

**SIDE LETTER AGREEMENT NUMBER 1
BETWEEN CITY OF SELMA (CITY) AND FIRE
MID- MANAGEMENT EMPLOYEES
June 17, 2024**

The City and Fire Mid-Management Employees hereby agree to add the following and amend the MOU between City and Fire Mid-Management Employees dated July 1, 2023 through June 30, 2024 as identified on June 17, 2024, as follows:

Article 1 - Recognition

- Add Emergency Medical Services (EMS) Supervisor position under SUPERVISORY

Article 18 – Standard Work Period


- Add (b) and (c) below to allow the availability of a 4/10 and 9/80 work schedule for non-shift personnel should the department deem appropriate.

A. Fire Department Non-Shift Personnel

- a. The standard work period for non-shift personnel shall be forty (40) hours per week.
- b. A 4/10 work schedule is permitted for non-shift personnel should the department deem appropriate.
 - i. Employees will work four workdays of ten (10) hours each week.
- c. A 9/80 work schedule is permitted for non-shift personnel should the department deem appropriate.
 - i. Employees will work four (4) consecutive workdays of nine (9) hours each week Monday through Thursday, and one (1) workday of eight (8) hours every other Friday with a corresponding day off on Friday in the following week.
 - ii. For employees working the 9/80 work schedule, each employee's designated FLSA 7-day workweek (168 hours in length) shall be exactly four hours after the start time of his/her eight-hour shift on the day of the week that corresponds with the employee's alternating regular day off, which for City employees is Friday. Employees shall not be permitted to change their regular day off or flex days.


Except as expressly modified in this Side Letter Agreement, the terms and conditions of the MOU and the rights, duties, and obligations of the parties thereunder are unchanged and remain in full force and effect.

Date: 6/25/24



City of Selma Representative

Date: June 18, 2024



Bargaining Unit Representative
Anthony Rivas