

SIDE LETTER AGREEMENT BETWEEN THE CITY OF OAKLAND AND IAFF, LOCAL 55 REGARDING THE EXTENSION OF PROMOTIONAL PROBATIONARY PERIOD

The City of Oakland ("City") and IAFF, Local 55 ("IAFF"), collectively referred to as the "Parties" hereby enter into the following agreement regarding the extension of promotional probationary periods for Local 55 members.

The language of Section 4.1.2 of the Memorandum of Understanding between the Parties will be amended as follows:

4.1.2 Promotional Probationary Period.

The probationary period of a bargaining unit member filling a position from a promotional examination shall be for a period of six (6) months of active service performing the full duties of the promoted rank. The Fire Chief or designee shall file an approved report of performance at the end of the third and fifth months of employment for each unit member serving a six-month promotional probationary period. Upon a favorable report, the appointment of the employee shall be deemed to be permanent at the expiration of the promotional probationary period. In the event of an unfavorable report, the appointing authority shall notify the Personnel Director and the unit member at least fifteen (15) calendar days in advance, that he/she will be removed from the position no later than the final date of the probationary period.

The City may extend an employee's promotional probationary period on a one time basis for any reason by three (3) months only upon mutual agreement between the City and the Union.

SO AGREED.

For IAFF, Local 55



Dan Robertson, President



Zac Unger, Vice President

Date: Jan 28 2019

For City:



Allyson Cook, Assistant Director HRM



Darin White, Oakland Fire Chief

Date: 1/25/2019