



Administrative Report

H.13., File # 26-0059

Meeting Date: 1/20/2026

To: MAYOR AND CITY COUNCIL

From: DIANE STRICKFADEN, DIRECTOR OF HUMAN RESOURCES

TITLE

APPROVE A SIDE LETTER AGREEMENT AMENDING THE JULY 1, 2024 TO JUNE 30, 2028 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF REDONDO BEACH AND THE REDONDO BEACH FIREFIGHTERS' ASSOCIATION AMENDING ARTICLE XI AND ADDING SECTION 25, TITLED STRIKE TEAM DEPLOYMENTS

EXECUTIVE SUMMARY

The City Council previously approved a Memorandum of Understanding (MOU) between the City of Redondo Beach and the Redondo Beach Firefighters' Association (RBFA) for the term July 1, 2024 through June 30, 2028. However, the existing RBFA MOU does not have a provision for how to address Strike Team Deployments, which occur when RBFA members are deployed to assist the State of California and other agencies in wildfire response. Recently, City staff and members of the RBFA met and conferred in good faith and came to an agreement to incorporate the attached side letter into the MOU, which addresses working conditions as they relate to strike team deployments.

BACKGROUND

In recent years, Redondo Beach Firefighters have been called upon to assist on several regional and statewide strike teams to assist CalFire and other agencies with major incidents and wildfire response. These deployments often involve extended operational periods, long travel distances, and assignments in areas with limited infrastructure. As wildfire seasons lengthen and emergency responses become more complex, firefighters are often required to remain deployed for multiple days under austere conditions. Oftentimes, suitable housing is inconsistent or unavailable and firefighters have been required to sleep in temporary shelters or other inadequate accommodations for several consecutive days.

Without explicit provisions listed in the MOU, the adequacy of housing and rest periods can vary by incident, leading to inconsistent practices across deployments, as well as potential safety concerns. The attached side letter updates the RBFA MOU by providing for reimbursement for reasonable hotel accommodations at the federal General Services Administration (GSA) rate. Each room will house two personnel unless rooms with two beds are unavailable at the hotel.

In addition, in order to ensure adequate rest to members who are returning from a strike team assignment to their regular shift, if they have been deployed at least 120 hours (five 24-hour shifts), members shall be released from duty with pay for the remainder of their regular shift, or up to 12 hours if they return in the middle of two shifts. The purpose of this provision is to ensure that

members receive at least 12 hours of adequate rest after returning from deployment and before returning to their next regular shift. Both of these provisions are consistent across public agencies and are designed to increase firefighter safety, reduce injury risk, and support sustained and effective emergency response.

COORDINATION

The Human Resources Department coordinated the proposed side letter with the RBFA. The City Attorney's Office approved the agreement as to form.

FISCAL IMPACT

The fiscal impact of the strike team deployment provision is estimated to be \$3,000 per year, based on past experience.

APPROVED BY:

Mike Witzansky, City Manager

ATTACHMENTS

- Side Letter - Amending the July 1, 2024 to June 30, 2028 MOU with the RBFA