



## SIDE LETTER AGREEMENT BETWEEN THE CITY OF GLENDALE AND THE GLENDALE FIRE FIGHTERS' ASSOCIATION LOCAL 776

Subject to approval by the authorized representatives of the City of Glendale and the Glendale Fire Fighters' Association, Local 776 ("GFFA") (collectively, "Parties"), this side letter seeks to clarify specified provisions of the July 1, 2024 through June 30, 2027 Memorandum of Understanding between the Parties (the "MOU"), solely for the purpose of complying with the Public Employees' Retirement Law.

Section 1. Article 2 STAFF CAPTAIN PAY of the MOU is revised in its entirety to read as follows:

### XVIII. STAFF CAPTAIN PAY

#### A. Purpose

The purpose of the Staff Captain program is to develop qualified unit employees at the rank of Fire Captain, who are designated by Fire Management to perform specialized Staff Captain services for the public, in order to prepare individuals for the Battalion Chief position. The assignment is intended to provide Fire Captains with exposure to leadership and administrative aspects of the Fire Service consistent with the Battalion Chief position through experience earned leading fire employees at that level.

~~the Fire Service.~~

Unless otherwise approved by the Fire Chief, there shall be one Staff Captain for each platoon. The Staff Captain assignment is intended to modify the normal full-time duties of the Fire Captain performed during their normal work schedule by leading and supervising their assigned platoon.

#### B. Compensation

Unit employees assigned to the Staff Captain program shall be compensated as follows:

##### ~~1. Fire Captain/Single Function (Non-Paramedic)~~

Unit employees in the classification of Fire Captain (single function), ~~who are not~~ or Fire Captain Paramedics, who are routinely and consistently assigned to the Staff Captain assignment, shall receive additional compensation in the amount of five percent (5%) of the top step of the Firefighter classification.

~~2. Fire Captain Paramedic~~

~~Unit employees in the classification of Fire Captain Paramedic, assigned to the Staff Captain assignment, shall receive their regular Fire Captain/Paramedic pay pursuant to Article Two.~~

**C. Limitations**

1. ~~The~~ When working overtime, the Staff Captain Assignment Pay shall only apply when working overtime as a "Staff Captain", not as a "Fire Captain".
2. It is understood that Fire Management has the right to select the person(s) to hold these positions and that Fire Management has the right to change or modify this assignment at any time.
3. Given the confidential information Staff Captains are exposed to during the course of their duties, they will be required to sign a confidentiality agreement.

Section 2. Except as expressly modified by this side letter, the provisions of the MOU shall remain unchanged. Upon expiration of the current MOU, this Side Letter will be incorporated into the successor MOU.

This side letter is hereby executed by the authorized representatives of the Parties on the date specified.

**PARTIES TO THE AGREEMENT:**

FOR THE CITY OF GLENDALE



Roubik Golanian, City Manager

04/09/2025

Date



Paula Adams, Chief Human Resources Officer

04/07/2025

Date

FOR THE GLENDALE FIRE FIGHTERS' ASSOCIATION



Ara Zakarian (Apr 7, 2025 09:20 PDT)

Ara Zakarian, President GFFA

04/07/2025

Date