

SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF SANTA CLARA
AND
SANTA CLARA FIREFIGHTERS, IAFF LOCAL 1171 (UNIT 1)

TUITION REIMBURSEMENT PILOT PROGRAM (PARAMEDIC SCHOOL)

The City and the Santa Clara Firefighters, IAFF Local 1171 (Unit 1) acknowledge that City Manager's Directive No. 26, entitled Tuition Reimbursement Program (CMD 26), limits the maximum reimbursement to \$2,000 per employee per Fiscal Year.

In recognition of the interest in both the City and Unit 1 increasing the number of employees licensed as Paramedics in the Santa Clara Fire Department, the parties agree to the following Pilot Program:

1. Starting September 2025, the five (5) employees listed below volunteered to go through the Paramedic program, including attending classroom work at Foothill College.

No	Last	First	Classification
1	Del Alto	Ashley	Firefighter
2	Hall Cruz	Isaac	Firefighter
3	Ingram	Natalie	Firefighter
4	Jirmusova	Marie	Firefighter
5	Keller	Anna	Firefighter

2. The City will cover the cost of the tuition at Foothill College for the Paramedic school by allowing the employees to be reimbursed via the Tuition Reimbursement Program, notwithstanding the limit of \$2,000 per employee per Fiscal Year. The estimated total cost of the City covering the tuition at Foothill College is approximately \$45,000 for the volunteer employees listed above.
 - a. Employees shall submit for reimbursement for the tuition of Paramedic school pursuant to CMD 26.
 - b. The tuition reimbursement for Paramedic school is inclusive of the limit of \$2,000 per employee per Fiscal Year as provided in CMD 26.
 - c. All other terms of CMD 26 shall continue to apply.

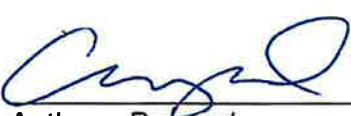
3. The terms of this Side Letter Agreement shall expire when the employees listed above have passed Paramedic school and have submitted and received their tuition reimbursement.
4. This Side Letter Agreement shall not establish precedent for future agreements and shall not be construed or implied to obligate the City or Unit 1 to enter into any similar agreements in the future.
5. This Side Letter Agreement shall become effective when signed by all parties below and upon approval by City Council.

FOR THE CITY:


Jovan D. Grogan
City Manager

12/9/25
Date

FOR IAFF (Unit 1):


Anthony Pascoal
President, IAFF (Unit 1)

12-3-25
Date

Ruben Torres
Ruben Torres
Fire Chief

12/03/25
Date