

SIDE LETTER AGREEMENT
BETWEEN
CITY OF MANHATTAN BEACH
AND

THE MANHATTAN BEACH FIREFIGHTERS' ASSOCIATION

This Side Letter Agreement ("Agreement") between the City of Manhattan Beach ("City") and the Manhattan Beach Firefighters' Association ("Association") (collectively "Parties") is entered into with respect to the following:

WHEREAS, the City and the Association are Parties to a Memorandum of Understanding ("MOU") with a term of January 1, 2016 through December 31, 2018; and

WHEREAS, there is an occasional need for specialty assignment work to be performed for the Fire Department related to projects which are necessary for operations of the Department; and

WHEREAS, the Parties wish to enter into an Agreement related to specialty assignment work; and

NOW THEREFORE, the parties agree as follows:

- 1) If the Fire Chief determines a need to create a temporary specialty assignment, the Fire Chief will notify the Association (through its President). A temporary assignment may be created by the Fire Chief if the Association agrees with the Fire Chief on the creation, duration, duties, hours and general working conditions of the person assigned to the temporary specialty assignment. The assignment will be filled by a member of the bargaining unit who submits an interest memo in response to a notice sent to members of the bargaining unit advising them of the temporary specialty assignment. The Fire Chief shall select the person he believes is best suited for the temporary specialty assignment. No employee will be mandated or compelled to fill the assignment.
- 2) An employee assigned to such a specialty assignment will:
 - a. Be assigned for no longer than four (4) calendar weeks.
 - b. Be assigned to a 4/10 work schedule. This assignment will include paid breaks and a paid meal period.
 - c. Remain on the 28-day FLSA work period provided for in the MOU between the parties and in accordance with Section 7(k) of the FLSA .

- d. Receive his/her regular compensation (base salary) but at the 40-hour rate (i.e., 1.4 times the employee's hourly rate) for the hours worked in the specialty assignment. Any overtime worked in the specialty assignment will be paid at the 40-hour rate.
- e. Receive his/her FLSA pay (i.e., the overtime employees receive on their regular suppression schedule for regular scheduled hours – six (6) hours paid at one half (.5) x regular rate of pay per pay period) while assigned to the specialty assignment.
- f. Receive overtime at his/her suppression rate if assigned to a suppression shift during the specialty assignment.

FOR THE CITY OF MANHATTAN BEACH


Mark Danaj
City Manager

Date

FOR THE MANHATTAN BEACH FIREFIGHTERS' ASSOCIATION



Rudy Mejia
Firefighter/Paramedic



Date