

**SIDE LETTER OF AGREEMENT
BETWEEN
THE CITY OF WEST COVINA
AND
WEST COVINA FIREFIGHTERS' ASSOCIATION,
I.A.F.F., LOCAL 3226**

THIS SIDE LETTER OF AGREEMENT ("Agreement") is entered into between the City of West Covina ("City") and the West Covina Firefighters' Association, I.A.F.F., Local 3226 ("WCCFFA") (collectively "Parties") with respect to the following:

WHEREAS, the Parties entered into a Memorandum of Understanding with a term of July 1, 2022 to June 30, 2025 (MOU); and

WHEREAS, the Parties have met and conferred in accordance with the Meyers-Millias-Brown Act and Government Code section 3500 to discuss changing the work period for WCCFFA members from 24 days to 14 days and have agreed upon such change; and

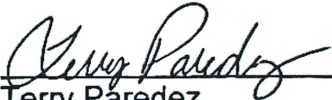
WHEREAS, the Parties desire to enter into this Side Letter Agreement to memorialize their agreement regarding such change.

NOW, THEREFORE, the Parties agree as follows:

1. Beginning January 20, 2024, the City will implement a 14-day work period for members of the WCCFFA. The Parties further agree that employees' base pay will not be "smoothed" or averaged over the course of the year.
2. WCCFFA members' base pay will not be negatively impacted by the change over the course of a year, contingent upon members working their designated and scheduled shifts.
3. All other terms and conditions of the MOU shall remain in full force and effect.


FOR THE WCCFFA AND CITY OF WEST COVINA:

I agree on behalf of the WCCFFA:



Terry Paredez
WCCFFA President

I agree on behalf of the City:

 1/25/24

Paulina Morales
Acting City Manager

01 23. 2024

Date

Date