

Side Letter of Agreement
Between
City of Rocklin
And
Rocklin Firefighters, Local 3847
November 14, 2023

The City of Rocklin and the Rocklin Firefighter's, Local 3847 are parties to a Memorandum of Understanding establishing terms and conditions of employment between the City and employees in the Union for the period of July 1, 2022 thru June 30, 2025.

Background and Overview

The City of Rocklin (City) and IAFF Local 3847 (RFF) will implement a comfort canine program for first responders to support first responders' mental health and wellness at the Rocklin Fire Department.

A member of the Fire Department staff will act as the lead handler, will be responsible for the daily care of the canine, including feeding, exercising, training and other routine care.

The specific provisions contained in this Agreement are intended to supersede any previous agreements, whether oral or written, regarding the matters contained in this agreement.

The Parties have satisfied their obligations to meet and confer in good faith in accordance with the Meyers-Milias Brown Act (MMBA) and agreed to the below addition to their MOU.

Except as provided here, all wages, hours, and other terms and conditions of employment presently in the City's MOU and Side Letter Agreements with the RFF remain in full force and effect.

Comfort Canine Handler Compensation and Assignment

- A. Food, special food supplements, equipment and maintenance including all veterinary, medical expenses, medications, training, crates and bedding, leashes and harnesses, toys, grooming, treats, medical insurance, and upkeep related costs will be provided by the Hearts 4 Heroes Foundation unless the City becomes the owner of the canine, at which time the City will become responsible for these expenses. The City will not reimburse a canine handler for expenses associated with the canine and it is the City's understanding that Hearts 4 Heroes will not reimburse for these expenses unless they were pre-approved in-writing.
- B. The lead comfort canine handler will be compensated for thirty (30) minutes each day of off-duty time caring for the canine. The handler will be compensated for this time at time and one-half of the employee's base hourly rate of pay for each off-duty day of canine care, except on off-duty days when a secondary handler cares for the canine. The handler will also be compensated at time and one-half of the employee's base hourly rate of pay for all


mandatory canine related training at the approval of the Fire Chief or his/her designee.

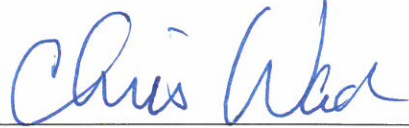
- C. When a City employee serves as a secondary comfort canine handler, they will be compensated for thirty (30) minutes each day of off-duty time caring for the canine. The secondary handler will be compensated for this time at time and one-half of the employee's base hourly rate of pay for each off-duty of canine care. When not caring for the canine due to being on leave or otherwise not available during off-duty days, the lead handler shall not receive handler compensation. Both the lead and secondary handler shall not be compensated for the same calendar day.
- D. The lead comfort canine handler must be on the Peer Support Team.
- E. When the comfort canine is retired from duty the lead comfort canine handler will assume full ownership of the canine and will pay all future costs.

The Parties mutually agree this Side Letter of Agreement will be incorporated into the successor MOU where appropriate.

City of Rocklin

Rocklin Firefighters, Local 3847

DocuSigned by:

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 Aly Zimmermann, City Manager


 Chris Wade Local 3847 President

Date: 11/15/2023 | 11:07 PM PST

Date: 10-11-2023