

**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 into 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. A one-time addition of \$50,000 will be made available for education and career development expenses for the 2023-2024 fiscal year. Any unused funds from this one-time addition of \$50,000 will not roll over to the 2024-2025 fiscal year. All current provisions of MOA Section 11 – Education & Career Development and Policy 1228 – Continuing Education & Tuition Reimbursement shall apply to the utilization of the additional \$50,000 made available for the 2023-2024 fiscal year.

2. The Union will meet and confer in good faith with the District about proposed revisions to Policy 1228 – Continuing Education & Career Development, including revisions intended to keep utilization of the Continuing Education & Career Development program within the \$100,000 mutually agreed-upon by the parties in MOA Section 11 - Education & Career Development. This meet and confer process must be completed prior to the Union making any request that the District add funds in fiscal year 2024-2025 above the \$100,000 allocated annually in the MOA.

3. Electronic Signatures. Unless otherwise prohibited by law or District policy, the Parties agree that an electronic copy of a signed contract, or an electronically signed contract, has the same force and legal effect as a contract executed with an original ink signature. The term “electronic copy of a signed contract” refers to a transmission by facsimile, electronic mail, or other electronic means of a copy of an original signed contract in a portable document format. The term “electronically signed contract” means a contract that is executed by applying an electronic signature using technology approved by the District. 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.

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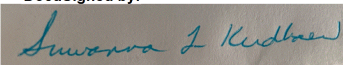
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4. If ratified by the Union and adopted by the Board of Directors of the Santa Clara County Central Fire Protection District (Board), this Side Letter shall become effective immediately following adoption by the Board.

IT IS SO AGREED:

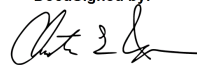
FOR THE SANTA CLARA COUNTY
CENTRAL FIRE PROTECTION
DISTRICT

DocuSigned by:

SUWANVA KERDKAEW
Fire Chief

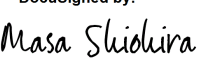
DocuSigned by:

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