

**Side Letter Agreement**  
**San Bernardino County Professional Firefighter IAFF, Local 935**  
**Firefighters and Fire Suppression Aide Unit**

**PROMOTIONS**

A promotion is the appointment of an employee from one classification to a classification having a higher base salary range. Subject to the special provisions below ~~for employees on the Firefighter EMT salary range~~, a promoted employee shall receive at least the entrance rate of the new range, or mathematically closest to a five percent (5%) salary increase, whichever is greater, provided that no employee is thereby advanced above the top step of the higher base salary range. An employee that has six (6) or fewer pay periods until a step advancement is due at the time of promotion, shall have the next step rate used to determine their new pay rate at the time of promotion. At the discretion of the Fire Chief, and with the approval of the Human Resources Director, an employee may be placed at any step within the higher base salary range. Promotions shall be effective only at the beginning of a pay period, unless an exception is approved by the Human Resources Director. A promoted employee shall be required to serve a new probationary period of twenty-six (26) pay periods prior to attaining regular status. Advancement to the next appropriate step shall be made pursuant to the Salary Rates and Step Advancements Article. ~~contingent upon the completion of twenty-six (26) pay period hours of satisfactory work performance on the current step.~~

Any exceptions shall be pursuant to the provisions of the Personnel Rules for Board-Governed Special Districts.

Special Provision:

(1) ~~A n employee on the Firefighter EMT~~ promoting to an Engineer salary range shall be promoted in the same manner above; provided, however, that his promotion shall be calculated based on the rate of the corresponding step of the Firefighter Paramedic salary range. For example, in December 2015 an employee on the Firefighter EMT salary range is at step 10 at a rate of \$21.73/hour and promotes to Engineer. The employee's promotion would be calculated based on step 10 of the Firefighter Paramedic range, which is a rate of \$24.01/hour. Therefore, the employee would be promoted to step 7 at a rate of \$25.39/hour on the Engineer range.

(2) In lieu of the Promotion process above, a Firefighter EMT or Firefighter Paramedic Trainee who is promoted to Firefighter Paramedic shall be placed at the same step of the Firefighter Paramedic salary range. A promoted employee shall be required to serve a probationary period of twenty-six (26) pay periods prior to attaining regular status. Advancement to the next appropriate step shall be made pursuant to the Salary Rates and Step Advancements Article. For example, a Firefighter Paramedic Trainee on Step 6 at the time of promotion shall be placed on Step 6 on the Firefighter Paramedic salary range.

Date Agreed: \_\_\_\_\_

San Bernardino County

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Professional Firefighters  
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Leo Gonzalez  
County Labor Relations Chief

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James Grigoli, President