

**Side Letter of Agreement
Between the
Santa Clara County Central Fire Protection District
And
IAFF Local 1165 – General Membership Unit (GMU)**

The Santa Clara County Central Fire Protection District also known as the Santa Clara County Fire Department (“Department”) and the International Association of Firefighters, Local 1165 (“Union”), having met and conferred in good faith pursuant to Section 3505 of the Meyers-Miliias-Brown Act, mutually agree to enter this Side Letter of Agreement (“Side Letter”) to amend the terms of their November 29, 2021 through November 09, 2025 Memorandum of Agreement (“MOA”) as set forth below:

1. The following Department classifications are added to the General Membership Unit (“GMU”) represented by the Union, effective April 1, 2024: (1) Geographic Information Systems Analyst; (2) Information Technology Applications Analyst; and (3) Systems Administrator;

2. The Community Wildfire Specialist and Fire Fuels Crew Supervisor classifications were previously placed in the GMU but not listed in the current MOA. The parties agree to update the MOA to include the Community Wildfire Specialist and Fire Fuels Crew Supervisor classifications and the classifications in paragraph 1 (i.e., Geographic Information Systems Analyst, Information Technology Applications Analyst, and Systems Administrator). Current MOA Section 1, subsection A, regarding Recognition, is deleted and replaced with the following:

A. Recognition

The Department recognizes the Union as the authorized bargaining representative consisting of the following classifications:

Administrative Assistant I
Administrative Assistant II
Associate Fire Plans Examiner
Business Services Associate I
Business Services Associate II
Community Risk Specialist I
Community Risk Specialist II
Community Wildfire Specialist
Deputy Fire Marshal Trainee
Deputy Fire Marshal I
Deputy Fire Marshal II
Fire Captain
Firefighter
Firefighter / Engineer
Fire Fuels Crew Supervisor
Fire Mechanic I
Fire Mechanic II

Fire Plans Examiner
 General Maintenance Craftworker
 Geographic Information Systems Analyst
 Hazardous Materials Inspector
 Hazardous Materials Specialist
 Information Systems Analyst I
 Information Systems Analyst II
 Senior Systems Analyst
 Information Technology Applications Analyst
 Office Assistant
 Program Specialist I
 Program Specialist II
 Senior Community Risk Specialist
 Senior Deputy Fire Marshal
 Senior Fire Mechanic
 Senior Fire Plans Examiner
 Senior Hazardous Materials Specialist
 Senior Program Specialist
 Supply Services Specialist
 Supply Services Specialist I
 Supply Services Specialist II
 Systems Administrator

If any new position is created within the Department, representation status shall be determined in accordance with the Department Personnel Rules and Regulations.

The parties agree that retirement classifications for new or existing classifications are solely determined by the California Public Employees Retirement System (CalPERS). Any dispute relative to the designation of retirement classifications must be made directly to CalPERS.

3. This Side Letter shall become effective April 1, 2024, provided it is approved by the Board of Supervisors acting as the Board of the Fire Commissioners for the Santa Clara County Central Fire Protection District and ratified by the Union.

IT IS SO AGREED:

FOR THE SANTA CLARA COUNTY
CENTRAL FIRE PROTECTION
DISTRICT



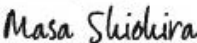
 Suwana Kerdkaw
 Fire Chief

FOR THE INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS,
LOCAL 1165



 Chris Ingram
 President

APPROVED AS TO FORM & LEGALITY

DocuSigned by:


 Masa Shiohira
 Lead Deputy County Counsel