

## Side Letter Agreement #4

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**THIS SIDE LETTER TO THE MEMORANDUM OF UNDERSTANDING (MOU)** between the El Dorado Hills Professional Firefighters Local 3604 (EDHPFF) and the representatives of 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, 2026, referred to herein as “**Side Letter #4**”, is made and entered into and effective this 16<sup>th</sup> day of April 2026.

*VI. Terms and Conditions of Employment, Section A. Subsection 11.* is hereby amended to read as follows:

Shift personnel assigned to a forty (40) hour non-shift assignment shall have their rate of pay calculated by multiplying the hourly rate of pay applicable to employees on a suppression shift schedule by a factor of 1.4, thus maintaining the same base monthly pay.

In addition to the rate adjustment listed above, effective July 1, 2023, shift personnel assigned to a consistent forty (40) hour administrative assignment (i.e. Training Captain, Academy Instructor, or OES Liaison) shall receive a twelve percent (12%) Fire Staff Premium. Shift personnel assigned to a consistent forty (40) hour non-shift assignment involving fire inspections and investigative work in the Fire Prevention/Community Risk & Community Relations Division shall receive a twelve percent (12%) Fire Prevention Assignment Premium. Employees who have been approved to work a light or modified duty assignment due to work-related or personal injury or illness are not eligible to receive either of these twelve percent (12%) premium pays.

**Side Letter Agreement #4**


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: 4/16/2026, 2026.

  
By: \_\_\_\_\_  
Its: President

  
By: Michael Lilienthal  
Its: Fire Chief

Dated: April 16, 2026.

**ATTEST:**

  
By: Jessica Braddock  
Its: Board Secretary

**EDHPFF:**

EL DORADO HILLS PROFESSIONAL FIREFIGHTERS

Dated: 4/16, 2026.

  
By: DALE HEMSTARK  
Its: President

Effective:  
Adopted: April 16, 2026