

EXHIBIT A

Side Letter to the Current Memorandum of Understanding Between the

City of South San Francisco and the International Association of Firefighters, Local 1507

WHEREAS, the City of South San Francisco (“City”) and the International Association of Firefighters, Local 1507 (“IAFF”) are currently parties to a Memorandum of Understanding (“MOU”) with effective dates July 1, 2017 to June 30, 2022.

WHEREAS, during the term of the MOU, the parties to the MOU mutually agreed to negotiate changes to compensation for employees participating in the California Task Force 3 (CA-TF3) Urban Search and Rescue Team as a Canine Search Specialist, in recognition of additional duties performed for the City; and

WHEREAS, the parties to the MOU met and conferred and agreed to terms and conditions of compensation for employees participating in the Canine Search Specialist program; and

WHEREAS, the parties to the MOU desire to memorialize these terms as an addendum to the MOU.

THEREFORE, IT IS HEREBY AGREED THAT, effective July 1, 2019, the following terms shall be incorporated as an addendum to the MOU between the City and IAFF:

1. Participation in the CA-TF3 Urban Search and Rescue Team as a Canine Search Specialist (CSS) is voluntary and subject to the Fire Chief’s approval.
2. Employees participating in the Canine Search Specialist program shall receive assignment pay in the amount of 5% of the employee’s base rate of pay. The assignment pay is intended to be inclusive of any other compensation for which the employee is eligible from CA-TF3. Therefore, as a condition of receiving assignment pay, the current stipend issued by CA-TF3 to CSS participants must be remitted to the City. The parties agree that in the event the CA-TF3 stipend is increased or decreased, either party may request to re-open discussions on the assignment pay provided by the City.
3. The City shall reimburse participating employees for up to \$100 per month for costs incurred by the employee for canine care, including food and health care, provided that such expenses are not paid for by CA-TF3 or any outside organization. Employee shall provide itemized receipts for qualifying expenses with a written request for reimbursement.
4. Participating employees may use a fire department vehicle for traveling with the Search Canine to and from training and recertification. The employee must submit a travel request in advance, pursuant to the City’s travel policy.
5. Participating employees shall receive overtime pay, or release time, as applicable, for representing the Fire Department at events when authorized by the Fire Chief. Requests for release time or overtime must be submitted at least one week in advance.

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6. Participating employees may request release time from normal duty for CA-TF3 related training, when pre-approved by the employee's supervisor. Such requests may be denied in the event that training interferes with normal operation of the City, and/or appropriate coverage for the employee's normal duties is unavailable.

For the IAFF Local 1507:

Todd Rael, President

Date

David Swim, Goyette and Associates

Date

For the City:

Leah Lockhart, Human Resources Director

Date

Mike Futrell, City Manager

Date