

**CITY OF VALLEJO**  
**AND**  
**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS – LOCAL 1186**

**SIDE LETTER AGREEMENT**

This Side letter Agreement (“Side Letter”) is made and entered into on September 16, 2022, by and between the City of Vallejo (“City”) and the International Association of Firefighters Local 1186 (“IAFF 1186”). City and IAFF 1186 are sometimes referred to in this Side Letter collectively as the “Parties.”

The language in the Parties’ current Memorandum of Understanding (MOU), in effect from April 1, 2022 – March 31, 2026, contains the following language under Section 13: OTHER PAYS, subsection A:

**Section 13: OTHER PAYS**

- A. Self-Contained Breathing Apparatus Maintenance Pay – Two (2) employees currently assigned and certified to perform maintenance and repair work on breathing apparatus shall be compensated in an amount equal to 5% of top step Engineer base salary per month for each month so assigned by the Fire Chief or designated as the representative(s) to perform the duties of repairing and maintaining breathing apparatus. Any other personnel assigned by Fire Chief and certified to repair and maintain breathing apparatus shall also receive the 5% compensation. This compensation shall not be included as PERSable wages.**

Through this Side Letter, the Parties hereby agree to amend the above section to read as follows:

**Section 13: OTHER PAYS**

- A. Fire Staff Premium Assignment for Self-Contained Breathing Apparatus (SCBA) Program – Compensation to rank and file local firefighters who are routinely and consistently assigned to administrative work in the SCBA Program during normal hours of employment that may differ from the work schedule of the fire suppression personnel.**

**Two (2) employees certified to perform maintenance and repair work on the breathing apparatus and assigned to the SCBA Program shall be compensated in an amount equal to 5% of top step Engineer base salary per month for each month so assigned by the Fire Chief or their designated representative.**

**Duties and responsibilities for those members routinely and consistently assigned to the SCBA program include, but are not limited to:**

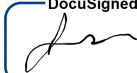
- **collecting, reviewing, and maintaining daily and monthly program records**

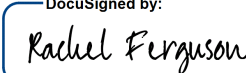
- **arranging for all required training, monitoring required training schedules, and maintaining all training records**
- **writing and applying for grants as eligible**
- **overseeing the written Respirator Protection Program and procedures, including program evaluation**
- **monitoring cleaning and disinfecting procedures and schedules for completeness as required**
- **inspecting, testing, repairing, arranging for repair, monitoring and replacing equipment as needed**
- **monitoring and arranging for Fit Testing at initial use, when changes occur, and annually as required by OSHA**
- **monitoring and arranging Flow Testing as required by OSHA**

With regard to the above program being approved as a pensionable premium pay by CalPERS on August 12, 2022, only those members who currently are eligible for the pay under the new terms, and members who are no longer in the assignment but would have previously been eligible for the pay under the new terms, qualify for pension-ability on or after the effective date. The effective date for members shall be the first full pay period following January 1, 2017. Any CalPERS contributions in the arrears required from the effective date will be the responsibility of each of the Parties based on CalPERS' determination of Employer and Employee share.

International Association of Firefighters – Local 1186

City of Vallejo

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Jonathan Alberti, IAFF Local 1186 President

Rachel Ferguson, Human Resources Director