contained in this agreement. Notwithstanding a request from an employee using the grievance procedure contained in this agreement that his/her disciplinary appeal be heard by an arbitrator, an appeal of a disciplinary action shall not be advanced to binding arbitration unless the Union's President notifies the City's Human Resources Director in writing within 30 days after receipt of the City Manager's decision by the employee that the Union requests that the appeal be advanced to arbitration.

19. *Grievance Procedure*

This grievance procedure shall be applied in resolving grievances filed by employees covered by this agreement.

- 19.1. *Definition of a Grievance*—A grievance is defined as an allegation by an employee or a group of employees that the City has failed to provide a condition of employment, established by this agreement, provided that the condition of employment is not a matter within the discretion of the Fire Chief or the City.
- 19.2. *Stale Grievance*—A grievance shall be void unless filed in writing within 45-calendar days from the date upon which the City is alleged to have failed to provide a condition of employment that has been established by this agreement, or within 45-calendar days from the time an employee might reasonably have been expected to have learned of the alleged failure. In no event shall a grievance include a claim for money relief for more than the 45-calendar day period, plus such reasonable discovery period.
- 19.3. *Grievance Steps*—The general steps in the grievance procedures are as follows:
 - 19.3.1. *Step 1: Informal Discussion with Employee's Supervisor*—Before proceeding to the formal grievance procedure, an employee shall discuss the grievance with immediate supervisor in private and attempt to work out a satisfactory solution. If the employee and immediate supervisor cannot work out a satisfactory solution, the employee may then choose to represent him/herself individually. Or the employee may request the assistance of an employee representative of choice, who has been officially authorized by the Union, pursuant to this agreement, to put in writing and formally present the grievance.
 - 19.3.2. *Step 2: Formal Written Grievance to Employee's Battalion Chief*—If the employee chooses to formally pursue the grievance, it shall be presented in writing to the Battalion Chief within 15-calendar days after the date upon which the grieving employee informally discussed the grievance with the immediate supervisor. The written grievance shall specify the Article, Section, and/or Subsection of this agreement alleged to have been violated by the City and shall specify dates, times, places, persons, and other facts necessary for a clear understanding of the matter being grieved. Within 15-calendar days of receipt of the written grievance, the Battalion Chief shall respond to the grievance with an answer in writing. If the grievance is not resolved at this level, the employee shall have 15-calendar days from receipt of the Battalion Chief's answer in which to file an appeal to the Fire Chief.
 - 19.3.3. *Step 3: Waiver of Battalion Chief Review*—If the grievance is not resolved after the

informal discussion with the employee's immediate supervisor, the grievant and the Battalion Chief may, by mutual agreement, waive review of the grievance by the Battalion Chief and proceed to present the grievance to the Fire Chief or designee.

19.3.4. *Step 4: Grievance to Fire Chief*—The Fire Chief or designee shall have 15-calendar days after receipt of the grievance to review and answer it in writing. A meeting between the Fire Chief or designee and the grievant and designated representative is required at this level unless waived by mutual agreement.

19.3.5. *Step 5: Arbitration of Grievance*—In the event that the grievance is not resolved by the Fire Chief or designee, the grievant may, within 30-calendar days after receipt of the Fire Chief's decision, request that the grievance be heard by an arbitrator.

19.3.6. *Step 6: Informal Review by the City Manager*—Prior to the selection of an arbitrator and submission of the grievance for hearing by an arbitrator, the City Manager or designee shall informally review the grievance and determine whether the grievance may be adjusted to the satisfaction of the employee. The City Manager or designee shall have 15-calendar days in which to review and seek adjustment of the grievance.

19.3.7. *Step 7: Arbitration of Grievance*—

19.3.7.1. *Selection of Arbitrator*—The arbitrator shall be selected by mutual agreement between the City Manager or designee and the grievant or representative. If the City Manager or designee and the grievant or representative are unable to agree on the selection of an arbitrator, they shall jointly request the State Mediation and Conciliation Service to submit a list of 7 qualified arbitrators. The City Manager or designee and the grievant or representative shall then alternately strike names from the list until only one name remains, and that person shall serve as the arbitrator.

19.3.7.2. *Arbitrator Review*—The provisions for arbitration are not intended and shall not be construed to empower the arbitrator to change any condition of employment, specifically covered by this agreement or to revise, modify, or alter, in any respect, any provision contained in the agreement.

19.3.7.3. *Duty of the Arbitrator*—Except when an agreed statement of facts is submitted by the parties, it shall be the duty of the arbitrator to hear and consider evidence submitted by the parties and to thereafter make written findings of fact and disposition of the grievance, which shall be final and binding upon the parties. The decision of the arbitrator shall be based solely on the interpretation of the appropriate provisions of the agreement applicable to the grievance.

19.3.7.4. *Payment of Costs*—If the grievance concerns a written reprimand, the Union will pay the cost of the arbitrator's fee in its entirety. Otherwise, the Union and the City will split the cost of the arbitrator's fee equally. In the event that either party wishes to obtain the services of a court reporter, that party will be solely responsible for the reporter's fees, including the cost of providing the original transcription to the arbitrator. If the arbitrator, as opposed to either party, requires that the proceedings be taken down by a court reporter, the parties will equally split the cost of the reporter's fee and the cost of the original transcript. Each party will pay for the cost of an additional copy for the use of that party if a copy is desired.

- 19.4. *Effect of Failure of Timely Action*—Failure of the employee to file an appeal within the required time period at any level shall constitute an abandonment of the grievance. Failure of the City to respond within the time limit at any step shall result in an automatic advancement of the grievance to the next step.
- 19.5. *Non-Union Representation*—In the event that an employee chooses to represent him/herself, or arranges for a representative independent of the Union, the Fire Chief and the City shall make no disposition of a grievance that is inconsistent with the terms and conditions of this agreement. In the event an employee shall elect a hearing independently under this Article, the Union shall have the right to be a full and equal party to such proceedings for the purpose of protecting the interests of its members under the terms of the agreement.

20. *Agreement, Modification, and Waiver*

- 20.1. *Full and Entire Agreement*—This agreement sets forth the full and entire agreement of the parties regarding the matters set forth herein, and any other prior or existing Understanding and agreements over these matters between the parties, whether formal or informal, are hereby superseded or terminated in their entirety. In the event that the provisions of this agreement are found to be in conflict with a City rule, regulation, or resolution, the provision of this agreement shall prevail over such conflicting rule, regulation, or resolution.
- 20.2. *Written Modification Required*—No agreement, alteration, understanding, variation, waiver, or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties unless made and executed in writing by all parties and approved by the City Council.
- 20.3. *Waiver*—The waiver of any breach, term, or condition of this agreement by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.
- 20.4. *Term of Agreement*—The term of this agreement is from July 1, 2022 through June 30, 2025.

21. *Signatures*

Except as amended herein and hereby, all terms and conditions of the agreement between the City of South San Francisco and the International Association of Firefighters, Local 1507, as set forth originally in the Memorandum of Understanding for the period of July 1, 2025 through June 30, 2027 shall remain in full force and effect for the contract term set forth herein.

Signed this _____ day of _____, 2025:

Jon Crawford, Chief Negotiator

Christopher Boucher, Chief Negotiator

Dietrich Gale

Leah Lockhart, Human Resources Director

Ryan Biberston

Mich Mercado, Human Resources Manager

Larry Rosales

Devin Flannery, Deputy Fire Chief

Jeff Cochran

Nelson Aranda

Appendix A

Classifications

The current classifications in this unit are the following:

- Paramedic Firefighter Recruit
- Paramedic/Firefighter
- Fire Apparatus Engineer
- Fire Captain
- Safety Inspector I (40-hour schedule)
- Safety Inspector II (40-hour schedule)
- Senior Safety Inspector III (40-hour schedule)
- Deputy Fire Marshal

Appendix B

Salary Schedule

Effective July 4, 2025

JOB TITLE	JOB CODE	EFFECTIVE DATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Fire Apparatus Engineer	B120	7/4/2025	\$46.98	\$49.33	\$51.80	\$54.39	\$57.11
Fire Apparatus Engineer (40 Hours)	B121	7/4/2025	\$65.77	\$69.06	\$72.51	\$76.14	\$79.95
Fire Captain (40 Hours)	B101	7/4/2025	\$73.53	\$77.21	\$81.07	\$85.12	\$89.38
Fire Captain (56 Hours)	B100	7/4/2025	\$52.51	\$55.14	\$57.90	\$60.80	\$63.84
Fire Marshal - Deputy	B205	7/4/2025	\$76.90	\$80.74	\$84.78	\$89.02	\$93.47
Paramedic Firefighter	B130	7/4/2025	\$46.98	\$49.33	\$51.80	\$54.39	\$57.11
Paramedic Firefighter Recruit (40 Hours)	B135	7/4/2025	\$62.64				
Safety Inspector I	B200	7/4/2025	\$63.58	\$66.76	\$70.10	\$73.60	\$77.28
Safety Inspector II	B195	7/4/2025	\$69.91	\$73.41	\$77.08	\$80.93	\$84.98
Safety Inspector III	B190	7/4/2025	\$75.19	\$78.95	\$82.90	\$87.04	\$91.39

Appendix C

Union Time Bank

The City and the Union agree that a Union Time Bank will be established during the term of this Agreement. The conditions for use of the bank will be established by mutual agreement, with the parties making all reasonable efforts to have the Time Bank established and available for use no later than December 31, 2012. It is understood that the use of the Time Bank cannot result in financial cost to the City or have an adverse impact on staffing.

Appendix D

Side Letter Agreement

Between the City of South San Francisco and the IAFF Local 1507

The following list of issues are on-going in nature and will take more time to resolve. Therefore, the parties agree to the following with respect to completing these processes:

1. Personnel Rules and Regulations: The City is in the process of updating the Personnel Rules & Regulations/Personnel Board Rules and this process will extend beyond this bargaining process. The City reserves the right to make changes to these rules and processes during the term of this Agreement subject to meeting all meet and confer obligations related to any changes.
2. Catastrophic Leave: The City is in the process of developing a catastrophic leave program. The City agrees to satisfy all meet and confer obligations related to this program prior to the implementation of the program. The City agrees to hold the first meeting with the IAFF no later than 90 days from the date of adoption of the successor MOU.
3. Mental Health Initiatives: For the term of this 2025–2027 MOU, the City and IAFF will meet to discuss mental health initiatives to support the Department and its First Responders.

Published by
Human Resources Department
City of South San Francisco

Street Address:
City Hall
400 Grand Avenue, 1st Floor
South San Francisco, CA 94080

Web Site
www.ssf.net

Mailing Address:

P. O. Box 711
South San Francisco, CA 94083

650/877-8522 Tel
650/829-6699 Job Line
650/829-6698 Fax