

SIDE LETTER AGREEMENT
TO MEMORANDUM OF UNDERSTANDING
JULY 1, 2024 – JUNE 30, 2027
Between the Cosumnes Community Services District And
IAFF Sacramento Area Firefighters, Local 522
(SL-522-2025-2)

The Sacramento Area Firefighters, Local 522 of the International Association of Firefighters (SAFF 522), and representatives of the Cosumnes Community Services District (District) (hereafter referred to as "the Parties") have met and conferred in good faith and have reached an agreement to establish the following modifications to the following agreement: Memorandum of Understanding between the District and SAFF 522 for the period July 1, 2024 – June 30, 2027 (Referred to herein as "MOU"). All references to "Agreement" in the MOU shall include and refer to this Side Letter of Agreement, and upon termination of the MOU, this Side Letter Agreement shall terminate and be of no further force and effect.

1. This Side Letter of Agreement is entered into between the District and SAFF 522 pursuant to the Meyers-Milias Brown Act (Government Code Section 3500 et seq.).
2. This Side Letter of Agreement aims to address language on the issuance of certification pay for members that possess a Rescue Technician Certification. This language is effective July 1, 2025.

5.9 Continuing Education Incentive

5.9.4 Employees who are qualified and possess the required courses for Rescue Technician Certification shall receive an additional one percent (1.0%) of their base salary upon their request. This incentive is in addition to the maximum allowable 14% education incentive. Currently, there is not an all-encompassing certification; however, in the case that the state fire marshal does offer a certificate in the future, it shall be the new standard for qualification for employees. The Rescue Technician qualification is outlined in Lexipol policy 625 *Heavy Rescue Staffing and Rescue Technician Qualification*

5.9.4.1

The district will incentivize a maximum of 60 qualifying Rescue Technicians within the Local 522 labor group. Members assigned to the rescue station (currently Station 74) will have priority for the Rescue Technician incentive. Following assignment to the rescue station, priority will be given on a seniority basis.

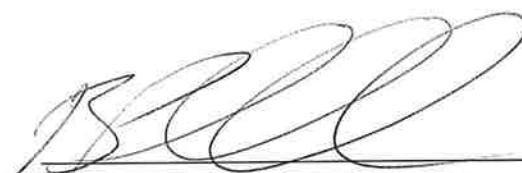
8/19/25

Date



Tim Ogden, General Manager
Cosumnes Community Services District

6/19/25



Bryant Powell, Local 522 Unit Representation,
for the Sacramento Area Firefighters