

SIDE LETTER OF AGREEMENT

BETWEEN THE KELSEYVILLE FIRE PROTECTION DISTRICT

AND THE

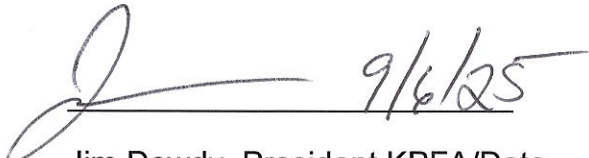
KELSEYVILLE PROFESSIONAL FIREFIGHTERS ASSOCIATION

IAFF LOCAL 4188

All parties to this agreement have met and conferred in good faith and have come to the following agreement to add and remove the language below to the existing MOU.

Article X – Appendix B – Increase maximum PTO allowed accrual by 1.5 times the annual rate. See revised Appendix B – per California Wage and Hour Law

Section 12.01 – A regular employee is entitled to up to five days of unpaid leave upon the death of a qualifying family member. If the employee has sufficient accrued sick leave, they may choose to use that instead. – per AB1949


Jim Dowdy, President KPFA/Date

 9/6/25
Joey P Huggins, Fire Chief / Date

 9/6/25
Dustin Helm, KPFA Vice President / Date


Beau Maddox, Chairman Board of Directors/Date

DATE: 9-17-25

APPENDIX "B"

KELSEYVILLE FIRE PROTECTION PTO/VACATION POLICY

EMPLOYEES HIRED PRIOR TO 5/17/2007

	DAYS	HOURS	HOURS PER MONTH	HOURS MAX CASH OUT
1-7 YEARS	16	576	32	384
8-14 YEARS	18	648	36	432
15-20 YEARS	20	720	40	480
21+ YEARS	22	792	44	528

EMPLOYEES HIRED AFTER TO 5/17/2007 REVISED JULY 1, 2011

	DAYS	HOURS	HOURS PER MONTH	HOURS MAX CASH OUT
1-7 YEARS	12	432	24	192
8-14 YEARS	14	504	28	240
15-20 YEARS	16	576	32	288
21+ YEARS	18	648	36	336