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OFFICE OF THE CITY CLERK  
OAKLAND

**OAKLAND CITY COUNCIL**

*[Signature]*  
City Attorney

2016 NOV 17 PM 4:20 RESOLUTION No. 86479 C.M.S.

**RESOLUTION APPROVING A SIDE LETTER WITH THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS (IAFF), LOCAL 55 REGARDING INCENTIVE PAY FOR BARGAINING MEMBERS WHO HAVE COMPLETED A FIRE DEPARTMENT APPROVED HAZARDOUS MATERIALS CERTIFICATION PROGRAM AND ARE ASSIGNED TO WORK AT FIRE STATION 3**

**WHEREAS**, the language of the City of Oakland Memorandum of Understanding (MOU) with the International Association of Fire Fighters, Local 55, Section 2.8.3 governing the Hazardous Materials Pay incentive was found to contain ambiguity; and

**WHEREAS**, it is in the best interest of the City and the Union to have language that is clear and unambiguous for the term of the MOU, which remains in effect until October 31, 2017; and

**WHEREAS**, the language as currently written allows an employee to receive the incentive pay when assigned to a Fire Station where the related work is not performed and assigns a lesser incentive to employees who are temporarily assigned to Fire Station 3 where the work is performed; and

**WHEREAS**, existing budgeted allocations in the Fire Department are sufficient to account for the Hazardous Materials Pay incentive as described in a Side Letter agreement between the City and the Union; now therefore be it, and

**RESOLVED**, that the City Council hereby authorizes the City Administrator to enter into a side letter with the International Association of Fire Fighters, Local 55 regarding incentive pay for bargaining members who have completed a Fire Department approved hazardous materials certification program and are assigned to work at Fire Station 3; and be it

**FURTHER RESOLVED**, the authorized Side Letter shall be effective upon passage of this Resolution.

**NOV 29 2016**

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_

**PASSED BY THE FOLLOWING VOTE:**

AYES - BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILEN, KALB, KAPLAN, REID and PRESIDENT GIBSON MCELHANEY - 8

NOES - 0

ABSENT - 0

ABSTENTION - 0

ATTEST: *[Signature]*  
LaTonda Simmons  
City Clerk and Clerk of the Council  
of the City of Oakland, California