

MEMORANDUM OF UNDERSTANDING
BETWEEN THE SAN ANTONIO PROFESSIONAL FIRE FIGHTERS ASSOCIATION,
LOCAL 624 and
THE CITY OF SAN ANTONIO, TEXAS

The San Antonio Professional Fire Fighters Association, Local 624 ("SAPFFA") and the City of San Antonio (the "City") have entered a Collective Bargaining Agreement ("CBA"), that became effective February 13, 2020, and expires on December 31, 2024. Under the authority of the CBA, both the City and SAPFFA enter into the following Memorandum of Understanding ("MOU").

The City and SAPFFA discussed the City of San Antonio's commitment to Joint Base San Antonio for EMS Services reflected in the JBSA contract and the potential staffing for those services going forward. During those discussions, the City worked to provide information in response to certain JBSA contract provisions; to reflect the agreement on shift scheduling for a Power Shift under Article 15, Section 2(C) of the CBA; and to provide information in response to operational impacts. That information is outlined below and reflects the understanding between SAPFFA and the City on the provision of services under the Joint Base San Antonio contract with the City (referred to as the "JBSA contract"):

JBSA contract Section 1.8.14 reflects language involving the removal of a City employee from servicing JBSA at the discretion of the Commanding Officer (CO). That language captures the current practice of federal authority held by the CO to determine who ultimately has access to a federal military installation. In the event Section 1.8.14 is invoked by the CO, discipline will be determined according to SAFD Department Rules and Regulations and the CBA.

JBSA contract Section 1.11, which addresses conflicts of interest, does not impact the City's ability to hire reserve or retired military personnel.

When implemented, the Power Shift schedule will consist of a 40-hour schedule as follows: a four (4) day workweek comprised of ten (10) hours per day starting at 0700hrs. and ending at 1700hrs. Personnel would select four (4) days beginning either Monday through Thursday, or Tuesday through Friday. The distribution of personnel within the Power Shift schedule will consist of four personnel assigned to the Monday through Thursday schedule and four personnel assigned to the Tuesday through Friday schedule respectively.

Assignment of personnel for the Power Shift will occur in accordance with the existing transfer policy. As a result, permanent personnel will be assigned to the employee's vacated position. These personnel would staff up to three units (3) with (2) personnel assigned to each unit. In the event all Power Shift personnel are on duty, the additional two personnel will be used to staff Peak ambulance unit(s) consistent with the established Power Shift Schedule.

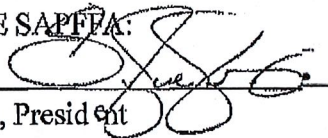
JBSA contract Section 1.4.2 reflects training responsibilities. In addition to the annual Military exercise through STRAC and local agencies, the Power Shift

personnel may be required to train in two (2) smaller scale training exercises coordinated through the JBSA Medic Officer.

JBSA contract Section 1.13 reflects antiterrorism training offered. SAFD will provide antiterrorism training to each member's Target Solutions account to provide this training component.

Signed and agreed to by the duly authorized representatives of the Parties on this seventh day of June, 2023.

FOR THE SAFFA:



Joe Jones, President

7 June 2023
Date



Ricky J. Poole, Counsel

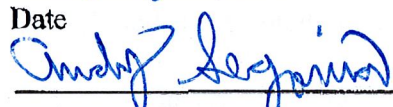
06-07-2023
Date

FOR THE CITY:



Erik J. Walsh, City Manager

6/7/23
Date



Andy Segovia, City Attorney

6/7/2023
Date