

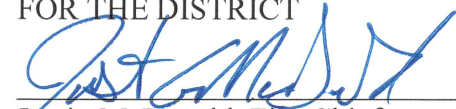
**SIDE LETTER AGREEMENT
BETWEEN
ARCATA FIRE PROTECTION DISTRICT
AND
ARCATA PROFESSIONAL FIREFIGHTERS LOCAL 4981**

The representatives of the Arcata Fire Protection District and the Arcata Professional Firefighters Local 4981, have met and conferred and reached agreement on this Side Letter of Agreement. The parties agree to the following:

- A. The local recognizes that permanent shift vacancies may arise at any time due to a variety of reasons
- B. Fire personnel may wish to switch platoons as openings arise
- C. Procedure for switching platoons:
 - 1. When a permanent shift vacancy arises, the District shall announce the vacancy through an e-mail to all personnel covered by this MOU. Fire Personnel of the same rank may submit letters of interest to the Fire Chief. The shift transfer shall be granted and will begin when mutually convenient to the employee and the District. If more than one request is received, the assignment will be given to the member with highest seniority based on date of hire.


This side letter will remain in effect until Dec 31, 2020

FOR THE DISTRICT


Justin McDonald, Fire Chief

8/14/19
Date

FOR ARCATA PROFESSIONAL FIREFIGHTERS LOCAL 4981


Jonathan Busher, President

8/22/19
Date