

## Arcata Fire District and Arcata Professional Firefighters Local 4981

### Side Letter of Agreement

The Arcata Fire District (District) and the Arcata Professional Firefighters Local 4981 (Local) have met and conferred in good faith pursuant to the Meyers-Milias-Brown Act and have reached the following agreements:

1. Term of Memorandum of Understanding – The District and the Local agree to extend the term of their July 1, 2018 to December 31, 2020 MOU to June 30, 2021. The Parties therefore agree to amend Article 27(A) of their MOU to read as follows:

The provisions of this Memorandum of Understanding shall take effect July 1, 2018, and remain in effect through June 30, 2021, and shall be in force unless they are subsequently modified by mutual consent through the meet and confer process or modified by unilateral action by the District.

2. Compensatory Time-Off Side Letter – The District and the Local agree to extend the term of their May 22, 2019 side letter amending Article 8(H) through June 30, 2021.

3. Platoon Transfers Side Letter – The District and the Local agree to extend the term of their August 14, 2019 side letter describing a procedure for changing platoons under circumstances defined in the side letter through June 30, 2021.

4. Minimum Staffing Side Letter – The District and the Local agree to extend the term of their March 28, 2020 side letter amending Article 10 through June 30, 2021.

5. Successor MOU Negotiations – The District and the Local shall negotiate in good faith for a successor MOU during 2021. The Parties' current MOU and side letters shall remain in force until the Parties have completed that bargaining process including use of impasse procedures if necessary.

6. Driver Operator Reclassification – Effective January 10, 2021, Firefighters who are driver-operators shall be reclassified to Engineers and they shall all be paid at Step 1 of the Engineer wage scale. Employees who are reclassified shall retain their anniversary dates for seniority purposes, however, will be eligible to advance to Step 2 of the Engineer wage scale on 9/22/21 and Step 3 on 9/22/22. The District has retitled the Lieutenant job Classification as the Engineer job classification.

This constitutes the Parties complete agreement. All other wages, hours, term and conditions of employment remain unchanged.

For the District:



Date:

1/7/2021

For Local 4981:



Date:

1/8/2021