SIDE LETTER AGREEMENT

CONSOLIDATED FIRE AGENCIES JPA

AND TEAMSTERS LOCAL 1932

Emergency Services Unit

ONE-TIME EMPLOYEE RECOGNITION PAYMENT

Consolidated Fire Agencies JPA (CONFIRE) and Teamsters Local 1932 agree to supplement their 2025–2028 Memorandum of Understanding (MOU) for the Emergency Services Unit with the following one-time employee recognition payment (OTERP) provisions.

1. Covered Employees

This Side Letter Agreement applies to regular full-time and part-time employees in all classifications covered by the MOU, including probationary and trainee employees occupying regular positions. Temporary, recurrent, extra-help, and other nonregular appointments, contractors, the Executive Director, and all Deputy Executive Directors are excluded.

2. OTERP Amount and Payment Dates

The OTERP of $3,000 shall be paid in two installments, subject to the eligibility requirements in Section 3:

a) $1,500 on December 9, 2026, for employees eligible at the end of November 27, 2026 (Pay Period 25 of 2026).

b) $1,500 on January 6, 2027, for employees eligible at the end of December 25, 2026 (Pay Period 1 of 2027).

3. Eligibility for Each Installment

An employee must be employed by CONFIRE in an eligible regular appointment at the applicable pay-period cutoff listed in Section 2 to receive that installment. To receive the second installment, the employee must also have received the first installment.

Approved paid or unpaid leave does not interrupt eligibility while the employee retains an eligible regular appointment. Each qualifying employee shall receive the full $1,500 installment, without proration for scheduled hours or appointment date. Each installment may be paid only once.

4. Payroll and Retirement Treatment

The OTERP is a one-time payment and shall not increase base salary, salary schedules, or leave accrual rates. It shall not be included in the regular rate of pay for overtime purposes. The OTERP is non-pensionable and shall not be reported to the San Bernardino County Employees' Retirement Association (SBCERA) as compensation earnable or pensionable compensation. These exclusions shall apply to the extent permitted by applicable law and controlling SBCERA determinations. Payments are subject to applicable taxes, withholding, and authorized deductions.

5. Effective Date and Duration

This Side Letter Agreement becomes effective upon execution by the parties, completion of any

required Teamsters ratification, and completion of all CONFIRE approvals required under the MOU. It creates no entitlement to future OTERP and expires after the January 6, 2027, payment, except that earned payment obligations, payroll corrections, and enforcement rights survive.

6. Other MOU Provisions

The MOU grievance procedure applies to disputes concerning this Side Letter Agreement. These provisions control where necessary to administer this OTERP. All other provisions of the MOU remain in effect. Any substantive change to this Side Letter Agreement requires written agreement of the parties and all CONFIRE approvals required under the MOU.

CONSOLIDATED FIRE AGENCIES JPA

Signature: _____ Date: _____

Name and title: _____

TEAMSTERS LOCAL 1932

Signature: _____ Date: _____

Name and title: _____

Required CONFIRE approval date(s): _____