

Side Letter of Agreement Between City of Hollister and Hollister Firefighters Union (HFFU), Local 3395

ARTICLE 5. Salary and Special Compensation of the Memorandum of Understanding (MOU) is amended to include two sections listed below. No other portions of the MOU shall change.

M. 40-Hour Training Assignments

HFFU members that have been assigned by the Fire Chief, or designee, to a 40-hour work schedule specific to the training of a new hire academy shall receive a nine percent (9.00%) temporary salary increase for the duration of the assignment. While on a 40-hour assignment, the employee's Holiday Pay will be pro-rated for its duration. However, the Employee's Sick and Vacation time will accrue at the 56-hour accrual rate. Furthermore, the Employee will not be allowed to work any 56-hour shift overtime.

This provision will be retroactive, starting May 1, 2023.

N. State Registered Instructor

Employees who have successfully completed probation as a Hollister Firefighter, and who successfully complete the State Fire Marshal Registered Instructor criteria, shall be eligible to receive a nine percent (9.00%) increase to the employee's base salary.

The total number of State Certified Instructors receiving the pay differential shall not exceed four (4) total individuals at any time.

City of Hollister and HFFU Local 3395 will meet and confer annually to discuss the number of State Certified Instructors receiving the pay differential based on the number of qualified personnel, department need, and to establish a selection process should the qualified personnel exceeds the allotted number from above.

Examples of a selection process could contain: state training requirements changes, rotational basis requirements, seniority, and resume qualification review.

Members of the Bargaining unit who are considered Registered Instructors by the State Fire Marshal and who maintain Registered Instructor status as designated by the State Fire Marshal shall maintain a minimum of the associated classes as required by the State Fire Marshal and maintain required recertification. Proof of this certification must be kept on-file with the City's Human Resources Division.

If an individual loses status as a credentialed California State Fire Training Instructor, that individual is required to immediately notify the City of Hollister's Fire Chief and Human Resources Division in writing within seven (7) calendar days. Any individual losing status as a California State Fire Training Instructor shall immediately become ineligible to receive any pay differential associated with the City of Hollister's California State Fire Training Instructor Program.

Individuals receiving the State Registered Instructor pay differential are responsible for training employees and coordinating training within the department, including the issuance of State Fire Marshal certifications. Individuals receiving the State Registered Instructor pay differential are also responsible for coordinating and leading fire academies and other trainings when the City of Hollister Fire Department's training facility plays host to external agencies and non-employees.

Employees receiving the State Register Instructor pay differential shall be responsible for the following:

- Monitoring and implementing new law changes; and
- FEMA Training; and
- Hazardous Materials Training; and
- Instructor and Evaluator Development; and
- National Wildfire Coordinating Group and California-Specific Training; and
- Miscellaneous Specialized Training; and
- Aircraft Rescue and Fire Fighting Awareness; and
- Leadership and Management Training; and
- Technical Rescue Training; and
- Water Rescue Training; and
- Coordinating with City Human Resources for a department wellness plan; and
- Other Appropriate Training as Identified by the Fire Chief.

CITY OF HOLLISTER	HFFU, Local 3395
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<p><small>706CAC6D41B2452...</small> David Mirrione Interim City Manager</p>	<p><small>212BD4CC698D4CC...</small> Josh Buzzetta Union President</p>
<p>DocuSigned by: <i>Casey Estorga</i></p>	<p>DocuSigned by: <i>Vince Grewohl</i></p>
<p><small>287FD84A4B9E419</small> Casey Estorga City Negotiator</p>	<p><small>4FCB95D6DED3496...</small> Vince Grewohl Union Vice President</p>
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<p><small>8042FF5F090E462</small> Mary Lerner City Negotiator</p>	