

Side letter of Agreement between the Ross Valley Fire Department and the Ross Valley Professional Firefighters' IAFF Local 1775

Whereas the Ross Valley Fire Department is in the process of analyzing facilities and staffing, the parties agree to the following:

1. The parties agree on the importance of maintaining filled positions to allow necessary time for entry level training prior to being placed on emergency apparatus. Additionally, parties agree on the importance of long-term planning for facilities and staffing that must be done in a collaborative and thoughtful way to ensure quality, sustainable services.
2. The parties agree to move forward with the creation of a Firefighter Paramedic position. Additionally, the parties agree to place on hold the Firefighter/Engineer Paramedic recruitment to allow a reasonable timeframe to work collaboratively on staffing options.
3. The parties agree that the Firefighter Paramedic position will be dissolved and incumbents holding those positions will be automatically transferred into the existing Firefighter/Engineer Paramedic position after successfully passing a probationary period or 12mos whichever is first if parties do not reach mutually agreeable terms related to position restructuring.
4. This agreement shall hereby be incorporated by this reference into the parties' MOU.
5. The Firefighter Paramedic position will be entitled to the same benefits and provisions as others in the Ross Valley Firefighters' Association according to the current MOU.
6. The monthly Salary for the Firefighter Paramedic position shall be:

Step A	\$7,986
Step B	\$8,385
Step C	\$8,805

Ross Valley Fire Department

**Ross Valley Fire Firefighters'
Association IAFF Local 1775**

By: _____
Name: _____
Title: _____
Date _____

By: _____
Name: _____
Title: _____
Date _____

By: _____
Name: _____
Title: _____
Date _____

Ratified: IAFF Local 1775
By: _____
Name: _____
Title: _____
Date _____