

Side Letter Agreement

San Bernardino County Professional Firefighter IAFF, Local 935 Firefighters and Fire Suppression Aide Unit

STANDARD WORK WEEK

Section 1 - Firefighter EMT, Firefighter Paramedic Trainee, Firefighter Paramedic, Engineers, ~~and~~ Captains, and Heavy Fire Equipment Operator

The standard work week for Firefighter EMTs, Firefighter Paramedic Trainee, Firefighter Paramedics, Engineers, ~~and~~ Captains, and Heavy Fire Equipment Operator shall be a fifty-six (56) hour work week as that term is typically defined for fire service personnel.

Firefighter EMTs, Firefighter Paramedic Trainee, Firefighter Paramedics, Engineers, Captains, and Heavy Fire Equipment Operator may be temporarily assigned to a forty (40) hour work week on a specialized assignment (e.g., Tower Cadre).

OVERTIME

Section 1 - Firefighter EMT, Firefighter Paramedic, Engineer, ~~and~~ Captain, and Heavy Fire Equipment Operator

(d) Work Period. The work period for purposes of overtime, established for employees in this unit who are assigned to a fifty-six (56) hour work week, shall be twenty-four (24) days. All work periods which define overtime based as other than time worked in excess of forty (40) hours are established pursuant to section 207(k) of the Fair Labor Standards Act (FLSA), 29 USC 201 et sec.

The work period for purposes of overtime, established for employees in this unit who are assigned to a forty (40) hour work week, commences at 12:01 a.m. Saturday and ends at 12:00 a.m. (midnight) the following Friday of each week. This provision does not otherwise limit the ability of the Appointing Authority to modify work schedules in accordance with the article on, "Standard Tour of Duty." The Appointing Authority or designee may terminate or modify an employee's work schedule at any time upon review and evaluation of its effectiveness in meeting the department's workload requirements, cost effectiveness and/or an employee's ability to meet the department's standards in effectively completing work requirements.

SPECIALTY PAY DIFFERENTIALS FOR FIREFIGHTERS, ENGINEERS, AND CAPTAINS

Section 2 – Other Specialty Pay Differentials

(a) Training Officer

Unit members regularly assigned to the Training Division or assigned a training function by the Fire Chief shall receive a bi-weekly differential equivalent to 7.5% of the top step Firefighter Paramedic level, after determination of appropriate training and certifications.

~~All personnel will be assigned a fifty-six (56) hour work week with variable work days or tour of duty within the work period.~~

Section 3 – Special Provisions

~~(c) Tower Cadre, if applicable, will receive Specialty Pay Differentials for Firefighters, Engineers, and Captains at the higher compensation rate in accordance with section 1 and 2 of this article.~~

LEAVE PROVISIONS

Section 1 – Vacation

(b) Firefighter EMTs, Firefighter Paramedics Trainee, Firefighter Paramedics, Engineers, ~~and Captains,~~ and Heavy Fire Equipment Operator.

2. Vacation Leave Allowance.

Employees in this unit who are regularly assigned to a 56-hour work week or temporarily assigned to a 40-hour work week shall receive the following vacation leave allowance:

Length of Service From Hire Date	Hours Per Year/Accrual Rates Per Pay Period	Maximum Allowed Unused Balance
After 13 & through 104 pay periods	112 hours/4.31	224 hours
Over 104 & through 234 pay periods	168 hours/6.46	336 hours
Over 234 pay periods	224 hours/8.61	448 hours

MODIFIED BENEFIT OPTION

Section 4 – Paid Time off (PTO) and Holiday Pay/Leave

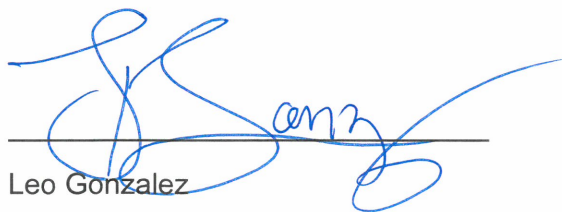
2. PTO Allowance.

Employees in this unit who are regularly assigned to a 56-hour work week or temporarily assigned to a 40-hour work week shall receive the following PTO allowance:

Length of Service From Hire Date	PTO Allowance	Approximate Accrual Rate Per Pay Period	Maximum Allowed Unused PTO Balance	Maximum Allowed Combined Unused Vacation Leave and PTO Balance for Employees Who Convert to the Modified Benefit Option
After 13 & through 104 pay periods	180 hours	6.92 hours	270 hours	286 hours*
Over 104 & through 234 pay periods	236 hours	9.08 hours	356 hours	381 hours*
Over 234 pay periods	292 hours	11.23 hours	440 hours	493 hours*

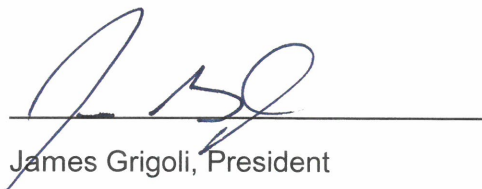
Date Agreed: 2/6/2023

San Bernardino County



Leo Gonzalez
Labor Relations Chief

San Bernardino County
Professional Firefighters
IAFF, Local 935



James Grigoli, President