

**Side Letter to the Memorandum of Understanding (July 1, 2021 – June 30, 2024)
between the City of Santa Rosa and the Santa Rosa Fire Fighters Local 1401**

Wellness Program

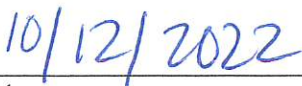
In recognition of the importance of a healthy workforce and to promote physical and mental fitness for staff, after the termination of the former City wellness program; the City has been exploring options to enhance employee health and wellness for Unit 2 staff. As mutually agreed, The City shall sponsor an employee wellness program to promote general health and wellness for Unit 2 employees, to promote employees' physical and mental fitness; and to reduce absenteeism.

The program will consist of an annual payment to each Unit 2 employee, with the first payment provided to employees upon ratification of this Side Letter, and a payment on the first paycheck in January of each year thereafter, so that the employee may defer some of the expenses normally incurred for wellness programs. The payment will be calculated based on \$75,000 divided by the number of filled, full time equivalent (FTE) positions on the pay period when the payment is made.

The payment is to be used for wellness programs such as gym memberships, fitness equipment, and/or weight loss programs which will enhance the health and wellbeing of City staff. Employees should keep documentation for the program as verification and receipts may be requested. The payment shall be prorated based on the employee's allocated, full time equivalent status.




For the City



Date



For Santa Rosa Fire Fighters
Local 1401



Date