

**Side Letter of Agreement Between the Stanislaus Consolidated Fire Protection District and
IAFF Local 3399 Stanislaus Consolidated Firefighters**

Representatives of the Stanislaus Consolidated Fire Protection District (“SCFPD”) and Local 3399 of the International Association of Firefighters, Stanislaus Consolidated Firefighters (“Local 3399”) have met and conferred and reached agreement on this Side Letter of Agreement, amending the July 1, 2024 – June 30, 2026 memorandum of understanding between the SCFPD and Local 3399.

The SCFPD and Local 3399 have complied with the provisions of the Meyers-Miliias-Brown Act (Gov. Code §§ 3500 et seq.) with respect to the Local 3399 members affected by this Agreement

The SCFPD and Local 3399 agree that:

As a result of the changes to 17-1 and the elimination of the Swift Water Team we will increase the base salary of all members of local 3399 by \$1,050 per year. This will compensate for the loss of the program and any stipend currently paid for this team.

Section 17-1

HAZARD PREMIUM -HazMat Team

The District and the Union agree that those members who volunteer and have demonstrated proficiency for qualification and obtain the necessary certification/continuing education are eligible for consideration of appointment to the district approved HazMat Team. Team Members who have volunteered may be selected for the team and upon providing verification of the required training for compensation. Those employees who continue to renew their training and remain active members assigned to the team(s) shall be paid as part of the normal bi-weekly payroll process, and shall be considered PERSable income for retirement purposes as permitted by law. Team members shall be responsible for meeting all training hour requirements.

Stipends are as follows:

- \$1,050 Annual Stipend

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The District recognizes the following Specialty Team:

- Haz-Mat
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- Members who are trained and certified as a result of District funded/supported training will have a mandatory commitment of three years.
- The Haz-Mat team shall have a minimum staffing level of one team member per shift. If the number drops below 3 members, the district will continue to seek out volunteers from the department, selected based on seniority, to send to department sponsored training to become certified at the HazMat Technical Specialist level until we have 3 qualified members on the team.

The current teams Maximums are as follows:

Haz-Mat: 3* Team Members

Section 17-2

Paramedic Program

The District and L3399 agree to the following paramedic incentive program for all Ranks.

Twelve percent (12%) above the current salary structures for Firefighter, Engineer and Captain.

The paramedic program will have a maximum of 21 paramedics in the program at any given time.

Employees that possess National Registry Paramedic Certification and currently receive \$225 per month as of Board approval of this MOU and maintain this certification will continue to receive this compensation for duration of their employment with District.

New paramedics must meet the following minimum requirements:

- Licensed by the state of California and accredited in Stanislaus County.
- Maintain all required Certifications (ACLS, PALS, PHTLS/ITLS)
- Must have completed the Districts fire academy and have been assigned to a shift.

Employees who are currently licensed as paramedics and meet the above requirements, will remain in the paramedic program. Employees who wish to voluntarily remove themselves from the paramedic program will provide a one-year intent to exit the program or finish out bid cycle unless there is another person to fill the void, whichever is greater.

The District will pay for all license, certification and accreditation fees that are required to maintain paramedic licensing and accreditation.

The District will provide opportunities for paramedics to obtain their CEU's both on and off duty. Off-duty CEU training must be approved by the District in advance and cannot be substituted for training that is offered on duty. Paramedics will be compensated at an overtime rate for attending trainings that are not part of their normal work schedule.

It is the responsibility of the employee to maintain all required licenses and accreditations.

Paramedics that are fully accredited at the time of bid will bid as paramedics. All paramedics in the program must be evenly spread amongst the 3 shifts.

Paramedics are not permitted to bid the same station until all stations have a minimum of 1 paramedic at any rank. All bids are by seniority.

*(For the 2024 bid paramedics that have passed the National Registry test will be allowed to bid as paramedics as completion of certification is immanent.)

Paramedics may be mandated for overtime to maintain staffing of one paramedic company per shift. A separate paramedic mandate list will be created, and filled regardless of rank into the lowest position possible.

Prior to pursuing a transportation or community paramedic program, the District agrees to meet and confer with Local 3399.

For Local 3399 of the International Association of Firefighters, Stanislaus Consolidated Firefighters:

By: _____ Date: _____

Shawn Erhenberg
President, Local 3399

By: _____ Date: _____
Zac Swanson
Lead Negotiator, Local 3399

By: _____ Date: _____
Corey Wilson
Negotiator, Local 3399

By: _____ Date: _____
Josh Leslie
Negotiator, Local 3399

For Stanislaus Consolidated Fire Protection District:

By: _____ Date: _____
Tim Tietjen
Fire Chief

By: _____ Date: _____
Greg Bernardi
District Board President

By: _____ Date: _____
Steve Stanfield
District Board Vice President

By: _____ Date: _____
Charles E. Neil
Director

By: _____
Brandon Rivers
Director

Date: _____

Approved As To Form And Content:

By: _____
Frank Splendorio
District Counsel

Date: _____