

**SIDE LETTER AGREEMENT**

**BETWEEN**

**THE CITY OF SANTA CLARA**

**AND**

**THE SANTA CLARA FIREFIGHTERS, IAFF LOCAL 1171  
(UNIT 1)**

**FIREFIGHTER I (24-HR) TRAINING DIVISION – SALARY STEPS 1-3**

The City and the Santa Clara Firefighters, IAFF Local 1171 (hereafter, "Unit 1") agree to this Side Letter Agreement (hereafter, "Agreement") regarding the creation of salary steps 1 through 3 for the Firefighter I (24-Hr) Training Division (Job Code 487P) classification.

The parties recently agreed to update the City's pay plan to add the classification of "Firefighter I Training Div" (Job Code 487T), as the City's pay plan provides for different classifications represented by Unit 1 to perform duties as determined by the Fire Department in the Training Division and on a 40-hour work schedule (in lieu of the normal "48/96" shift). Specifically, the City's pay plan provides for the following:

- Firefighter II Training Div (Job Code 480T)
- Driver/Eng Training Division (Job Code 380T)
- Fire Captain – Training (Job Code 475T)
- Firefighter I Training Div (Job Code 487T)

There is no similar position for Firefighter I (Job Code 487). The Fire Department has identified that having an employee in the Firefighter I (Job Code 487) classification may be useful in working in the Training Division.

The parties agree to update the City's pay plan to add salary steps 1 through 3 for the Firefighter I (24-Hr) Training Division (Job Code 487P) classification; it should be noted that a Firefighter I can work in the Training Division only if they were at salary step 4. An employee assigned by the Department to the Training Division shall have their work schedule and pay adjusted similar to how salary step 4 is adjusted for the current Firefighter II (24-Hr) Training Division (Job Code 480P). Any such assignment shall not be effective until the beginning of a pay period.


This Agreement shall not establish precedent for future agreements and shall not be construed or implied to obligate the parties to enter into any similar agreements in the future.

This Agreement is effective after it is signed by all parties below and adopted by City Council.


**FOR THE CITY:**

**FOR IAFF 1171 (Unit 1):**

  
Jovan D. Grogan  
City Manager  
6/24/25  
Date

  
Anthony Pascoal  
President, Unit 1  
6/18/25  
Date

  
Ruben Torres  
Fire Chief  
6/24/25  
Date

  
Sean D. Howell  
Attorney, Unit 1  
Date