

SIDE LETTER AGREEMENT BETWEEN THE CITY OF EL SEGUNDO AND THE EL SEGUNDO FIREFIGHTERS' ASSOCIATION, IAFF, LOCAL 3682 (ESFA)

This Side Letter of Agreement ("Agreement") between the City of El Segundo ("City") and the El Segundo Firefighters' Association ("ESFA") (hereinafter referred to as the "Parties") is entered into with respect to the following:

WHEREAS, the City Council adopted a Side Letter effective May 7, 2024 to hire at the rank of Fire Paramedic instead of Firefighter as the entry-level position in the department to enhance the City's ability to provide medical related services to the community; and

WHEREAS, the Parties are currently parties to a Memorandum of Understanding ("MOU") for the term of May 21, 2024 through June 30, 2028; and

WHEREAS, the MOU removed the "hired before" eligibility date to receive Paramedic Incentive pay so that all permanent sworn employees meeting the licensure and accreditation criteria would now qualify for the Paramedic Incentive pay; and

WHEREAS, the intent of this provision was to expand eligibility for Paramedic Incentive pay to all qualified employees, permanent and probationary, and to promote recruitment and retention efforts; and

WHEREAS, the MOU also includes a provision to reopen the meet and confer process regarding proposed revisions to the Rehire Policy dated December 19, 2003; individual sections of the Rehire Policy have been updated from time to time, but there has not been a comprehensive update of the Rehire Policy since its approval in 2003; and

WHEREAS, the MOU includes "No Prescribed Staffing Levels" language providing that the Fire Chief in conjunction with the City Manager shall have the sole responsibility of determining safe and appropriate staffing levels; and

WHEREAS, the Rehire Policy provides that probationary employees are generally ineligible for Rehire until after successful completion of six months of employment; which places the Rehire Policy language in conflict with the Fire Chief's responsibility, in conjunction with the City Manager, of determining safe and appropriate staffing levels as set forth in Article 10 of the MOU; and

WHEREAS, the Parties agree that the Fire Chief shall have the sole discretion to authorize the rehire of probationary employees prior to successful completion of six months employment should no other permanent sworn employees have made themselves available for rehire or such that appropriate staffing levels cannot be maintained; and

WHEREAS, the Parties are interested in conducting a comprehensive review and update of the Rehire Policy to reflect changes made over the last twenty years with prior Side Letters, new scheduling technology, and the electronic policy administration system and including consideration of incorporating language in the MOU to facilitate administrative changes to the Policy should the Fire Chief, Human Resources Director and ESFA agree, and the City Manager approves, for items that are operational in nature with little to no fiscal impact.

WHEREAS, the following sets forth the Parties' Agreement:

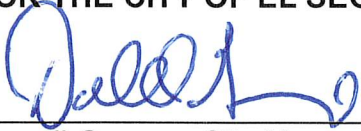
The City will revise MOU Article 3- Incentive Compensation, Section 3.01 Paramedic License Incentive to remove "permanent" as a condition of eligibility for receiving this pay such that all employees, permanent and probationary, meeting the licensure and accreditation requirements outlined in this section are eligible. Section 3.01 was effective upon approval and adoption of the MOU, May 21, 2024, and any probationary employees meeting the licensure and accreditation requirements will receive the Paramedic License Incentive effective May 21, 2024.

The City will revise applicable sections of the Rehire Policy pertaining to eligibility for rehires of Probationary employees such that the Fire Chief will have the sole discretion to authorize rehire for employees with less than six months of employment should no other permanent sworn employees have made themselves available for rehire or such that appropriate staffing levels cannot be maintained.

In collaboration with the ESFA, the City will meet to conduct a comprehensive review and update of the Rehire Policy to reflect changes made over the last twenty years with prior Side Letters, new scheduling technology, and the electronic policy administration system. The Parties will discuss and consider incorporating language in the MOU to facilitate administrative changes to the Policy should the Fire Chief, Human Resources Director and ESFA agree, and the City Manager approves, for items that are operational in nature with little to no fiscal impact.

This agreement between the Parties will become effective the pay period after approval and adoption by the City Council of the City of El Segundo.

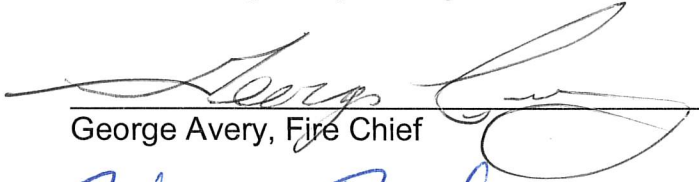
FOR THE CITY OF EL SEGUNDO



Darrell George, City Manager

12-9-24

Date



George Avery, Fire Chief

12-10-24

Date

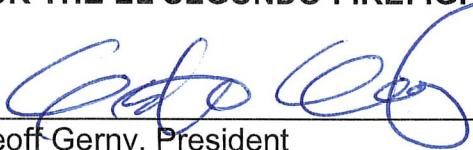


Rebecca Redyk
Director of Human Resources

12/9/2024

Date

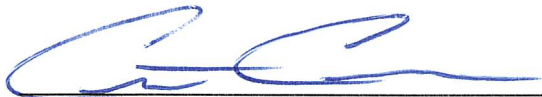
FOR THE EL SEGUNDO FIREFIGHTER'S ASSOCIATION



Geoff Gerny, President

12.9.24

Date



Curt Crowson, Vice President

12.9.24

Date