

**SIDE LETTER
BETWEEN
THE CONTRA COSTA COUNTY
FIRE PROTECTION 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"). This side letter is effective on the first day of the month in which the Board of Supervisors approves it.

This side letter amends the Memorandum of Understanding ("MOU") between the District and Local 1230 (July 1, 2023 – June 30, 2027) to add the newly established classification of Supervising Fire District Dispatcher 56-Hour (REHB) to Subsection 9.1 – Holidays Observed and Subsection 5.18 – Temporary Staff Assignment Differential, and adding a new Subsection 5.20 – Wage Adjustment Differential for Supervising Fire District Dispatchers differential and add the newly established classification of Supervising Fire District Dispatcher 40-Hour (REHA) as the sole classification eligible for the newly established differential.

The MOU shall be amended as follows:

SECTION 5 – SALARIES

[Subsections 5.1-5.17 remain unchanged.]

5.18 Temporary Staff Assignment Differential.

- A. Employees in the following 56-hour classifications: Firefighter (RPWA), Firefighter-Paramedic (RPWB), Fire Engineer (RPVC), Fire Captain (RPTA), Fire Engineer Paramedic (RPVF), ~~or Fire Captain Paramedic (RPTH)~~, or Supervising Fire District Dispatcher (REHB) who are placed in a corresponding 40-hour work week Temporary Staff Assignment, shall receive a pay differential in the amount of fifteen percent (15%) of base pay (excluding differentials) and will last for the duration of the 40-hour work week assignment.

- B. The District shall only utilize the 40-hour work week Temporary Staff Assignment differentials with employees who are serving the District in a Firefighter Training Academy assignment, in a Crew 12 supervisor assignment, or in an administrative program-based assignment approved by the Fire Chief. No more than ~~nine~~ eight (8) such assignments shall exist at any one time. Assignment to and removal from these Temporary Staff Assignments are at the discretion of the District.

- C. The Temporary Staff Assignment differential excludes: those employees who do not meet the aforementioned criteria; the classification of Firefighter Recruit, Firefighter - Paramedic Recruit; employees regularly working a 40-hour work week; USAR and FEMA deployments; and those employees regularly working a 56-hour assignment who are working a light-duty schedule or are otherwise already

temporarily working a 40-hour schedule.

[Subsection 5.19 remains unchanged.]

5.20 Wage Adjustment for Holiday Reduction for Supervising Fire District Dispatchers. Employees who are placed in the Temporary Staff Assignment in Subsection 5.18 for the Supervising Fire District Dispatcher assignment and are placed in the classification of Supervising Fire District Dispatcher – 40-Hour (REHA) shall receive a monthly differential in the amount of five percent (5%) of the base rate of pay for the Supervising Fire District Dispatcher – 40-Hour (REHA) classification, excluding differentials, for the duration of the 40-hour work week assignment. This differential is in recognition of the loss in compensation the Supervising Fire District Dispatchers working in this assignment experience due to the loss of Holiday Pay, the unique schedule and compensation structure for the 56-Hour Supervising Dispatchers, and the classifications' ineligibility for the 7k FLSA exemption.

SECTION 9 - HOLIDAYS

9.1 Holidays Observed. The District will observe the following holidays:

- A. January 1st, known as New Years Day
Third Monday in January, known as Dr. M. L. King Jr. Day
Third Monday in February, known as Presidents Day
February 12th, known as Lincoln's Day
The last Monday in May, known as Memorial Day
July 4th, known as Independence Day
First Monday in September, known as Labor Day
September 9th, known as Admission Day
Second Monday in October, known as Columbus Day
November 11th, known as Veteran's Day
Fourth Thursday in November, known as Thanksgiving Day
The Friday after Thanksgiving Day
December 25th, known as Christmas Day

Such other days as the Board of Supervisors may by resolution designate as holidays.

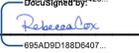
- B. Employees in the classifications of Fire Captain-56 Hour (RPTA), Fire Captain-Paramedic-56 Hour (RPTH), Fire Engineer-56 Hour (RPVC), Fire Engineer-Paramedic-56 Hour (RPVF), Firefighter-56 Hour (RPWA), Firefighter-Paramedic-56 Hour (RPWB), Fire Investigator-56 Hour (RJWH), Fire District Dispatcher (REWA), ~~and~~ Senior Fire District Dispatcher-56 Hour (RETA), and Supervising Fire District Dispatcher – 56-Hour (REHB), will receive twelve (12) hours of holiday pay for each holiday listed in Section 9.1.A above. Employees on a regular 40-hour weekly schedule will observe (day off work) each holiday listed in Section 9.1.A, above, with no reduction in pay.

[The remainder of Section 9 remains unchanged.]

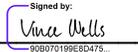
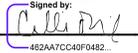
This Side Letter will remain in effect for the term of the current MOU between the Parties. The terms of the side letter will be incorporated into the successor MOU unless otherwise negotiated by the Parties. All other terms and conditions of the current MOU between the District and Local 1230 (July 1, 2023-June 30, 2027) remain unchanged by this Side Letter.

Date: 2/17/2026

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

	/	Aaron McAlister
	/	Rebecca Cox
_____	/	_____
_____	/	_____

IAFF, Local 1230:
(Signature / Printed Name)

	/	vince wells
	/	collin o'neil
_____	/	_____
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