

SIDE LETTER OF AGREEMENT

BETWEEN

CITY OF MANHATTAN BEACH

AND

THE MANHATTAN BEACH FIREFIGHTERS' ASSOCIATION

This Side Letter of 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 entered into a Memorandum of Understanding ("MOU") with the term of January 1, 2016 through December 31, 2018; and

WHEREAS, the MOU provides that the Fire Department maintains a Fire Reserve Program, but that the individuals providing service in that program are not represented by the Association; and

WHEREAS, the City has informed the Association that it wishes to modify the Fire Reserve Program and have the individuals providing service in that program work as part-time Basic Life Support (BLS) Ambulance Operators. This is work currently performed by members of the Association and therefore requires the City to offer the right to meet and confer with the Association before making such a change; and

WHEREAS, the use of the Fire Reserves as BLS Ambulance Operators is a pilot program which the Fire Chief will evaluate and within his discretion may continue or not. If the program is not continued, the City will negotiate the impact of that decision with the Association; and

WHEREAS, the parties wish to modify Article 44 of their MOU and;

NOW THEREFORE, the parties agree as follows:

Article 44, is modified as can be seen with track changes below as follows:

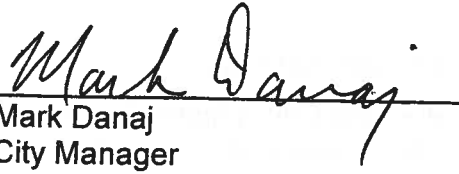
ARTICLE 44 – FIRE RESERVE PROGRAM

The Association acknowledges that it does not represent the Fire Reserves utilized by the City. Effective as soon as administratively possible, Fire Reserves will work as part-time Basic Life Support (BLS) Ambulance Operators.

The City will, ~~however,~~ meet and confer with the Association with respect to any changes in the Fire Reserve Program which affect the terms and conditions of

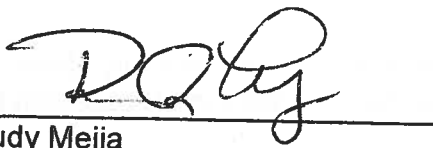
employment of the employees represented by the Association, to the extent that such effects are subject to bargaining under the Meyers-Milias Brown Act.

FOR THE CITY OF MANHATTAN BEACH


Mark Danaj
City Manager

7-12-16
Date

FOR THE MANHATTAN BEACH FIREFIGHTERS' ASSOCIATION


Rudy Mejia
Firefighter/Paramedic

07/11/16
Date