

Side Letter of Agreement

Between the
San Mateo Consolidated Fire Department
And
San Mateo County Firefighters, Local 2400, International Association of Firefighters

Article 22 Educational Incentive Pay

22.1 Eligibility

The educational incentive program is open to all employees in the Fire Unit ~~that are not on probationary status~~. The maximum amount of educational incentive payment to be provided shall be two hundred dollars (\$200) per month, paid biweekly.

22.2 Qualifications

Minimum qualifications for the one hundred fifty dollars (\$150) per month rate shall be any of the following:

- Associate Degree
- or**
- Officer Certification.
- or**
- Sixty college level units

Minimum qualifications for the two hundred dollars (\$200) per month rate shall be any of the following:

- Bachelor's Degree
- or**
- One hundred twenty (120) college level units

22.3 General Provisions

- a. Upon qualification an employee shall be entitled to educational incentive pay from the first full pay period of the month following the date of submittal and acceptance. Educational incentive pay will be paid on a biweekly basis.
- b. Evidence of satisfactory completion of qualifications for any step incentive as outlined in this section, shall be submitted to the Human Resources Department and must consist of a grade "C" or better (if taken for a letter grade), or a "pass" (if taken for pass/fail).

Date: 9/23/2026

For the IAFF:

Mark Volkman

Mark Volkman, IAFF District Vice President

For the SMC Fire:

Matt Turturici

Matt Turturici, Fire Chief