

**SIDE LETTER
BETWEEN
Contra Costa County Fire Protection District
and
IAFF, LOCAL 1230**

Transfer Definition

This Side Letter is by and between IAFF, Local 1230 ("Local 1230") and the Contra Costa County Fire Protection District ("District"). This side letter is effective the first of the month following approval by the CCC Fire Protection District Board of Directors.

This side letter amends the Memorandum of Understanding (MOU) between the District and Local 1230, (July 1, 2017 – June 30, 2020) with respect to Definition X – Transfer, as follows:

Definitions

- X. Transfer: The change of an employee who has permanent status in a position to another position in a different class for which the top step of the salary range is within +/- five (5) percent of the top step of the classification previously occupied by the employee. However, when an employee is selected from an eligible list established as a result of a competitive recruitment to a classification with a top step that is greater than or equal to the top step of the classification the employee previously occupied, such action will be considered a Promotion.

This Side Letter will remain in effect for the term of the current Memorandum of Understanding ("MOU") between the District and Local 1230 (July 1, 2017 – June 30, 2020). The terms of the Side Letter will be incorporated into the successor MOU unless otherwise negotiated by the parties. All other terms and conditions of the current MOU between the District and Local 1230 remain unchanged by this Side Letter.

Date: April 11, 2018

Contra Costa County Fire District:

Shanna Edwards

IAFF, Local 1230:

Vincent Wells

