

**SIDE LETTER #2 TO THE 2024-2027
MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF SANTA FE SPRINGS AND
THE SANTA FE SPRINGS FIREFIGHTERS ASSOCIATION**

LONGEVITY PAY

This document shall serve as Side Letter No. 2 modifying the 2024-2027 Memorandum of Understanding between the City of Santa Fe Springs (“City”) and the Santa Fe Springs Firefighters Association (“Association”), in the following manner:

Based on recommendations from CalPERS, the parties have agreed to the following modification:

Longevity Pay

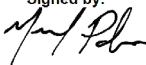
Association represented employees are entitled to the following longevity increments as set forth in the table below. Longevity calculations are based on Unit Representation.

Longevity Steps	Environmental Unit	Fire Safety Unit and Chief Officers Unit
Step 1 @ 5 years	3.00%	3.18%
Step 2 @ 8 years	6.00%	6.37%
Step 3 @ 12 years	9.18%	9.74%
Step 4 @ 16 years	12.36%	13.11%
Step 5 @ 19 years	15.73%	16.69%
Step 6 @ 22 years	19.10%	20.26%
Step 7 @ 25 years	22.67%	24.05%

This Side Letter Agreement is entered into this 2nd day of September 2025.

Signed by:

5EE8E91337424FD...
William K. Rounds, Mayor
City of Santa Fe Springs

Signed by:

A4133BAFE76B478...
Michael Palacios, President
SFS Firefighters Association