

SIDE LETTER AGREEMENT

BETWEEN

THE CITY OF SANTA CLARA

AND

THE SANTA CLARA FIREFIGHTERS, IAFF LOCAL 1171
(UNIT 1)

DEFERRED COMPENSATION (401A)

The City and the Santa Clara Firefighters, IAFF Local 1171 (hereafter, "Unit 1") agree to this Side Letter Agreement (hereafter, "Agreement") regarding the City's deferred compensation contribution.

The 2020-2025 MOU between the City and Unit 1 provides for a City contribution of \$175 per month to the City's deferred compensation plan on behalf of each represented employee enrolled in the City's 457(b) deferred compensation plan ("Employer Contribution"). An employee must be in paid status and be enrolled in the City's deferred compensation plan at the time of the contribution to be eligible to receive the Employer Contribution.

The City and Unit 1 agree that beginning the first full pay period after the implementation of the 401(a) deferred compensation plan, the Employer Contribution shall be made to the 401(a) plan and not the 457(b) plan. This change will enable employees to maximize the employee pre-tax contribution to their 457(b) account and receive the Employer Contribution in the 401(a) plan.

This Agreement shall not establish precedent for future agreements and shall not be construed or implied to obligate the parties to enter into any similar agreements in the future.

This Agreement is effective after it is signed by all parties below and adopted by City Council.

FOR THE CITY:



Jovan D. Grogan
City Manager

7/2/25
Date

FOR UNIT 1:


Anthony Pascoal
President, Unit 1

6/30/25
Date


Aracely Azevedo
Director of Human Resources

07/02/2025
Date