

**SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF SAN JOSE
AND
SAN JOSE FIRE FIGHTERS, IAFF LOCAL 230**

SQUAD PROGRAM

The City of San Jose and the San Jose Fire Fighters, IAFF Local 230 (IAFF) agree to the following Squad Program:

1. Squads will be assigned to a San Jose fire station as determined by the Fire Chief, or designee.
2. Squads and personnel assigned to stations will be supervised and receive direction from their respective Company Officer. However, it is understood that due to the anticipated call volume, expanded service areas and autonomous nature of the Squad responses, there will be flexibility afforded to accommodate for meals and other requirements.
3. Squad staffing will consist of 1 Fire Engineer and 1 Firefighter Paramedic. The Fire Engineer may be on probation and may be provisional. The Firefighter/Paramedic may not be on probation. Personnel shall receive safety and operational training, as specified in the Squad Implementation Project Plan prior to the start of the program, including all-risk training.
4. All Truck Companies will become single piece companies. All single piece Truck Companies (except Tractor Drawn Aerials and USAR) will be staffed as follows: 1 Captain, 1 Fire Engineer, 1 Fire Fighter/Paramedic and 1 Fire Fighter. All Light Units will be placed into reserve status during the Squad Pilot Program.
5. 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.
6. 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.
7. 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.
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.


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9. Any number of squads may be operated provided that the companies staffed and operated on the effective date of this agreement are also fully staffed and operated.
- a. If any companies currently staffed and operated on the effective date of this agreement are "browned out" or otherwise closed, then the total number of squads shall be limited to a maximum of five (5).

This Agreement is considered part of the tentative agreement for a successor MOA between the parties, and shall become effective only as part of the overall tentative agreement for a successor MOA, and when signed by all parties below and approved by the City Council. This agreement is effective only during the term of a successor MOA.

FOR THE CITY:



Jennifer Schembri
Director of Employee Relations



Date

FOR THE UNION:



Sean Kaldor
President, IAFF



Date