

**Side Letter of Agreement
Between
City of Roseville
And
Roseville Firefighters, Local 1592
May 31, 2023**

The City of Roseville (hereinafter referred to as "City") and the Roseville Firefighters, Local 1592 (hereinafter referred to as "RFF") entered into a Memorandum of Understanding ("MOU") with a term beginning January 1, 2022, and terminating on December 31, 2025. The City and the RFF are collectively referred to herein as "Parties."

Background and Overview

The City notified RFF of its intention to enter into an initial one-year contract with Hearts 4 Heroes USA, a nonprofit organization that provides trained comfort canines to first responders to support first responders' mental health and wellness. Heart4Heroes will provide a trained comfort dog to the Roseville Fire Department, which shall remain in the possession of and be cared for by the Department. As first responders face higher rates of mental health issues, and trained comfort canines can provide mental health and wellness benefits to first responders, including critical incident stress relief, the City is planning to add a comfort canine to its Peer Support Team to promote the mental health and emotional well-being of and provide emotional support and comfort to Firefighters, as well as to comfort those in the Roseville community.

Two Fire Department staff, one as a lead and another as a secondary handler, will be responsible for the daily care of the dog, 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.

CHAPTER 2. COMPENSATION

ARTICLE I. SALARIES

ARTICLE XVI. COMFORT CANINE HANDLER ASSIGNMENT

- A. For a City owned or contracted comfort canine, the City or contractor shall provide food, special food supplements and equipment.
- B. The lead comfort canine handler will receive seven (7) hours of overtime pay, based on the

Signature:

Email: gmichael@roseville.roseville.ca

employee's normal hourly rate, per pay period, for the care and training of the dog, except during pay periods when the secondary handler cares for the canine. For partial pay periods, the lead handler shall be compensated for a half (½) hour of overtime pay, at the employee's normal hourly rate, for each day during the pay period, when not working a 24-hour shift, when caring for the canine a majority of the day. Time in excess of seven (7) hours per pay period shall not be compensated.

The secondary comfort canine handler will receive a half (½) hour of overtime pay, at the employee's normal hourly rate, for each day the secondary handler cares for the dog when not working a 24-hour shift, when the lead handler is not available to care for the canine due to being on vacation, leave, or otherwise not available. While not caring for the canine due to being off on vacation, leave, or otherwise not available during the pay period, the lead handler shall not receive handler compensation. Both the lead and secondary handler shall not be compensated for the same day in the pay period. For pay periods where the lead and secondary handler both care for the canine, the handler who possesses the canine for the majority of a non-shift day, shall receive the compensation.

Compensation for time worked pursuant to the handler assignment may be taken in pay or CTO.

- C. This assignment will initially be for a one-year pilot period. The continuation of the Comfort Canine Program and Comfort Canine Handler Assignment is subject to the City Manager's sole discretion, to continue offering and providing for a Comfort Canine Handling Assignment. This assignment may be terminated at any time, at the sole discretion of the Fire Chief or the City Manager, including during the first-year pilot. The termination of the program and the canine handler assignment is not subject to grievance.
- D. The lead comfort canine handler is required to be part of the Peer Support Team and will be selected from volunteers by the Fire Chief. The selection of the lead and secondary canine handlers is at the sole discretion of the Fire Chief and is not subject to grievance.

The Parties mutually agree this Side Letter of Agreement will be incorporated into the successor MOU, if the program will continue into the term of the successor MOU.

City of Roseville



Dominick Casey, City Manager

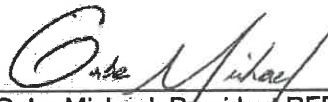
Date: 7/20/23

Roseville Firefighters, Local 1592



Vince Wells, Labor Relations Consultant

Date: June 6, 2023



Gabe Michael, President RFF

Date: 6/12/23