

CITY AND UNIT 9B NEGOTIATIONS – COMPREHENSIVE TENTATIVE AGREEMENT

1. Duration (Preamble)

4-Year Term (1/1/2026 - 12/31/29)

2. Wages (Section 1)

- First Pay Period following adoption of the MOU – All employees holding positions in classifications assigned to Unit 9B, except Fire Chief (Job Code 117), shall be increased by approximately **4.0%**.
- First Pay Period of Calendar Year 2027 – All salary ranges for employees holding positions in classifications assigned to Unit 9B shall be increased by approximately **4.0%**.
- First Pay Period of Calendar Year 2028 – All salary ranges for employees holding positions in classifications assigned to Unit 9B shall be increased by approximately **3.5%**.
- First Full Pay Period of Calendar Year 2029 – All salary ranges for employees holding positions in classifications assigned to Unit 9B shall be increased by approximately **3.0%**.

3. Lump Sum (Section 1)

- Effective the first full pay period following adoption of the MOU – one-time Lump Sum payment of \$4,000 to the Fire Chief (Job Code 117).
- In lieu of retro and effective the first full pay period following adoption of the MOU – one-time Lump Sum payment of \$6,000 to all employees holding positions in classifications assigned to Unit 9B.

4. Deferred Compensation (Section 27)

- Effective the first month following adoption of the MOU, the City will increase its contribution to \$330/month (from \$230/month) to the employee's deferred compensation. Once the 401(a) is established, the City's prospective contributions after the 401(a) is established will go to the 401(a).

5. Workers' Compensation Fast Track Program – Side Letter Agreement

- Extend via Side Letter Agreement the Workers' Compensation Fast Track Program available to the Santa Clara Firefighters, International Assoc. of Firefighters, Local 1171 (Unit 1) to employees represented by Unit 9B.

6. Housekeeping

- Bereavement Leave (Section 9)

**** THIS AGREEMENT IS CONSIDERED TENTATIVE AND SHALL NOT BE CONSIDERED FINAL OR BINDING UNTIL RATIFIED BY ASSOCIATION MEMBERS AND APPROVED BY CITY COUNCIL. THIS DOCUMENT SETS FORTH THE FULL AGREEMENTS OF THE PARTIES REACHED DURING THESE NEGOTIATIONS. ANYTHING NOT INCLUDED IN THE DOCUMENT IS NOT PART OF THE TENTATIVE AGREEMENT.**

For the City:

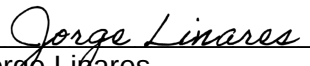
For the Unclassified Fire
Management (Unit 9B):

for  7/10/26
Jovan D. Grogan Date
City Manager

 7/9/2026
Drew Miller Date
Unit 9B

 7/9/2026
Ashley Lancaster Date
Acting Assistant Director of HR

 7/9/2026
Matt Queen Date
Unit 9B


Jorge Linares Date
Management Analyst

SIDE LETTER AGREEMENT

BETWEEN

THE CITY OF SANTA CLARA

AND

UNCLASSIFIED FIRE MANAGEMENT (UNIT 9B)

WORKERS' COMPENSATION FAST TRACK PROGRAM

The City and Unit 9B agree to implement a Workers' Compensation Fast Track Program (or "Fast Track") for employees represented by Unit 9B as soon as practicable. The Fast Track Program shall be as follows:

1. Employees who suffer a work-related injury or illness and seeking treatment through Kaiser Permanente Occupational Health are immediately pre-approved for all relevant diagnostic testing as defined within the Kaiser Fast Track program. No Utilization Review ("UR") approval is required. There is no other Fast Track Program available outside of Kaiser Permanente Occupational Health.
2. This Fast Track Program is specific to Kaiser Permanente Occupational Health due to the close collaboration and coordination that is required with the providing doctors, and the in-house diagnostic testing capabilities at most of Kaiser's occupational health centers.
 - a. Being a Kaiser member is not required to utilize the Fast Track Program.
 - b. Employees can also have the test results sent to their own Workers' Compensation doctor for diagnosis and treatment at their option; however, employees opting to have test results sent to their own Workers' Compensation doctor for further diagnosis and treatment are not eligible to receive pre-authorization for the relevant diagnostic testing identified in Sections 4.a., 4b., and 4.c of this Side Letter.
3. Kaiser Permanente Occupational Health centers are located throughout Northern and Southern California and are also known as "Kaiser Permanente On-the-Job" (KPOJ) clinics. Most are open 8:30am to 5:00pm.
4. In the event of a work-related injury, employees should contact their preferred KPOJ clinic for an appointment for immediate treatment and any relevant diagnostic testing that is pre-approved as prescribed by a KPOJ physician, bypassing any delays associated with Utilization Review as identified below.
 - a. Pre-authorized tests include:
 - i. Radiology (X-rays, MRI, MRI arthrogram, CT scan, Doppler ultrasound)
 - ii. Labs (Complete Blood Count, Differential, Platelet Count, Chemistry panels such as kidney or liver function tests)
 - iii. Electrodiagnostic Studies (EMG and Nerve Conduction)
 - b. Pre-authorized non-surgical treatments include:

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- i. Consults (Orthopedics, Podiatry, Physical Medicine Rehab Surgery, Plastic Surgery, Spine specialists, Ophthalmology, ENT, Neurology, Wound Clinic, etc.)
- ii. Physical therapy (up to a maximum of 24 visits)
- iii. Occupational hand therapy (up to a maximum of 24 visits)
- iv. Acupuncture (up to a maximum of 24 visits)
- v. Trigger point injections (series of 3)
- vi. Epidural steroid injections (series of 3)
- vii. Joint injections
- viii. Ultrasound guided injections
- ix. Continuous Passive Motion rental for post-op
- x. Cold Compression Machine (i.e., Game Ready) rental for 30 days
- xi. TENS units Custom splints
- xii. Medications - A list has been authorized for Fast Track

c. Pre-authorized surgical treatments include:

- i. Emergency surgeries for fracture, tendon injuries and trauma
- ii. Arthroscopic knee surgeries
- iii. Arthroscopic shoulder surgeries
- iv. Carpal Tunnel Release surgery
- v. Hernia Repair
- vi. Biopsy/Pathology for accepted skin cancer claims
- vii. Destruction of skin areas by Cryogenic surgery, liquid nitrogen, Mohs surgery on accepted skin cancer claims

5. This Side Letter Agreement is considered part of the tentative agreement for a successor Memorandum of Understanding (or "MOU") between the parties, and shall become effective only as part of the overall tentative agreement for a successor MOU, and when signed by all parties below and approved by City Council.

FOR THE CITY:

Jovan D. Grogan 7/10/26
for Jovan D. Grogan Date
City Manager

Ashley Lancaster 7/9/2026
Ashley Lancaster Date
Acting Assistant Director of HR

Jorge Linares
Jorge Linares Date
Management Analyst

FOR UNIT 9B:

Andrew Miller 7/9/2026
Drew Miller Date
Unit 9B

Matt Queen 7/9/2026
Matt Queen Date
Unit 9B