

Letter of Agreement  
Between City of Colton and  
The Colton Fire Fighters Association

WHEREAS, the City of Colton ("CITY") and the Colton Fire Fighters Association ("CFFA") are parties to a Memorandum of Understanding ("MOU") that is in effect from January 1, 2021 to June 30, 2024, and governs generally the wages, hours and other terms and conditions of employment of the classifications represented by the CFFA;

WHEREAS, Article II of the MOU provides for the terms of compensation for CFFA members;

WHEREAS, the parties wish to provide signing bonuses in the amount of \$15,000.00 (fifteen thousand dollars) to newly hired employees and up to \$12,500.00 (twelve thousand and five hundred dollars) to recently hired employees in the classifications of Fire Battalion Chief, Fire Captain, Fire Engineer, Firefighter, Firefighter Medic, and Fire Marshal, which will be represented by the CFFA;

WHEREAS, the signing bonuses will be paid incrementally upon the newly hired employees reaching certain milestones;

THEREFORE, IT IS AGREED AS FOLLOWS:

1. The term "newly hired" refers to an employee that is hired by the CITY in the classification of Fire Battalion Chief, Fire Captain, Fire Engineer, Firefighter, Firefighter Medic, or Fire Marshal. "Newly hired" shall not apply to a current CITY employee that promotes to a higher rank or classification.
2. The term "recently hired" refers to an employee that is hired by the CITY in the classification of Fire Battalion Chief, Fire Captain, Fire Engineer, Firefighter, Firefighter Medic, or Fire Marshall on or after March 1, 2020. "Recently hired" shall not apply to a current CITY employee that promotes to a higher rank or classification.
3. The term "hired" refers to an employee that accepts an offer of employment from the CITY in the classification of Fire Battalion Chief, Fire Captain, Fire Engineer, Firefighter, Firefighter Medic, or Fire Marshal and begins his/her first day of work for the CITY.
4. The term "lateral" refers to an employee that has previous work experience acceptable to the Human Resources department and accepts an offer of employment from the CITY in the classification of Fire Battalion Chief, Fire Captain, Fire Engineer, Firefighter, Firefighter Medic, or Fire Marshal.
5. Newly hired CFFA members shall receive signing bonuses as follows:


- a) \$2,500.00 (two thousand and five hundred dollars) after successfully passing the six (6) month probationary test, to be paid concurrently with the next payroll check due to employee after reaching this milestone.
  - b) \$5,000.00 (five thousand dollars) upon successfully passing probation (typically 12 months from the date of hire), to be paid concurrently with the next payroll check due to employee after reaching this milestone.
  - c) \$7,500.00 (seven thousand five hundred dollars) on the 1-year anniversary of successfully passing probation, to be paid concurrently with the next payroll check due to employee after reaching this milestone.
6. Newly hired Lateral CFFA members shall receive signing bonuses as follows:
- a) \$5,000.00 (five thousand dollars) at time of hire to be paid concurrently with the first payroll check due to employee after reaching this milestone.
  - b) \$5,000.00 (five thousand dollars) upon successfully passing probation (typically 12 months from the date of hire), to be paid concurrently with the next payroll check due to employee after reaching this milestone.
  - c) \$5,000.00 (five thousand dollars) on the 1-year anniversary of successfully passing probation, to be paid concurrently with the next payroll check due to employee after reaching this milestone.
7. Recently hired CFFA members shall receive signing bonuses based on the same criteria in Section 5 and Section 6 above, depending on whether they are laterals; however, no bonuses will be retroactive. Specifically, a recently hired CFFA member does not qualify for any bonuses where the triggering events have occurred prior to the effective date of this side letter, as illustrated below:
- a) If a recently hired CFFA member began working for the CITY on July 1, 2020 and has already successfully passed his/her probation, he/she is only eligible to collect the \$7,500 and/or \$5,000.00 bonus respectfully on the 1-year anniversary of successfully passing probation pursuant to Section 5(c) or 6 (c) above, as all of the other bonus thresholds have occurred prior to the effective date of this side letter.
  - b) If a recently hired CFFA member who is not a lateral began working for the CITY on March 1, 2022, he/she is eligible to collect all of the bonuses pursuant to Section 5 above. If a recently hired CFFA member who is a lateral began working for the CITY March 1, 2022, he/she is eligible to collect all of the bonuses pursuant to Section 6 above.

8. This Side Letter of Agreement shall be in effect retroactively from March 1, 2022 thru June 30, 2024 and may be extended for an additional period of time at the sole discretion of the CITY.

9. All other provisions of the MOU shall remain in full force and effect.

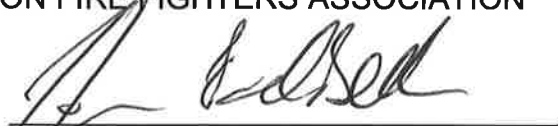
WE AGREE TO THE ABOVE:

CITY OF COLTON

  
\_\_\_\_\_  
Frank J. Navarro  
Mayor

3/31/22  
Date

COLTON FIRE FIGHTERS ASSOCIATION

  
\_\_\_\_\_  
Tom Debellis  
CFFA President

3-30-22  
Date

Amended 3-15-22 Letter of Agreement  
Between City of Colton and  
The Colton Fire Fighters Association

The City of Colton ("CITY") and the Colton Fire Fighters Association ("CFFA") are parties to a Memorandum of Understanding ("MOU") that is in effect from January 1, 2021 to June 30, 2024, and governs generally the wages, hours and other terms and conditions of employment of the classifications represented by the CFFA. Both the CITY and CFFA agree to the below change to the 3-15-22 City Council approved side letter regarding signing bonus for newly hire Firefighter classifications and lateral Firefighter classifications.

Section 6a currently reads:

6. Newly hired Lateral CFFA members shall receive signing bonuses as follows:
- a) \$5,000.00 (five thousand dollars) at time of hire to be paid concurrently with the first payroll check due to employee after reaching this milestone.


This above section 6a is deleted and replaced with:

6. Newly hired Lateral CFFA members shall receive signing bonuses as follows:
- a) \$5,000.00 (five thousand dollars) upon successful completion of the City's fourteen (14) day mini-Fire Academy.

All other provisions of the MOU shall remain in full force and effect.

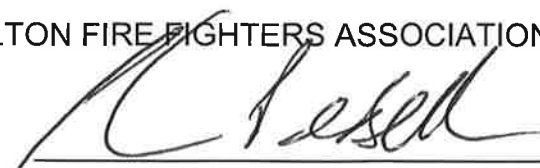
WE AGREE TO THE ABOVE:

CITY OF COLTON

  
\_\_\_\_\_  
Bill Smith  
City Manager

3/31/22  
Date

COLTON FIRE FIGHTERS ASSOCIATION

  
\_\_\_\_\_  
Tom Debellis

3-30-22  
Date

CFFA President