

**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 classification is added to the General Membership Unit (“GMU”) represented by the Union, effective August 27, 2024: Permit Specialist

2. 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

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Hazardous Materials Inspector
Hazardous Materials Specialist
Information Systems Analyst I
Information Systems Analyst II
Information Technology Applications Analyst
Office Assistant
Permit Specialist
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
Senior Systems Analyst
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.

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3. This Side Letter shall become effective August 27, 2024, provided it is approved by the Board of Directors for the Santa Clara County Central Fire Protection District and ratified by the Union.

IT IS SO AGREED:

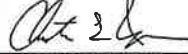
FOR THE SANTA CLARA COUNTY
CENTRAL FIRE PROTECTION
DISTRICT

DocuSigned by:


SUWANVA KERDKAEW
Fire Chief

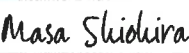

TONY LOPRESTI
County Counsel

FOR THE INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS,
LOCAL 1165

DocuSigned by:


CHRIS INGRAM
President

APPROVED AS TO FORM & LEGALITY

DocuSigned by:


MASA SHIOHIRA
Lead Deputy County Counsel

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