

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF OAKLAND AND
IAFF, LOCAL 55 REGARDING ARTICLE 2.8.7.1 OF THE MEMORANDUM OF
UNDERSTANDING**

The City of Oakland ("City") and IAFF, Local 55 ("IAFF"), collectively referred to as the "Parties" hereby enter into the following agreement regarding Article 2.8.7.1 Staff Assignments And Special Assignments – Forty Hour Schedule.

Effective November 1, 2020, Article 2.8.7.1 is modified as follows below:

2.8.7.1 Forty Hour Schedule.

~~The Chief may assign members to a 40-hour Staff Assignment. Such assignments will normally be filled through an announcement and application process. A bargaining unit member assigned to and serving in a staff assignment with 40-hour work week shall be paid fifteen percent (15%) in addition to the unit member's regular base rate of pay. An assignment will only qualify for Staff Assignment Pay if the assignment is identified in writing as a Staff Assignment which qualifies for Staff Assignment Pay (e.g., light duty or other temporary 40-hour assignments which are not identified in writing as Staff Assignments will not receive Staff Assignment pay).~~

2.8.7.1 Fire Staff Premium.

Fire Staff Premium is provided to rank-and-file Local 55 members routinely and consistently assigned to administrative duties during normal hours of employment, typically a 40-hour schedule, that differ from the work schedule of fire suppression personnel. All administrative staff routinely and consistently performing qualifying duties shall be eligible for Fire Staff Premium, regardless of their work schedule. Members receiving Fire Staff Premium shall be paid an additional fifteen percent (15%) in addition to their base rate of pay. Staff Assignments shall be determined based on operational needs and the member's ability to perform administrative duties routinely and consistently as defined in this policy. This premium aligns with the Fire Staff Premium as defined in CCR 571, as shall be reported as special compensation to CalPERS.

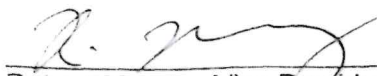
This agreement is subject to Union ratification and City Council Adoption.

SO AGREED.

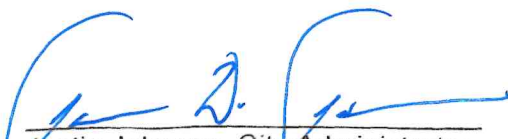
For IAFF, Local 55

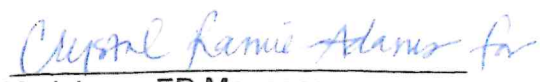
For the City of Oakland

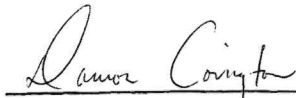

Seth Olyer, President


Robert Murphy, Vice President

Date: 22nd August 2025


Jestin Johnson, City Administrator


Mark Love, ER Manager


Damon Covington, Chief of Fire

Date: 8/25/2025