

Side Letter Agreement #3 – MOU Extension Through June 30, 2026, and Salary Increase

THIS SIDE LETTER TO THE MEMORANDUM OF UNDERSTANDING (MOU) between the El Dorado Hills Professional Firefighters Local 3604 (EDHPFF) and representatives of the El Dorado Hills County Water District, alternatively referred to as El Dorado Hills Fire Department (Department), for the period of July 1, 2023 – June 30, 2025, referred to herein as “**Side Letter #3**”, is made and entered into and effective this 21st day of April 2025.

Section I., General, Subsection C., is hereby amended to read as follows:

- C. This MOU shall be presented by the EDHPFF to the employees in the Bargaining Unit for ratification by said employees and shall thereafter be presented to the Board of Directors, as the joint recommendations of the undersigned for salary and employee benefit adjustments for the period commencing July 1, 2023, and ending June 30, 2026.

Section VI., Terms and Conditions of Employment, Subsection A.8., is hereby amended to include Subsection 8.e., which shall read as follows:

- e. Effective the first full pay period on or after July 1, 2025, employees shall receive an eight percent (8%) increase to base salary. The public salary schedule will be available at the time of this scheduled salary increase.

Section XVII., Term, Subsection A, is hereby amended to read as follows:

- A. This MOU represents the entire agreement between the Department and the EDHPFF, cancels all previous agreements on items covered herein, and shall become of full force and effect on adoption by the Board of Directors and ratification by the EDHPFF members and shall continue in full force and effect until midnight June 30, 2026. Furthermore, this MOU shall be automatically renewed on the same terms and conditions for an additional year unless either party shall give written notice to the other on or before June 1, 2026, of its intent to not have this MOU renewed; and provided that either party shall be able to terminate such renewed MOU by giving written notice to the other party, any time after June 1, 2026, of its intent to terminate this MOU and any rights and obligations thereunder, which notice shall be effective thirty (30) days thereafter.

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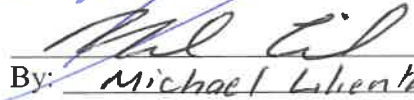
In witness whereof, the parties hereto have caused this MOU to be executed by affixing their signatures below.

DISTRICT:

EL DORADO HILLS COUNTY WATER DISTRICT

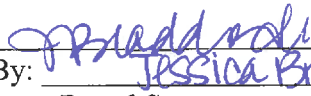
Dated: April 21, 2025.

By:  Greg Durante
Its: President

By: 
Its: Fire Chief

Dated: April 21, 2025.

ATTEST:

By:  Jessica Braddock
Its: Board Secretary

EDHPFF:

EL DORADO HILLS PROFESSIONAL FIREFIGHTERS

Dated: April 21, 2025.

By:  Dale Hemstahl
Its: President

Effective: April 21 2025
Adopted: April 21 2025