

**SIDE LETTER
BETWEEN
THE CONTRA COSTA COUNTY FIRE DISTRICT
AND IAFF, LOCAL 1230**

This Side Letter is by and between the International Association of Firefighters (IAFF), Local 1230 ("Local 1230" or "Association") and the Contra Costa County Fire Protection District ("District"). Following approval by the Board of Directors for the Contra Costa County Fire Protection District, this Side Letter will take effect on the same day as the effective date of the annexation set by the Contra Costa County Local Agency Formation Commission ("LAFCO").

Upon the effective date of the annexation of the East Contra Costa Fire Protection District ("ECCFPD") as determined by LAFCO, the ECCFPD employees will become District employees. ECCFPD employees entering positions represented by Local 1230 will be subject to the rules of the District that establish the terms and conditions of employment that are applicable to employees represented by the Association. These District rules include the Memorandum of Understanding ("MOU") between Local 1230 and the District, the County Personnel Management Regulations, and any other written rule, regulation, or law that would impact the wages, hours, and terms and conditions of employment for employees represented by the Association.

This side letter memorializes the understanding between the District and Local 1230 regarding the specific subjects listed below relative to the following ECCFPD employees and their transition into District employment.

Employee	ECCFPD Classification	Hire Date	CCCFPD Classification
Aleksunas, Chris	Fire Engineer	8/1/19	Fire Engineer – 56 Hour
All, Aaron	Fire Fighter	7/1/19	Firefighter – 56 Hour
Aubert, Steven	Fire Marshal	2/4/08	Fire Prevention Captain
Baitx, Greg	Fire Captain	3/22/04	Fire Captain – 56 Hour
Bennett, Larry	Fire Captain	9/19/01	Fire Captain – 56 Hour
Brashier, Lance	Sr Firefighter	11/20/00	Firefighter – 56 Hour
Bryan, Richard	Fire Engineer	4/15/16	Fire Engineer – 56 Hour
Carter, Stephen	Fire Captain	5/15/02	Fire Captain – 56 Hour
Copple, Jeremy	Fire Captain	6/28/04	Fire Captain – 56 Hour
DeMaria, Christy*	Fire Inspector	3/1/20	Fire Inspector II
Earhart, Brandon	Fire Captain	11/13/98	Fire Captain – 56 Hour
Gavard, Jared	Sr Firefighter	4/15/16	Firefighter – 56 Hour
Grima, Joseph	Fire Captain	6/19/06	Fire Captain – 56 Hour
Hennis, Dan	Sr Firefighter	2/12/03	Firefighter – 56 Hour
LoCoco, Thomas	Fire Engineer	4/15/16	Fire Engineer – 56 Hour
May, Bob	Fire Engineer	7/1/06	Fire Engineer – 56 Hour
Miller, Dean	Fire Engineer	6/4/07	Fire Engineer – 56 Hour
Nelson, Daniel	Sr Firefighter	7/1/19	Firefighter – 56 Hour

Employee	ECCFPD Classification	Hire Date	CCCFPD Classification
Ortiz, Jason	Sr Firefighter	8/1/19	Firefighter – 56 Hour
Parslow, Matthew	Sr Firefighter	7/1/19	Firefighter – 56 Hour
Pesonen, Ryan	Fire Captain	11/30/02	Fire Captain – 56 Hour
Rezac, Mark*	Fire Inspector	11/25/02	Fire Inspector II
Ruddick, Robert	Fire Captain	5/15/02	Fire Captain – 56 Hour
Smith, Chris	Sr Firefighter	6/28/05	Firefighter – 56 Hour
Smith, Cole	Fire Engineer	11/16/02	Fire Engineer – 56 Hour
Somerhalder, Samuel	Fire Engineer	1/7/08	Fire Engineer – 56 Hour
Tanner, Kirk	Fire Engineer	5/15/02	Fire Engineer – 56 Hour
Vasquez, Arnulfo	Sr Firefighter	10/16/16	Firefighter – 56 Hour
Villatoro, Pete	Fire Captain	1/10/01	Fire Captain – 56 Hour
Whited, Cody	Fire Engineer	10/16/16	Fire Engineer – 56 Hour

*refer to “Minimum Qualifications for District Classifications” below

A. Salary

The current salary for the District classifications listed above will apply to the corresponding employee. In accordance with MOU Section 5.8 (Salary on Reallocation), employees will be placed on the salary range of their District position at the step that equals the salary received prior to the annexation. If no salary equals the salary step received prior to annexation, they shall be placed at the step of the new range which is both higher and closest to the salary rate received prior to annexation. For purposes of determining step placement at the District, the five percent (5%) Enhanced EMS Differential received by ECCFPD employees and the five percent (5%) differential received by Fire Prevention Officers (e.g. Fire Inspector and Deputy Fire Marshall) who possess and maintain the International Code Council (ICC) Fire Inspector Certification(s), will be considered part of the employee’s base salary.

B. Hire Date and Seniority

Pursuant to the District’s Personnel Management Regulations (PMR), Section 1602 (Transfers to Merit System Agencies), the above-listed employees will preserve their existing recognized hire date and merit step anniversary date as a permanent employee with the ECCFPD, or the District if previously employed, upon their transition into District employment. For purposes of layoff and seniority credit in promotional examinations, the above-listed employees will be considered to have commenced work under the District’s merit system on the date they achieved status in the ECCFPD comparable to permanent status in the District’s merit system. Time served in volunteer positions shall not be considered when calculating the employees’ hire dates or seniority.

C. Probationary Periods/Status

Pursuant to the District's Personnel Management Regulations (PMR), Section 1602 (Transfers to Merit System Agencies), the above-listed employees will not be required to serve a probationary period for their designated District classification. If any of the above-listed employees are actively serving a probationary period at the time of the annexation, the District will recognize any probationary time already served but will require that any outstanding probationary time be served in the new District classification.

D. Vacation Accrual Rate

Section 10 (Vacation Leave) of the current MOU between the District and Local 1230 will apply to the above-listed employees. Section 10 provides the following vacation accrual rates and thresholds based on the corresponding length of service: Time served in volunteer positions shall not be considered when calculating the employees' length of service.

<u>40 Hour Shift Employees</u>		
<u>Length of Service</u>	<u>Monthly Accrual Hours</u>	<u>Maximum Cumulative Hours</u>
Under 11 years of completed service	10	240
Beg. with 11 – 15 yrs completed service	12-2/3	304
Beg. with 16 – 20 yrs completed service	13-1/3	320
Beg. with 21 – 25 yrs completed service	16-2/3	400
Beg. with 26 – 30 yrs completed service	20	480
Beginning with 31 yrs service	23-1/3	560

<u>56 Hour Shift Employees</u>		
<u>Length of Service</u>	<u>Monthly Accrual Hours</u>	<u>Maximum Cumulative Hours</u>
Under 11 years of completed service	14	336
Beg. with 11 – 15 yrs completed service	16	384
Beg. with 16 – 20 yrs completed service	19	456
Beg. with 21 – 25 yrs completed service	24	576
Beg. with 26 – 30 yrs completed service	28	672
Beginning with 31 yrs service	33	792

Existing vacation balances will be transferred from ECCFPD to the District, up to the maximum cumulative hours listed.

E. Sick Leave Accruals

Pursuant to the District's Personnel Management Regulations (PMR), Section 1602 (Transfers to Merit System Agencies) and the District's Administrative Bulletin No. 411 (Sick Leave Policy), any existing sick leave accruals for the above-referenced employees will transfer in their entirety upon their transition to District employment. The District does not impose a maximum cumulative hours for sick leave accruals as unused sick leave credits carry over from year to year.

F. Minimum Qualifications for District Classifications

1. If ECCFPD employees Christy Demaria and Mark Rezac accept employment in the District in the Fire Inspector II classification, they will be required to satisfy the District's Fire Inspector II (RJVB) classification's minimum qualifications within two (2) years of the date of their transfer into the District Fire Inspector II classification.
2. For all ECCFPD employees identified in this Side Letter, the District will recognize the employees' prior full-time work experience with the ECCFPD for purposes of satisfying the minimum qualifications for the following District classifications:
 - Fire Engineer – 40 Hour (Job Code – RPVD)
 - Fire Engineer - 56 Hour (Job Code – RPVC)
 - Fire Engineer Paramedic – 40 Hour (Job Code – RPVE)
 - Fire Engineer Paramedic – 56 Hour (Job Code RPVF)
 - Fire Captain – 40 Hour (Job Code – RPTC)
 - Fire Captain – 56 Hour (Job Code – RPTA)
 - Fire Captain Paramedic – 40 Hour (Job Code – RPTF)
 - Fire Captain Paramedic – 56 Hour (Job Code – RPTH)
 - Fire Prevention Captain (Job Code – RPTD)
 - Fire Training Captain (Job Code – RPTE)
 - Battalion Chief – 56 Hour (Job Code – RPHA)

G. District Benefits & Open Enrollment

The ECCFPD employees identified in this side letter will receive the same health/retiree health benefits applicable to their new employment in the District as other similarly situated District employees, and will not retain any health/retiree health benefits provided by ECCFPD that are different from or not offered by the District. The employees will also be afforded a special open enrollment period for District health benefits after they enter District employment. Following the effective date of the annexation, Human Resources will convene an informational meeting to discuss the District's health benefits.

H. Entire Agreement

This Side Letter is fully integrated and constitutes the entire agreement and understanding between the Parties regarding the terms and conditions of District employment for the EECFPD employees identified in this Side Letter. The terms and conditions of employment applicable to all District employees are applicable to the EECFPD employees identified in this Side Letter unless specially changed by this Side Letter. There are no oral understandings, terms or conditions, and neither Party has relied upon any representation, express or implied, not contained in this Side Letter. All prior understandings, terms or conditions are deemed merged into this Side Letter.

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: 6-1-22

Contra Costa County Fire District:
(Signature / Printed Name)

[Signature] # 1 LEWIS BROSCIANO
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IAFF, Local 1230:
(Signature / Printed Name)

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