

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

Staffing for Adequate Fire and Emergency Response (SAFER) Grant

This Side Letter is by and between IAFF, Local 1230 ("Local 1230") and the Contra Costa County Fire Protection District ("District") (hereinafter collectively "the Parties"). This side letter is effective upon receipt of notice of the award and subsequent acceptance by the District Board of Directors of the 2017 Staffing for Adequate Fire and Emergency Response ("SAFER") grant (hereinafter "Grant") issued through the U.S. Department of Homeland Security and Federal Emergency Management Agency ("FEMA").

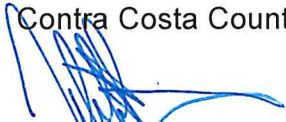
If the Grant award is accepted, the District will use the additional funds to add nine (9) full-time, permanent, firefighter or firefighter/paramedic positions. The District will use these nine (9) new positions to staff three engine or truck companies with a fourth firefighter during the term of the Grant. The District will have sole discretion to determine which engine or truck companies will receive a fourth firefighter. When the funding for the Grant terminates (approximately three (3) years after award), if financially feasible, the District will consider retaining a four (4) person staffing for some engine and truck companies.

The parties agree that the addition of a fourth firefighter to certain engine or truck companies pursuant to the Grant shall not establish a precedent for four (4) person staffing on any engine or truck companies within the District.

This Side Letter will remain in effect until terminated 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: September 18, 2018

Contra Costa County Fire District:



Shanna Edwards

IAFF, Local 1230:

