

SIDE LETTER
BETWEEN
IAFF LOCAL 1230
AND
EAST CONTRA COSTA FIRE PROTECTION DISTRICT

August XX, 2018

Representatives for IAFF Local 1230 and representatives for the East Contra Costa Fire Protection District during the negotiations to accrete the Battalion Chief classification into the Memorandum of Understanding for the bargaining unit consisting of the Firefighter, Sr. Firefighter, Fire Engineer and Fire Captain classifications the parties and agreed to the following:

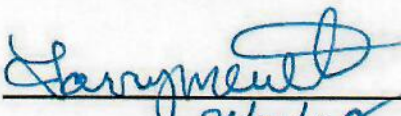
- This provision shall be effective for employees employed in the Battalion Chief classification prior to July 1, 2018.

Vacation Buy Back

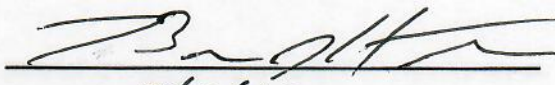
- A. Employees may elect payment up to one-third (1/3) of their annual vacation accrual, subject to the following conditions:
1. The choice can be made only once in a twelve (12) month period;
 2. payment is based on an hourly rate determined by dividing the employee's monthly salary by 173.33 for a 40-hour employee or 242.66 for 56 hour employee; and
 3. the maximum number of vacation hours that may be paid in any calendar year is one-third (1/3) of the annual accrual.
- B. Where a lump-sum payment is made to employees as a retroactive general salary adjustment for a portion of a calendar year that is subsequent to the exercise by an employee of the vacation buy-back provision herein, that employee's vacation buy-back will be adjusted to reflect the percentage difference in base pay rates upon which the lump-sum payment was computed, provided that the period covered by the lump-sum payment includes the effective date of the vacation buy-back.

If the foregoing is in accordance with your understanding, please indicate by signing below.

For IAFF Local 1230


Date: 9/3/18

For the District


Date: 9/11/18