

**SIDE LETTER #3 TO THE 2024-2027
MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF SANTA FE SPRINGS AND
THE SANTA FE SPRINGS FIREFIGHTERS ASSOCIATION**

UNIFORM ALLOWANCE

This document shall serve as Side Letter No. 3 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 modifications:

Uniform Allowance

Employees in positions or classifications required to wear uniforms during working hours shall receive a uniform allowance not to exceed the following per fiscal year:

- Environmental and Chief Officers Unit - \$1,675.00

Qty.	Uniform Type	Frequency
1	Class A Uniform	Time of hire, as needed (adjustments)
5	Shirts (Nomex)	Fiscal Year
3	Pants (Nomex)	Fiscal Year

- Fire Safety Unit - \$1,350.00

Qty.	Uniform Type	Frequency
1	Class A Uniform	Time of hire, as needed (adjustments)
3	Shirts (Nomex)	Fiscal Year
3	Pants (Nomex)	Fiscal Year

The allowance will cover the purchase and maintenance of required uniforms that are a ready substitute for personal attire the employee would otherwise have to acquire and maintain. This not to exceed compensation will be reported to CalPERS at the end of each fiscal year in which the items are purchased. The uniform allowance is considered reportable to CalPERS for employees in classic retirement tiers but is not reported for Public Employees’ Pension Reform Act (PEPRA) members.

The not to exceed allowance may be reviewed at time of negotiations to address escalating costs.

This Side Letter Agreement is entered into this 16th day of September 2025.

Signed by:

William K. Rounds

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William K. Rounds, Mayor
City of Santa Fe Springs

Signed by:

Michael Palacios

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Michael Palacios, President
SFS Firefighters Association