

Side Letter Agreement

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

SALARY RATES AND STEP ADVANCEMENTS

Section 1 - Step Advancements

New employees shall be hired at step 1 of the established base salary range, except as otherwise provided in this Agreement. Variable entrance steps may be established if justified by recruitment needs, including lateral entries, through top step with the approval of the Fire Chief and the Director of Human Resources Director. Except for promotions, all step advancements shall be based upon one (1) step increment in the base salary range. ~~Within the base salary range, all step advancements will be on the first day of each pay period.~~ Approval for advancement shall be based upon satisfactory work performance and completion of required length of service in the classification and upon the recommendation of the Fire Chief.

Employees shall be eligible for step advancement at the beginning of the following pay period after completion of increments of 13 pay periods in paid status, 1,456 hours (1,040 hours for Fire Suppression Aides) until the top step of the range is reached. An employee who during the 13 pay periods is not in paid status for any during a pay period during this time will be required to complete one or more additional pay periods in paid status before the employees is eligible to receive their step advancement. For example, an employee that starts on December 18, 2021, would be eligible for a their next step advancement on June 18, 2022, provided that they attained met the eligibility requirement of 13 pay periods in paid status during the timeframe. If during that time the employee was not in paid status for 2 pay periods, the employee would be required to complete 2 additional pay periods in paid status before they are eligible for their next step advancement. The employee, and would then be eligible for their next step advancement on July 16, 2022.

An employee whose step advancement is denied shall not be eligible for reconsideration of step advancement except as provided in the Article on "Merit Advancements." ~~The time required for step advancement shall be extended by any time spent on leave without pay, which exceeds fifty-six (56) hours in any pay period (40 hours for Fire Suppression Aides).~~ An appointing authority may request in limited exceptional circumstances and with adequate justification, the adjustment of the salary step or salary rate of an employee to maintain salary equity within the system, to prevent undue hardship or unfairness due to the application of any rule or policy, or to correct any salary inequity subject to the recommendation of the Director of Human Resources and the final approval of the Chief Executive Officer or his/her designee. The Director of Human Resources or designee may authorize the adjustment of the salary step or salary rate of an employee to correct any payroll error or omission, including any such action which may have arisen in any prior fiscal year.

Section 2 - Range Adjustments

(b) New Top Steps:

- Effective April 8, 2023, County Fire shall add a new top step for all ranges except Fire Suppression Aides. The new top step shall be approximately two and one-half percent (2.50%) above the current top step.

Employees who are at the existing top step on that date and have completed at least ~~1,456 service hours~~ 13 pay periods in paid status at that step and received a "Meets Job Standards" or above on their most recent Work Performance Evaluation (WPE) in the 12 consecutive months prior to the effective date of the new top step, are eligible to advance on April 8, 2023. Employees who have not completed at least ~~1,040 service hours~~ 13 pay periods in paid status at that step on that date shall be eligible to move to the new top step upon completion of ~~1,040 service hours~~ 13 pay periods in paid status and receiving at least a "Meets Job Standards" or above on their WPE.

- Effective October 7, 2023, County Fire shall add a new top step to the Captain Range. The new top step shall be approximately two and one-half percent (2.50%) above the current top step.

Employees who are at the existing top step on that date and have completed at least ~~1,456 service hours~~ 13 pay periods in paid status at that step and received a "Meets Job Standards" or above on their most recent Work Performance Evaluation (WPE) in the 12 consecutive months prior to the effective date of the new top step, are eligible to advance on October 7, 2024. Employees who have not completed at least ~~1,040 service hours~~ 13 pay periods in paid status at that step on that date shall be eligible to move to the new top step upon completion of ~~1,040 service hours~~ 13 pay periods in paid and receiving at least a "Meets Job Standards" or above on their WPE.

Date Agreed: 2/14/2023

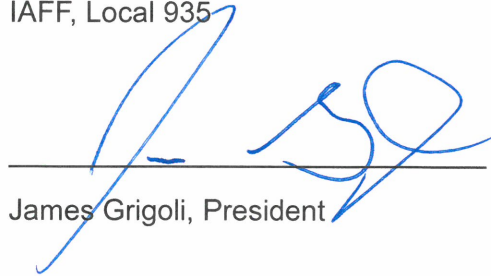
San Bernardino County



Leo Gonzalez

County Labor Relations Chief

San Bernardino County
Professional Firefighters
IAFF, Local 935



James Grigoli, President