

SIDE LETTER AGREEMENT
BETWEEN THE APPLE VALLEY FIRE PROTECTION DISTRICT AND THE APPLE VALLEY PROFESSIONAL
FIREFIGHTERS' ASSOCIATION, IAFF LOCAL 4742

WHEREAS, the Apple Valley Fire Protection District ("District") and the Apple Valley Professional Firefighters' Association, IAFF Local 4742 ("AVPFA") desire to maintain effective employer-employee relations for employees of the Apple Valley Fire Protection District; and

WHEREAS, representatives of the District and the AVPFA (collectively referred to herein as the ("Parties")) have a mutual interest in amending Article 15, Shift Bidding of the current Memorandum of Understanding between the Parties.

WHEREAS, Article 15, Shift Bidding, of the current Memorandum of Understanding provides, "When making shift and station assignments and reassignments, the DISTRICT shall allow Bargaining Unit Employees to bid on such assignments by filling out a bid sheet based on seniority in grade and employee preference. Final implementation of the bid sheet will be subject to the Fire Chief's approval, and the Fire Chief shall retain the ability to adjust assignments based on his or her determination on what may be in the DISTRICT's best interests and to optimize the delivery of services. While the Fire Chief's adjustments shall not be subject to grievance or appeal, the Fire Chief will meet with the ASSOCIATION President to discuss the reasons for any adjustments before finalization. Members who bid on to Truck 336 will required a formal truck academy either prior to, or within six months of assignment. Should member require a truck academy, such member will be placed on a 40-hour work week schedule while attending. The member shall attend a recognized Truck Academy."

WHEREAS, the Parties have met and conferred in good faith and jointly agree to this Amendment to the current Memorandum of Understanding effective **October __, 2022 through December 31, 2023**. At the expiration of this side letter agreement, and if no other agreement is reached, the parties agree the current MOU language will be reimplemented.

NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:

The Parties amend the Memorandum of Understanding effective **(Insert Date)** as follows:

Prior to making shift and station assignments and reassignments, the DISTRICT will notify Bargaining Unit Employees who are interested in the shift selection process for bid placements at Station 336 to submit a letter of interest to the Fire Chief. The DISTRICT's notification of shall be sent to all members via DISTRICT email and will include a due date and the acceptable process for Employees to submit letters of interest. The DISTRICT shall develop a placement list comprised of Employees who have submitted letters of interest for bid placements at Station 336. This list shall be provided to DISTRICT employees two weeks prior to the shift bid process, which takes place on November 5th. Members who are placed on Truck 336 will required a formal truck academy either prior to, or within six months of assignment. Should a member require a formal truck academy, such member will be placed on a 40-hour work week schedule while attending a recognized Truck Academy.

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Bargaining members who are not a part of the shift bid placements at Station 336 shall bid on remaining assignments by filling out a bid sheet based on seniority in grade and employee preference.

The Parties agree the remaining terms and conditions of the current Memorandum of Understanding shall remain in full force and effect throughout the duration of the Memorandum of Understanding.

APPLE VALLEY FIRE PROTECTION DISTRICT

APPLE VALLEY PROFESSIONAL FIREFIGHTERS' ASSOCIATION, IAFF LOCAL 4742
