

Side Letter Between the Arcata Fire Protection District
&
Arcata Professional Firefighters Local 4981

This Side Letter Agreement (“Agreement”) between the Arcata Fire Protection District (“District”) and the Arcata Professional Fire fighters Local 4981 (“L4981”) (Collectively “Parties”) have met and conferred in good faith pursuant to the Meyers-Milias-Brown Act is entered into with response to the following;

WHEREAS, pursuant to Resolution No. 22-260, the Parties entered into a 2021-2024 Memorandum of Understanding (“MOU”) regarding wages, hours, and terms and conditions of employment; and

WHEREAS, management and labor revised the language of Article 22 – Assignment out of Grade with a side letter dated August 8, 2023 to meet operational need of the organization; and

WHEREAS, it has been further identified the revised language needed further clarification to make the assignment out of grade fair and equitable.

NOW THEREFORE, BE IT RESOLVED that the following update Article 22 set forth in this Agreement, which will supersede and run parallel to the 2022-2024 MOU, which continues in full force in accordance with Article 27 of the MOU.

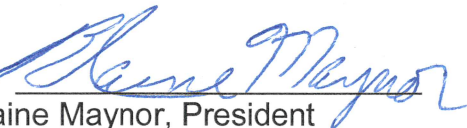
Article 22: Assignment Out of Grade

- B. An Employee selected to fill a temporary position shall be appointed from a current eligibility list. In the absence of a current promotional eligibility list, the most qualified employee, based on the current job qualifications, from the next lower rank shall receive the temporary appointment. In the event of equally qualified employees, the seniority of date in rank will be the tie breaker.

WHEREFORE, the Parties by and through their authorized agents and representatives agree to the terms of this Side Letter Agreement subject to the adoption of this agreement by the District Board of Directors, this date, December 12, 2023

For the District

For Arcata Professional Firefighters L4981

By 
Blaine Maynor, President
Arcata Fire Protection District

By 
Marcus Lillard
L4981 President

Date 12/12/23

Date 11/27/2023