

**SIDE LETTER AGREEMENT AMENDING
THE JULY 1, 2024 TO JUNE 30, 2028
MEMORANDUM OF UNDERSTANDING BETWEEN
THE REDONDO BEACH FIREFIGHTER'S ASSOCIATION
AND THE CITY OF REDONDO BEACH**

The Redondo Beach Firefighter's Association ("RBFA") and the City of Redondo Beach ("City"), having previously negotiated and executed a Memorandum of Understanding for the RBFA Bargaining Unit for the period July 1, 2024 to June 30, 2028 ("MOU"), do hereby agree and adopt this side letter agreement ("Side Letter Agreement") amending the **MOU** related to **MOU ARTICLE XI- by adding a new SECTION 25 – Strike Team Deployments** in the following specific particularities only.

TERM OF SIDE LETTER AGREEMENT

This Side Letter Agreement shall commence effective January 20, 2026 and after execution and adoption by both the RBFA and the City. The agreement shall continue in full force and effect unless and until it is amended by a written document executed by both parties.

MOU ARTICLE XI, SECTION 25 – Strike Team Deployments

During the Term of this Side Letter Agreement, **Section 25 Strike Team Deployments** shall be added to Article XI of the MOU and shall read as follows:

“The parties agree that proper reacclimating after a deployment is critical to the health and safety of personnel and the public. As a result, the parties have met and conferred in good faith and agree to the following terms and conditions of employment:

1. Returning from deployments:
 - a. Members who are released from a strike team or overhead assignment after being assigned for a minimum of 120 hours who arrive back in the City (to their assigned Fire station) during their regularly scheduled shift shall be released from duty with pay and without having to use any of their accumulated leave for the remainder of their twenty-four (24) hour shift that is occurring when they arrive.
 - b. If there is less than twelve (12) hours left in the shift when they arrive and they are scheduled to work on the next shift, these members shall have 12 hours off with pay prior to being required to return to duty. During the hours of that shift when they are entitled to be off with pay, their position on that shift will be covered by another member.
2. When deployed on a Strike Team or Overhead assignment and the incident does not provide hotel accommodations during rest periods, the City will pay/reimburse for reasonable hotel accommodations. Each room will house two (2) personnel unless rooms

with two beds are unavailable at the hotel. The room cost (excluding taxes and fees), shall not exceed the current General Services Administration (“GSA”) lodging rate. <https://www.gsa.gov/travel/plan-book/per-diem-rates>. If an employee has been issued a City purchasing card (i.e., a “Cal-card”) and has it available, they shall use it to pay for the room(s). Accommodations must be approved by the Strike Team Leader if part of a Strike Team. Fire Chief approval is required for accommodations exceeding GSA rates.”

INCORPORATION CLAUSE

This **Side Letter Agreement** contains the entire agreement between the parties related to the addition of **MOU ARTICLE XI- SECTION 25- Strike Team Deployments** during the **Term**. There are no other, and neither the **RBFA** nor **City** have relied upon any, agreements, understandings, or representations related to the subject matter of this **Side Letter Agreement** not specifically set forth in writing herein. In the event of a conflict between any term or condition of this **Side Letter Agreement** and the **MOU**, this **Side Letter Agreement** shall control. This **Side Letter Agreement** may be amended only by a written document executed by both parties. No act or omission of a party shall be construed or implied to be a waiver of any term or condition of this **Side Letter Agreement**.

SAVINGS CLAUSE

The terms of this **Side Letter Agreement** have been reached by the parties after negotiations and fulfillment of all legally required meet and confer obligations. In the event of any dispute as to the meaning of any term or condition of this **Side Letter Agreement**, the parties shall meet in good faith to resolve such dispute. If any such dispute is not resolved within a reasonable period of time, the exclusive resolution of such dispute shall be consistent with the mediation process described in Article X the MOU. The parties agree that in the event any term or condition of this **Side Letter Agreement** violates (now or in the future) any applicable state or federal law, the City Manager shall have the power to reform this **Side Letter Agreement**, but only to the extent so that it is fully compliant with such state or federal law; provided, however, the City Manager shall not have any power to reform, declare, order or award that the **MOU** shall supersede or control any term or condition this **Side Letter Agreement**.

NO OTHER AMENDMENT OR MODIFICATION

Except as specifically provided herein, no other term or condition of the MOU is modified or amended by this **Side Letter Agreement**.

**FOR THE CITY OF
REDONDO BEACH**

James A. Light, Mayor

Date: _____

**FOR THE REDONDO BEACH
FIREFIGHTERS' ASSOCIATION**

Kenneth Campos, President

Date: _____

APPROVED AS TO FORM:

Joy A. Ford, City Attorney