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SIDE LETTER OF AGREEMENT

between

CENTRAL COUNTY FIREFIGHTERS' UNION

and

CENTRAL COUNTY FIRE DEPARTMENT

September 9, 2026

Regarding: Holiday Pay for Fifty-Six (56) Hour workweek Employees and Educational Incentive Plan

Representatives from the Central County Firefighters' Union, hereinafter "CCFU" and representatives from Central County Fire Department, hereinafter "Department" have met and conferred and have mutually agreed to modify the July 1, 2025 through December 31, 2028 Memorandum of Understanding between the parties as follows, to match the current Department practices and intent of the language previously approved by the Fire Board on November 12, 2025:

11.3 Holiday Pay for Fifty-Six (56) Hour Workweek Employees

Employees who work a fifty-six (56) hour workweek schedule shall be entitled to thirteen (13) holidays.

New Year's Day	January 1
Martin Luther King Day	3rd Monday in January
President's Day	3rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1st Monday in September
Indigenous Peoples Day	2nd Monday in October
Veteran's Day	November 11
Thanksgiving Day	4th Thursday in November
Day after Thanksgiving	4th Friday in November
Christmas Eve	December 24
Christmas Day	December 25
New Year's Eve Day	December 31

56-hour workweek personnel are required to work because they hold positions that require scheduled staffing without regard to holidays. For purposes of these personnel, payment is based on twelve (12) hours for each holiday for a total of 156 hours annually. Holiday pay is paid out each pay period and calculated by dividing 156 hours by 26 pay periods, and multiplying that by the base hourly rate plus any applicable paramedic, education, longevity/retention and bilingual pay. These applicable pays are multiplied individually by base hourly rate

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and then added together. They are not compounded. These holidays are separate from the vacation benefits listed in Section 12.

13.5 Educational Incentive Plan

Educational incentive compensation is available to all employees who complete approved educational courses, certificates, or degrees that enhance their ability to do their job duties. Eligible employees must submit a formal request for the educational incentive, along with documentation demonstrating they meet the requirements, to their supervisor. The supervisor will verify the documentation and forward the request to Human Resources for processing.

For employees hired before May 1, 2012, the following-mentioned college credits must have been earned or accepted by an accredited California school, college or university in the field of fire science or related subject leading to an A.S. or A.A. degree in Fire Science, subject to approval of the Fire Chief.

13.5.1 Employees who have completed 15 college units (12 of which must be in Fire Science) shall receive 2.5% additional pay.

13.5.2 Employees who have completed 30 college units (24 of which must be in Fire Science) shall receive 5.0% additional pay.

13.5.3 Employees who have completed 60 college units (48 of which must be in Fire Science) shall receive 7.5% additional pay.

For employees hired after May 1, 2012, the eligible Educational Incentive Plan educational courses, certificates, or degrees shall be described in Appendix C only. The Plan described in Sections 13.5.1 – 13.5.3 only applies to those employees hired prior to May 1, 2012.

Approved and Accepted:

For Central County Firefighters' Union

Signed by:
AJ Gibbons
E17A94C2085D40B...
A.J. Gibbons

DocuSigned by:
DN
EA921D230C0747D...
Dave Novelli

For Central County Fire Department

DocuSigned by:
Doug Davis
A6A4D8F0859C423...
Doug Davis, Chief Administrative Officer