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2018 CITY OF SAN JOSE - IAFF NEGOTIATIONS
TENTATIVE AGREEMENT
IAFF PROPOSAL 24 – Squad Side Letter Update

Side Letter Agreement

1. This Side Letter Agreement provides for the ongoing operation of Squads.
2. Department policies and procedures regarding the squad program in place on the effective date of this agreement shall remain in place and are subject to change following standard procedures for updates, including meet and confer obligations if appropriate, unless specified within the active Memorandum of Agreement, this Side Letter Agreement or other agreements.
3. Each squad shall be staffed by a minimum of two (2) personnel, which shall be one (1) Fire Engineer and one (1) Firefighter Paramedic who is not on probation.
4. All single-piece truck companies, except for tractor drawn aerials and the US&R, will be staffed with one (1) Fire Captain, one (1) Fire Engineer, one (1) Firefighter, and one (1) Firefighter Paramedic. All two-piece truck companies, tractor drawn aerials and the US&R shall be staffed with one (1) Fire Captain, two (2) Fire Engineers, and one (1) Firefighter Paramedic.
5. Squad apparatus shall maintain a configuration similar to those in operation on the effective date of this agreement. They will have the ability to provide patient transport per County EMS requirements and shall not be fire suppression apparatus.
6. Each squad will be based in and assigned to a permanent fire station. Each station staffed by a squad will also have a permanently staffed engine.
7. Squad personnel will be supervised by their station Fire Captain and be under the direct supervision of a Fire Captain or Battalion Chief when operating on a multi-company incident.
8. Squads may “move up” temporarily to another permanent fire station provided that station has a permanently staffed engine. Such “move ups” shall be similar to other apparatus – of limited duration for the purpose of helping provide system coverage during local significant incident-related resource draw-downs. Squads will not be the only apparatus staffed and operating from a fire station.
9. Any number of squads may be operated provided that the companies staffed and operated on the effective date of this contract are also fully staffed and operated. If (1) one or (2) two companies currently staffed and operated on the effective date of this contract are “browned out” or otherwise closed, then the total number of squads shall be limited to a maximum of five (5). If three (3) or more companies currently staffed and operated on the effective date of this contract are “browned out” or otherwise closed, then the use of squads shall be suspended to reassign those resources to maintaining fire suppression coverage by staffing engines and trucks.