

**2022 CITY OF SAN JOSE – IAFF NEGOTIATIONS  
TENTATIVE AGREEMENT TO EXTEND THE TERM AND AMEND ARTICLES  
IN THE CURRENT MEMORANDUM OF AGREEMENT**

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**TERM**

- July 1, 2018 – June 30, 2024

**WAGES**

- Fiscal Year 2022-2023

2% general wage increase effective the first full pay period following City Council approval in open session. Effective the first full pay period following City Council approval in open session, all salary ranges for employees holding positions in classifications assigned to IAFF shall be increased by approximately 2%. This general wage increase is inclusive of the adjustment to holiday-in-lieu compensation in recognition of Juneteenth being added as a City-observed holiday.

- Fiscal Year 2023-2024

4% general wage increase effective the first full pay period of Fiscal Year 2023-2024. Effective the first full pay period of Fiscal Year 2023-2024, all salary ranges for employees holding positions in classifications assigned to IAFF shall be increased by approximately 4%.

**SPECIAL PAYS**

- Paramedics (See Attached)

**OTHER TERMS**

The terms of all existing Side Letter Agreements will continue.

*\*This agreement is considered tentative and shall not be considered final or binding until ratified by the membership and approved by the City Council. This document sets forth the full agreements of the parties reached during these negotiations. Anything not included in the document is not part of the Tentative Agreement.*

**FOR THE CITY:**

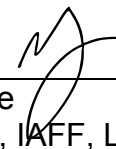


10/27/2022

\_\_\_\_\_  
Jennifer Schembri  
Director of Employee Relations  
Director of Human Resources

Date

**FOR THE UNION:**

  
\_\_\_\_\_  
Matt Tuttle  
President, IAFF, Local 230

10/27/2022

Date

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**PARAMEDICS**

**ARTICLE 5 WAGES AND SPECIAL PAY**

5.4 Paramedics. Each employee licensed by the State of California, accredited by the County of Santa Clara and assigned to front line or support paramedic duty as a paramedic shall be eligible for paramedic premium pay.

5.4.1 Paramedic premium pay for front line paramedics shall be an amount equal to ~~twelve~~ fourteen percent (~~14~~14%) of top step firefighter base biweekly pay for each pay period in which the employee is entitled to receive a salary.

5.4.2 The Paramedic premium pay (approximately ~~12~~14%) shall be included in the employee's base salary when calculating a qualifying employee's new salary upon promotion into a rank that does not receive Paramedic premium pay.

5.4.3 Paramedic premium pay for support paramedics shall be an amount equal to eight percent (8.0%) of top step firefighter base biweekly pay for each pay period in which the employee is entitled to receive a salary. ~~Employees who are assigned support paramedic duties on or after May 1, 2007, shall receive paramedic premium pay in an amount equal to five percent (5%) of top step firefighter base biweekly pay for each pay period in which the employee is entitled to receive a salary.~~

5.4.3.1 The City may assign up to a maximum of one-hundred forty-seven (147) support paramedics and a minimum of sixty (60) available Support Paramedic positions for employees to fill. If a support paramedic fails to complete the required number of patient contact reports in any given calendar quarter, he or she shall not receive Support Paramedic premium pay until the beginning of the first payroll pay period after he or she completes at least three (3) patient contact reports in a calendar quarter.

5.4.3.2 Support paramedics may be utilized for a maximum of ten (10) hours on regularly assigned work days to backfill front line paramedic positions. Support paramedics may be assigned to backfill front line paramedic positions for twenty-four (24) hours when present on shift trades or overtime shifts. Paramedic vacancies greater than ten (10) hours shall be filled by overtime or mandatory callback procedures.

5.4.3.3 Support paramedics who are eligible for and are receiving Support Paramedic Pay as provided for in Section 5.4.3, will be required to maintain all of the mandatory and essential licenses, accreditations, continuing education requirements, certifications and skills required of a licensed and accredited Paramedic as defined by the San Jose Fire Department, and provide proof of current licensure to practice in the State of California and possession of all required certifications. Further, the employee must be an accredited Firefighter Paramedic in Santa Clara County and commit to utilize those skills as a Support Paramedic for the City of San Jose's Fire Department for a minimum

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of three (3) years. This shall not limit promotions or other advancement opportunities for employees who are functioning as Support Paramedics.

5.4.3.4 The Support Paramedic Program shall be evaluated annually, by the Fire Chief or designee for the purpose of ensuring appropriate utilization of employees eligible for and receiving Support Paramedic Pay as provided for under Section 5.4.3.

5.4.3.5 Employees not assigned to Support Paramedic duty shall not be eligible for Support Paramedic Pay as provided for in this Article.