

**Minor, Beth**

**From:** Rice, Danille  
**Sent:** Friday, September 11, 2020 12:54 PM  
**To:** Council, City; Council Agenda Email  
**Cc:** Executive Leadership Team; ORG - Clerk's Office; Blanch, Sandra  
**Subject:** Council Agenda Consent Questions for September 14: Item 6

**Council Question Response**

Dear Mayor and Council Members:

On behalf of City Manager Ed Shikada, please find below the staff responses to inquiries made by Council Member Cormack in regard to the September 14, 2020 Council Meeting agenda.

**Item 6: Human Resources Salary Schedules & Compensation Contracts Administrative Cleanups**

**1. Why does the side letter to the firefighter union include Section 2 and why was that not indicated in the staff report?**

While the side letter included both sections in Article XL of Local 1319, International Association of Fire Fighters (IAFF) Memorandum of Agreement (MOA), Section 2 was existing contract language and not new and thus not discussed in staff report.

**2. What is the current practice for maintaining firefighter discipline records? (page 58)**

Records are maintained in a Fire employee's personnel file for a minimum period of three years. As the IAFF MOA states, a Fire employee can request removal sooner if mutually agreed by the Fire Chief and the employee.

Thank you.

**Danille Rice**

Executive Assistant to the City Manager

(650) 329-2105 | [danille.rice@cityofpaloalto.org](mailto:danille.rice@cityofpaloalto.org)

[www.cityofpaloalto.org](http://www.cityofpaloalto.org)

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