

**SIDE LETTER AGREEMENT  
BETWEEN  
THE CITY OF SANTA MONICA  
AND  
SANTA MONICA FIREFIGHTERS ASSOCIATION LOCAL 1109 IAFF**

This Side Letter memorializes an agreement reached between the City of Santa Monica (the "City") and Santa Monica Firefighters Association Local 1109 IAFF ("1109"), to reflect the agreed-upon amendment to the Memorandum of Understanding, Contract No. 10545 (CCS) ("MOU") entered into by and between the City and 1109 for the term of July 1, 2017, through June 30, 2020. All other terms and conditions of the existing MOU shall remain in full force and effect. The amendment to the MOU is as follows:

Section 2.08. Paramedic Bonus. Effective July 1, 2017, the City established the classification of Firefighter-Paramedic. The bi-weekly step 5 base salary for the Firefighter-Paramedic classification is 16% of the bi-weekly step 5 Firefighter salary plus step 5 of the classification of Firefighter, in effect as of July 1, 2017.

The City agrees to "grandfather" all of those employees (see list below) who, prior to July 1, 2017, were receiving a Paramedic bonus of 16% of step 5 Firefighter, including those who were attending Paramedic school. Upon entering the rank of Fire Engineer or Fire Captain, the grandfathered employees will continue to or begin receiving a Paramedic bonus equal to 16% of step 5 Firefighter. The list of the grandfathered employees will be maintained in this Side Letter Agreement and a copy of the Side Letter Agreement will be maintained in the affected employees' personnel file and on file with the Santa Monica Fire Department.

Upon promotion from the Firefighter-Paramedic classification, employees who were not grandfathered as reflected in the list below, will receive a Paramedic bonus in an amount equal to 8% of the employee's current salary. Employees who occupy the position of Battalion Chief are not eligible to receive the Paramedic bonus.

Last Name, First Name

1. Parker, Jerry
2. Ayala, Michael
3. Nevandro, John\*
4. McElvaney, Michael\*
5. Eirich, Bart
6. Conniff, Shawn
7. Rose, Marc\*
8. Stanfill, Thomas
9. Connor, Jeffrey
10. Davis, Christopher
11. Stradtner, Sarah

12. Flores, John
13. Van Sluis, Sean
14. Watje, Daniel
15. Smith, Dominic
16. Wesner, Matthew
17. Caldwell, Daniel
18. Walker, Jason
19. Crosson, Justin
20. Schier, James
21. Patton, Walter
22. Norris, Matthew
23. Ruiz, Samuel
24. Wells, Jason
25. Himler, Eric
26. Jones, Nicholas
27. Bellante, Paul
28. Zermeno, Julian
29. Maccini, John
30. Hill, Matthew
31. Altman, James\*
32. Nulty, Patrick
33. Nagao, Eric
34. Bailey, Matthew
35. Putnins, Jonathan
36. DeMamiel, Ryan
37. Recore, Matt
38. Johnson, Bryce
39. Shook, Ryan
40. Cross, Andrew
41. Berry, Christopher
42. Sutherland, Steve
43. Frebe, Jason
44. Anderson, Matthew
45. Rodriguez, Dustin
46. Galvan, Daniel
47. Bei, Dominick
48. Howard, William C
49. Gonzalez, Walter M
50. Kresl, Michael W
51. Nichols, Matthew A
52. Sanchez, Aaron A
53. Harrell, Kenny T
54. Wenger, Timothy S
55. Sly, Jonathan D
56. Randleman, Matthew W
57. Carlson, Kevin P

- 58. Wickland, Eric
- 59. Cusick, Jeffrey
- 60. Reyes, Armando
- 61. Adams, Jeffrey
- 62. Silva, Jason
- 63. Braun, Benjamin
- 64. Hernandez, Zigifredo
- 65. Zuppari, Nicholas
- 66. Walker, Charles

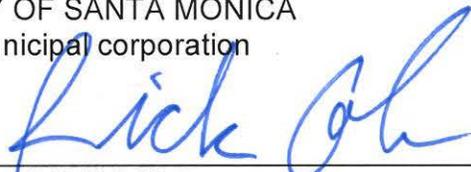
\*These employees are not currently eligible for the Paramedic bonus but are included in this list in the event they no longer serve in the classification of Battalion Chief and become eligible for the bonus.

IN WITNESS WHEREOF, the parties hereto have caused this Side Letter of Agreement to be executed this 2nd day of August, 2018.

ATTEST:

  
DENISE ANDERSON-WARREN  
City Clerk

CITY OF SANTA MONICA  
a municipal corporation

By:   
RICK COLE  
City Manager

APPROVED AS TO FORM:

  
LANE DILG  
City Attorney

1109

By:   
DAN CALDWELL  
1109 Representative