

**Side Letter of Agreement
between the
Santa Clara County Central Fire Protection District
and the
General Membership Unit (GMU)
International Association of Fire Fighters, Local 1165**

The Santa Clara County Central Fire Protection District ("District") and General Membership Unit (GMU) International Association of Fire Fighters, Local 1165 ("Union") have met and conferred in good faith regarding Special Assignment Differential ("Fire Staff Premium") and have agreed to amend the Memoranda of Understanding for the terms of November 29, 2021 through November 9, 2025, and November 18, 2025 through December 2, 2029, as described below.

1. Effective November 29, 2021, Section 4 – Other Compensation, Paragraph J, special Assignment Differential shall be amended to read as follows:

J. Special Assignment Differential (Fire Staff Premium)

When a Fire Captain, Firefighter/Engineer, or Firefighter is routinely and consistently assigned to a Fire Chief designated special assignment working a forty (40) hour work schedule to perform administrative work during normal working hours that differs from fire suppression personnel, excluding temporary modified duty (light duty) assignments, the Department agrees to pay the employees base wages plus a special assignment differential of fifteen percent (15%) of base pay. The special assignment differential shall become effective the first day of the pay period inclusive of the employee's start date in the assignment (maintenance of fire suppression qualifications required).

The Department will only pay the above differential when the rank of Firefighter, Firefighter/Engineer, or Fire Captain is made a requirement of the assignment.

The Department shall request volunteers for special assignment opportunities. However, in the event that there are no volunteers or there is not a suitable volunteer for a particular special assignment, the Fire Chief or designee will select an individual for the assignment. Such selections will be made based on seniority as described below.

For Firefighter/Engineer special assignments, the lowest seniority Firefighter /Engineer who has passed probation shall be selected for the assignment, unless there are extenuating circumstances preventing that individual from being placed in the assignment. Should such extenuating circumstances exist, the next lowest seniority Firefighter/Engineer who has passed probation shall be selected.

For Fire Captain special assignments, the lowest seniority Fire Captain who has passed probation shall be selected for the assignment, unless there are extenuating circumstances preventing that individual from being placed in the assignment. Should such extenuating

Ratified: 08/25/2026

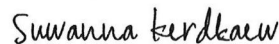
circumstances exist, the next lowest seniority Fire Captain who has passed probation shall be selected.

The Fire Chief or designee shall have the ability to select an individual for assignment regardless of seniority in special circumstances.

2. Counterparts and Electronic Signatures. This Agreement may be executed in one or more counterparts, each of which shall be deemed to be an original, but all of which together shall constitute one and the same instrument. Unless otherwise prohibited by law or County policy, the parties agree that an electronic copy of a signed agreement, or an electronically signed agreement has the same force and legal effect as an agreement executed with an original ink signature. The term "electronic copy of a signed agreement" refers to a transmission by facsimile, electronic mail, or other electronic means of a copy of an original signed agreement in a portable document format. The term "electronically signed agreement" means an agreement that is executed by applying an electronic signature using technology approved by the County.
3. This Side Letter will cause no changes to the MOU other than the revisions described above. This Side Letter is of no force and effect unless and until ratified by the District's Board of Directors.

IT IS SO AGREED:

FOR THE SANTA CLARA COUNTY
CENTRAL FIRE PROTECTION
DISTRICT

Signed by:

SUWANNA KERDKAEW
Fire Chief

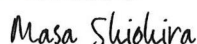
7/28/2026

Date


TONY LOPRESTI
County Counsel

7/28/26
Date

APPROVED AS TO FORM & LEGALITY

DocuSigned by:

MASA SHIOHIRA
Lead Deputy County Counsel

7/28/2026

Date

FOR THE INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS
LOCAL 1165

Signed by:

ANTHONY FLETCHER
President

7/28/2026

Date