

**SIDE LETTER
BETWEEN
THE CONTRA COSTA COUNTY
FIRE PROTECTION DISTRICT
AND TEAMSTERS, LOCAL 856**

This Side Letter is by and between Teamsters, Local 856 (“Union” or “Teamsters”) and the Contra Costa County Fire Protection District (“District”) and Contra Costa County (“County”) on behalf of its Health Services Department. Following approval by the Contra Costa County Board of Supervisors and 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 transfer of the Hazardous Materials Program from the County’s Health Services Department to the District.

Upon the effective date of the transfer of the Hazardous Materials Program to the District, the Hazardous Materials employees listed in Attachment A in positions currently represented by Teamsters will become District employees and will transition into newly established positions represented by IAFF, Local 1230. The employees will be subject to the rules of the District that establish the terms and conditions of employment that are applicable to employees represented by IAFF, Local 1230, including but not limited to, the Memorandum of Understanding (“MOU”) between IAFF, Local 1230 and the District (July 1, 2023 – June 30, 2027), the Personnel Management Regulations (PMR), and any other written rule, regulation, or law that would impact the wages, hours, and terms and conditions of employment for District employees.

Upon the effective date of the transfer of the Hazardous Materials Program to the District, the MOU between the Parties will be amended to remove any references to the Hazardous Materials Program and abolished classifications, and the Parties agree that such changes will be made during successor MOU bargaining as clean-up. The Parties also agree and understand that the classifications of Hazardous Materials Specialist I (Job Code: V4WG) and Hazardous Materials Specialist II (Job Code: V4VC) shall be abolished upon the effective date of the transfer of the Hazardous Materials Program to the District.

This Side Letter memorializes the understanding between the County, the District and Teamsters regarding the Hazardous Materials Program employees identified in Attachment A, incorporated herein by reference, and their transition into District employment and representation by IAFF, Local 1230.

A. Salary & Classification

Employees will be placed into the District classifications listed in Attachment A, and will be placed at the salary step of the salary range of the District positions listed in Attachment A.

B. Hire Date and Seniority

The District will recognize the hire dates and merit step anniversary dates for the employee listed in Attachment A upon their transition into District employment. For purposes of layoff and seniority credit in promotional examinations, the employees listed in Attachment A will be considered to have commenced work under the District’s merit system on the date they achieved status in the County 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

The employees listed in Attachment A will not be required to serve a probationary period for their designated District classification. If the employees listed in Attachment A are actively serving a probationary period at the time of the transfer, 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 Rates

Section 10 – Vacation Leave of the current MOU between the District and Local 1230 will apply to the employees listed in Attachment A. 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.

Length of Service	Monthly Accrual Hours	Maximum Cumulative Hours
Under 11 years	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

Existing vacation balances will be transferred from the Health Services Department to the District, up to the maximum cumulative hours listed in Section 10 of the MOU between the District and Local 1230.

E. Sick Leave Accruals

Pursuant to the District’s Administrative Bulletin No. 411 (Sick Leave Policy), any existing sick leave accruals for the above-listed 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. Other Accruals or Special Pays or Allowances

Any compensatory time accrued by the employees listed in Attachment A may be exhausted prior to the effective date of the transfer. Any unexhausted compensatory time will be cashed out in accordance with Section 7.2.H. of the Teamsters MOU upon the effective date of the transfer. Any personal holiday credits accrued by the employee will be transferred from the Health Services Department to the District, up to the maximum cumulative hours for personal holiday credit listed in Section 9.1.C. of the MOU between the District and Local 1230. Upon their transfer into the District, employees listed in Attachment A shall accrue personal holiday credits in accordance with Section 9.1.C. of the MOU between the District and Local 1230.

Any other unexhausted accruals other than sick leave accruals, vacation leave accruals, and personal holiday credits will be forfeited when the employees transfers into the District. Any special pays, such as on-call pay, differentials, or allowances, such as continuing education allowance, will no longer apply when the employee transfers into the District unless the employee is eligible for similar special pays under the Local 1230 MOU.

G. Minimum Qualifications for District Classifications

A. For all employees identified in this Side Letter, the District will recognize the employees' prior full-time work experience with the Health Services Department for purposes of satisfying the minimum qualifications for the following District classifications:

- Hazardous Materials Inspector – Job Code V4VA

B. All employees identified in this Side Letter shall be expected to meet the minimum qualifications and certification requirements for the Hazardous Materials Inspector within the timeframes specified in the job specifications.

H. District Benefits & Open Enrollment

The employees identified in this Side Letter will receive the same health/retirement benefits applicable to their new employment in the District as other similarly situated District employees and will not retain any health benefits, retirement benefits, or retiree health benefits provided by the County 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. Prior to the effective date of the transfer, Human Resources will convene an informational meeting to discuss the District's health benefits.

I. 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 employees identified in this Side Letter. The terms and conditions of employment applicable to all District employees are applicable to the 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 on 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 County and District and Teamsters, Local 856 (July 1, 2022 – June 30, 2026) remain unchanged by this Side Letter.

Date: 5/12/2026

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

Teamsters, Local 856:
(Signature / Printed Name)

DocuSigned by:
Lewis Broschard / Lewis Broschard
C0917934FFEC482...
DocuSigned by:
Rebecca Cox / Rebecca Cox
695AD9D188D6407...
_____/_____

Signed by:
Mark Jones / Mark Jones
D4648C56CB8B4A1...
_____/_____
_____/_____

Employee ID Number	Last	First Name	Health Services Classification	Job Code	County Hire Date	New Anniversary Date	Fire District Classification	Fire District Job Code	Fire District Step Placement
78305	Ackerman	Amanda	Hazardous Materials Spec II	V4VC	2/1/2013	7/1/2026	Hazardous Materials Inspector	V4VA	7
80762	Bryant	Xavier	Hazardous Materials Spec II	V4VC	9/29/2014	7/1/2026	Hazardous Materials Inspector	V4VA	7
81811	Dwight	Sara	Hazardous Materials Spec II	V4VC	6/15/2015	7/1/2026	Hazardous Materials Inspector	V4VA	7
47213	Friedman	Lacey	Hazardous Materials Spec II	V4VC	6/18/1990	7/1/2026	Hazardous Materials Inspector	V4VA	7
73129	Johnson	Trisha	Hazardous Materials Spec II	V4VC	2/19/2008	7/1/2026	Hazardous Materials Inspector	V4VA	7
91651	Kierstead	Glenda	Hazardous Materials Spec II	V4VC	2/14/2022	7/1/2026	Hazardous Materials Inspector	V4VA	7
80257	LeCount	David	Hazardous Materials Spec II	V4VC	4/20/2015	7/1/2026	Hazardous Materials Inspector	V4VA	7
91649	Menge	Nicklaus	Hazardous Materials Spec II	V4VC	2/14/2022	7/1/2026	Hazardous Materials Inspector	V4VA	7
91650	Ruane	Edward	Hazardous Materials Spec II	V4VC	2/14/2022	7/1/2026	Hazardous Materials Inspector	V4VA	7
69842	Umamoto	Nicholas	Hazardous Materials Spec II	V4VC	4/29/2013	7/1/2026	Hazardous Materials Inspector	V4VA	7
78488	Williams	Ian	Hazardous Materials Spec II	V4VC	8/1/2013	7/1/2026	Hazardous Materials Inspector	V4VA	7
82821	Zappelli	Fahlon	Hazardous Materials Spec II	V4VC	1/12/2016	7/1/2026	Hazardous Materials Inspector	V4VA	5
92056	Foley	Madison	Hazardous Materials Spec II	V4VC	6/20/2022	7/1/2026	Hazardous Materials Inspector	V4VA	4
92338	Huynh	Jeremy	Hazardous Materials Spec II	V4VC	8/23/2022	7/1/2026	Hazardous Materials Inspector	V4VA	7
94016	Rivera	Andre	Hazardous Materials Spec II	V4VC	9/1/2023	7/1/2026	Hazardous Materials Inspector	V4VA	4
93818	Young	Gregory	Hazardous Materials Spec II	V4VC	7/31/2023	7/1/2026	Hazardous Materials Inspector	V4VA	5
97595	Montes Lopez	Rozeli	Hazardous Materials Spec I	V4WG	1/20/2026	7/1/2026	Hazardous Materials Inspector	V4VA	3