

Exhibit B

Memorandum of Understanding

Imperial County Firefighters Association

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
COUNTY OF IMPERIAL
AND
THE IMPERIAL COUNTY
FIREFIGHTERS' ASSOCIATION
EFFECTIVE JULY 1, 2025,
THROUGH
JUNE 30, 2027**

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THIS MEMORANDUM OF UNDERSTANDING is entered into by and between the IMPERIAL COUNTY FIREFIGHTERS' ASSOCIATION (ICFA) and designated representatives of the COUNTY OF IMPERIAL ("County").

Article 1 Employees Covered

The provisions of this Memorandum of Understanding shall apply to all employees occupying those job classifications herein identified in "Attachment A". The bargaining unit shall include permanent, probationary, part-time and full-time employees and shall exclude extra-help, seasonal, special assignment, substitute, and temporary employees.

Article 2 Term

Upon agreement of the parties, ratification by the bargaining unit and adoption by the Board of Supervisors, this MOU shall be in effect for the term of July 1, 2025, through June 30, 2027.

During the final year of this MOU, between March 1 and March 30, 2027, either party may submit a written request to begin negotiations for a successor MOU to the County. Failure to provide notice within this time period shall result in the extension of this MOU for one (1) additional year on the same terms and conditions as contained therein.

Article 3 Salaries

Salary Wage Adjustment:

The County proposes a 3% base wage adjustment effective first full pay period in July 2025 or effective the first full pay period following ratification of the MOU, whichever is later.

The County proposes a 3% base wage adjustment effective first full pay period in July 2026.

The compensation increases provided during the term of this agreement shall satisfy any and all obligations of the parties to reopen Article 3 of the MOU for further negotiations. No further reopeners on economic issues, including salaries, shall be required during the term of this MOU.

Article 4 Insurance Premiums

- A. Effective January 1, 2026, for the period of January 1, 2026, through December 31, 2027, each unit member's total bi-weekly contributions toward the purchase of one of the two County health benefit plans shall be as follows:

Medical Premiums (Calendar Year 2026)	Employee Only	Employee & Spouse	Employee & Children	Employee, Spouse & Children
Employee Cost Plan 1 (\$500 deductible)	\$70.45	\$184.83	\$159.42	\$273.84
Employee Cost Plan 2 (\$1,500 deductible)	\$9.23	\$30.80	\$13.37	\$44.16
Dual Buy Up (\$500 deductible)	n/a	\$154.03	n/a	\$229.68
Dual (\$1,500 deductible)	n/a	\$0.00	n/a	\$0.00

B. Effective January 1, 2026, the County Health Plan is configured as follows:

County of Imperial - Active Employees

Blue Shield Medical Plan

Effective January 1, 2026

	Plan I	Plan II
Maximum Lifetime Benefit		
Per Employee, Dependent	N/A	N/A
Annual Deductible (1)		
Individual	\$500	\$1,500
Family	\$1,000	\$3,000
In-Hospital Admission Fee (2)		
(For medical and mental health services)	\$250 per day (3 day max)	\$250 per day (3 day max)
Emergency Room Services	\$100	\$100
Co-Insurance		
(For medical and mental health services)		
Preferred Providers	20%	20%

Out-of Pocket Limit (individual)	\$3,000	\$6,000
Out-of Pocket Limit (family)	\$6,000	\$12,000
Non-Preferred Providers (4)	40%	40%
Out-of Pocket Limit (individual)	\$6,000	\$12,000
Out-of Pocket Limit (family)	\$12,000	\$24,000
Prescription Drug Benefit		
Brand (Deductible per individual)	\$200 Separate Deductible	\$350 Separate Deductible
Brand (Co-insurance)	20%	20%
Generic (Deductible per individual)	\$0	\$0
Generic (Co-insurance)	n/a	n/a
Chiropractic Benefit	80%	Not Covered
Annual Maximum	\$125	Not Covered
Cost Containment (3)	Included	Included

	All Plans	All Plans
Preventive Care Benefits	PPO Deductible & Co-Insurance waived	Non-PPO Deductible Applied
<i>Annual Health Appraisal Examination</i>		
- Annual physical examination	No Charge	Not covered
- Routine laboratory services	No Charge	40%
<i>Well Baby Care Benefits</i>		
- Office visits	No Charge	Not covered
- Routine laboratory services	No Charge	40%
<i>Immunizations & vaccinations including flu shot</i>	No Charge	Not covered
<i>Colorectal cancer screening</i>	No Charge	Not covered

Osteoporosis screening (medically necessary)	No Charge	40%
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Benefit Modifications:

- **Generic Prescriptions:** No annual deductible or co-insurance will be applied
- **Diabetes Management Training:** Subject to Deductible, covered at 80% in network & 60% out of network.
- **Respiratory Therapy:** Subject to Deductible, covered at 80% in network & 60% out of network.
- **Out of Network Emergency Services** (as defined under plan document): covered at 80% in & out of network.
- **Out of Network Dialysis:** covered at 80% in network & 80% out of network - when no network option is available.

(1) Annual Deductible is applied for Inpatient Services at all hospitals

Deductible and Co-Insurance waived for Mexicali, (Mexico) Preferred Providers (PPO) up to \$5000.

Separate Mexico Network \$10 co-pay applies to all doctor's visits (office and specialist visit), and medical procedures (including but not limited to lab services, x-rays, surgeries and physical therapy)

(2) In-Hospital Admission Fee is separate from the Annual Deductible and will be charged for inpatient services provided in El Centro Regional Medical Center and Pioneers Memorial Hospital.

(3) Second Surgical Opinion, Hospital Pre-Certification, Length of Stay Review, Pre-Admission Testing and Medical Case Management.

Employee is responsible to verify the status of a Preferred or non-Preferred Provider prior to receiving services.

Teladoc \$10 per visit at
www.teladoc.com

- C. All future increases, including any increases effective on January 1, 2028 in either the County's contribution and/or in the unit member's contribution toward full payment of the premium for any of the above health plans, shall be paid automatically by each unit member by payroll deductions from the unit member's bi-weekly paycheck without

further authorization by the unit member unless mutually agreed otherwise in a successor MOU or other mutual agreement between Imperial County Firefighters Association and the Board of Supervisors.

- D. The selection of one of the two plans shall be at each unit member's option, which must be exercised in writing by the member during the open enrollment periods established by the County. If a unit member makes no selection, the County will select employee only coverage under Medical Plan II with no dental and vision. ICFA members will be notified of any increases in the premiums for the health plan, which will be effective at the beginning of the plan year on January 1. Such notice shall be provided no later than sixty (60) calendar days prior to the end of the plan year in which such increase is to commence. Such notice shall identify a period prior to the end of the plan year, which shall be the open enrollment period.
- E. During the term of this MOU, the County will also provide at no cost to employee's vision and dental benefits under the self-funded plans as approved by the Board of Supervisors. Employee must elect in writing to participate in such plans during the open enrollment periods established by the County.
- F. As an alternative to subsection E, during the open enrollment period, employees may elect to participate in the Dental Health Services Plan (DHS) provided by the County at no cost.

Article 5 Life Insurance Premiums

The following life insurance benefits will be:

- A. The County will provide to each full-time bargaining unit member, at the County's expense, One Hundred Twenty-Five Thousand dollars (\$125,000) of Group Term Life Insurance coverage under the life insurance program as selected within the sole discretion of the Board.
- B. County will contribute, for each bargaining unit member, the sum of \$15.00 per pay period toward the purchase of voluntary Term Life Insurance coverage under the life insurance program as selected and modified by the Board of Supervisors. The employee may, as permitted under the life insurance program as selected and modified by the Board of Supervisors, purchase additional life insurance coverage at the employee's expense.

Article 6 Uniform Allowance

- A. The County will provide each employee with a uniform allowance in the amount of \$1,500.00 each year payable each January 1. Employees are to use this allowance to purchase uniforms or specified civilian attire. The Department Head shall specify the

uniform or civilian attire to be worn on duty. Any uniform change(s) that will result in an expense to purchase new uniforms shall be phased in over a two-year period.

- B. Each employee shall receive reimbursement for the purchase of a Class A uniform upon passing of their probationary period. Each employee who is a firefighter will receive a onetime reimbursement up to the maximum amount of \$400.00 for the purchase of a new Class A uniform.

Article 7 Sick Leave

- A. The County shall make payment of sick leave buy-back on or before the first payday of September.
- B. Employees may use, in any calendar year, half of their annual sick leave accrual to attend to a child, parent, or spouse of the employee consistent with County Ordinances. Child includes the foster or adopted child, stepchild, or a child of a person standing in loco parentis. Parent means biological, foster, adoptive parent, stepparent, or legal guardian.

Article 8 Bereavement Leave

Every unit member holding a permanent, full-time position in the unit shall be entitled to bereavement leave without a charge being made for such leave to the employee's accumulated sick-leave benefits for up to three (3) bereavement leave incidents per fiscal year as follows:

- A. 48 hours of "bereavement leave" for each death in the employee's immediate family for incidents occurring within 250 miles of the eligible employee's residence.
- B. 72 hours of "bereavement leave" for each death in the employee's immediate family for incidents that occurs beyond a 250-mile radius of the eligible employee's residence.
- C. "Immediate family" for purposes of this benefit, is defined to include the employee's spouse, domestic partner, grandfather, grandmother, spouse's or domestic partner's grandfather or grandmother, father, mother, father-in-law, mother-in-law, son, son-in-law, daughter, daughter-in-law, sister, sister-in-law, brother, brother-in-law, grandchild of either spouse or domestic partner or employee, and any relative living in the immediate household and any of the equivalent step relationships of the listed above.
- D. An employee shall be entitled to no more than 216 hours of leave under this Article per fiscal year. However, the total allowable hours shall be determined by the actual incidents, not to exceed 216 hours. Unused leave under this section shall not accumulate from year to year.

Article 9 Benefits In Effect

Except as expressly modified or changed by this Agreement, benefits currently available to employees covered by this Agreement shall remain in full force and effect during this Agreement.

Article 10 Severability Provisions

If any provision of this Agreement, or any section, subsection, subdivision, sentence, clause, phrase, word, or portion of this Agreement should be invalid or contrary to law, the remaining provisions shall not be affected, but shall continue to be given full force and effect as if the part so held had not been included herein.

Article 11 Clarification

In the event any provision of this Agreement or any provision of any County ordinance or policy or procedure enacted or amended to implement any provision of this agreement needs clarification, or in the event of an inadvertent typographical or publication error, the County Administrative Officer may, with the advice of the County Counsel, issue administrative instructions clarifying the intent of said provisions as enacted. Said administrative instructions shall expire sixty (60) days from the date they were issued unless they are included in amendments added to such ordinances, policies, or procedures by formal action of the Board of Supervisors.

Article 12 Holiday in Lieu Pay

Employees who work on a holiday shall receive straight time pay for hours actually worked. In lieu of receiving holiday pay, each Firefighter I shall receive \$55.00 per pay period, Fire Engineer shall receive \$65.00 per pay period and Fire Captain shall receive \$75.00 per pay period.

Holiday pay will include the Cesar Chavez day.

Article 13 Probationary Period

- A. All newly hired employees shall serve a probationary period of 12 months pursuant to the terms of applicable county policies and ordinances.
- B. The probationary period shall begin on the effective date of appointment.
- C. Employees who are promoted shall serve an additional probationary period in the new position of 12 months. Said probationary period shall begin on the effective date of the promotion. Promotions shall include appointments to positions in different higher salaried classifications.

Article 14 Birthday Holiday

Each employee shall receive one floating day off each calendar year in recognition of his or her birthday. Time off must be scheduled in cooperation with the Department Head consistent with

the operational needs of the County. The day off shall not be carried over from year to year. The holiday shall be an eight-hour period within a single day for employees who work a regularly scheduled eight-hour day, a nine-hour period for an employee regularly scheduled to work a nine-hour day, or a ten-hour day for an employee regularly scheduled to work a ten-hour day. Employees whose regular workday exceeds ten hours shall receive their entire regularly assigned shift as the birthday holiday.

Article 15 Class B Firefighter's License

The County shall reimburse each employee who is required by the Department to obtain a Class B Firefighter's License for the fee charged by the Department of Motor Vehicles for issuance of the license. Reimbursement shall be made following proof of payment of the fee and issuance of the license in accordance with County payroll procedures.

Article 16 Stipends

- A. A stipend will be paid at the following rates for the following certifications for each complete pay period in which the certification is valid:
 - 1. Advanced EMT certification – 5% of base salary per pay period.
 - 2. Emergency Medical Technician Paramedic (EMT P) License certification – 12% of base salary per pay period.
 - 3. Hazmat Technicians - \$50.00
 - 4. Hazmat Specialist - \$60.00
 - 5. Fire Investigators I and II - \$25.00
 - 6. Bomb Technician - \$70.00
 - 7. Breathing Apparatus Technician - \$35.00
 - 8. Firefighter II certification- \$50.00
 - 9. Company Officer certification - \$50.00

The employee shall provide verification of certification and renewals to the County.

Article 17 Effect of Agreement

- A. The County and the ICFA agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties as to those terms which may not be altered, changed, added to, deleted from or modified unless by mutual agreement in writing.
- B. The County and the ICFA agree that this Agreement shall result in full settlement of all issues, which were, could have been, or may be the subject of bargaining. It is further agreed that none of such issues shall be subject to meet and confer during the terms of this Agreement unless by mutual agreement in writing.

- C. Any policies and practices inconsistent with the express terms of this Agreement may be deleted by the County or modified to be consistent therewith. The County may amend, change, delete or adopt ordinances, policies and practices so long as such ordinances, policies and practices do not violate specific and express terms of this Agreement and do not modify matters within the scope of representation, which are not covered by this Agreement.

Article 18 Management Rights

- A. All management rights and functions shall remain vested exclusively with the County except those which are clearly and expressly limited in this Agreement.
- B. It is recognized merely by way of illustration that such management rights and functions include but are not limited to:
1. The right to determine the mission of each of its agencies, departments, institutions, boards and commissions including the standards of services to be offered;
 2. The right of full and exclusive control of the management of the County; supervision of all operations; determination of the methods and means of performing any and all work; and composition, assignment, directions, location and determination of the size and mission of the work force;
 3. The right to determine the work to be done by the employees including establishment of levels of service and staffing force;
 4. The right to change or introduce new or improved operations, methods, means or facilities; or contract for work to be done;
 5. Subject to County ordinances, the right to set and enforce performance standards, and to promote, reclassify, transfer, assign, release and lay-off employees; to suspend, demote, reduce in step or range, discipline and discharge employees for cause; to prescribe qualifications for employment and determine whether they are met;
 6. All the rights, responsibilities and prerogatives that are inherent in the County by virtue of all federal, state and local laws and regulations;
 7. The exercise by the County through its Board of Supervisors and management personnel of the rights enumerated herein above shall not in any way directly or indirectly be subject to the grievance procedure set forth herein. The parties agree that the language in this paragraph article means that if the County is exercising a management right, such exercise is a defense to any grievance filed with the Employment Appeals Board, which will make the determination whether the grievance is of a management right. It does not prevent a grievance from being filed or processed.

Article 19 Employees Rights

Each individual employee shall have such rights as are granted to them by law, including the Meyers-Millias-Brown Act, and shall have the following right in participating in employee organizations which may be exercised in accordance with law, and applicable ordinances, rules and regulations:

1. The rights to form, join and participate in the activities of employee organizations of the employee's own choosing, for the purpose of representation and matters of employer- employee relations with the County, or to refuse to join or participate in the activities of any employee organization.
2. The right to be free from intimidation, restraint, coercion, discrimination or reprisal on part of an appointing authority, supervisor, other employees, or employee organizations for the exercise of rights guaranteed by Meyers-Millias-Brown Act.
3. The right to represent themselves individually in their employment relations with the County so long as such representation does not include the negotiation of terms and conditions of employment for individual employees where the employee is in a bargaining unit represented by a recognized employee organization. If a County employee desires to represent him/herself in a consulting with County management during regular hours of work, pursuant to any provision of State law, local ordinance or rule, such employee shall first notify and obtain permission of his/her appointing authority in order to do so.

Article 20 Retirement Benefits

- A. Subject to the applicable policies, procedures, practices, and regulations, the County contribution to the Imperial County Employees Retirement System for retirement on behalf of each legacy bargaining unit member will continue to include a portion of the employee's contribution (EPMC), not to exceed three (3) percent, during the term of this Memorandum of Understanding.
- B. In 2001, the Board of Supervisors adopted a resolution pursuant to Government Code sections 31678.2 and 31664.1 on the conditions specified in this Article. The resolution changed the formula for the calculation of retirement benefits applicable to the service credit earned by safety members of the County retirement system to that provided in Government Code section 31664.1 (AB 1937). Such resolution provides the additional pension identified in Section 31664.1 equal to 3% of the safety member's final compensation at the age of retirement up to the maximum at the safety member's age 50 (3% at 50). The additional pension includes credit for all prior service as a safety member for those retiring after the effective date of such resolution. Contributions were not made by safety members having credit for 30 years or more of continuous service. The Resolution was conditioned upon all safety members paying the full additional contributions of both the County and the safety member for the 3% at 50 benefit on or after the effective date of said resolution, including any increases in the contributions of the safety member and/or the County thereafter.

- C. Notwithstanding the above requirement that all safety members pay the full additional contributions of both the County and safety members, the County and the bargaining unit acknowledge the agreement entered into in the MOU effective July 1, 2007, wherein the County agreed to contribute 1/3 of the cost to cover the approximate \$7.3 Unfunded Actuarial Accrued Liability (UAAL) or approximately \$2,419,588 to the safety member's retirement unfunded actuarial accrued liability reserve accrued as of June 30, 2006, which is equivalent to an approximate 1.18% of payroll. Without the County's contribution towards relief of the UAAL stated in this section, the total safety member's contribution rate would have otherwise increased by 2.9%. County and the bargaining unit acknowledge that the County's 2007 agreement to contribute towards the UAAL was a one-time exception to the provisions of the resolution reference in Section B above, and that, absent future written agreement, nothing in that section, or in the 2007 MOU between the parties would require the County to pay any portion of any additional future increases in the County or the safety members' contribution rates for the enhanced benefit other than as specifically set forth in this section.
- D. Both safety legacy employees and safety PEPRA employees are responsible for payment of the UAAL for the supplemental retirement benefit referenced in Section B above, and as reduced by the 2007 Agreement referenced in Section C above. Under the original resolution providing for this supplemental retirement benefit, all members agreed to bear responsibility for the full payment of the UAAL associated with the supplemental retirement benefit such that the County would bear no additional cost. This obligation was and remains an obligation of all members in perpetuity. The safety legacy members shall continue to be required to pay the UAAL for supplemental retirement benefit in order to maintain the benefit. As safety PEPRA employees are not eligible to receive such benefit, the County agrees to make the required payment of the UAAL on behalf of the safety PEPRA employees as soon as administratively feasible in Fiscal Year 2025/2026 or upon ratification of the MOU, whichever is later.
- E. Such contributions made by County on behalf of the safety PEPRA employees shall be non-refundable to the member. The County's obligation to pay the UAAL for the enhanced benefit on behalf of safety PEPRA employees shall terminate upon the expiration of this Agreement – i.e., June 30, 2027. At that time, the County will have no further obligation to make further payments of the UAAL for safety PEPRA employees absent an express agreement between the parties. Moreover, the County will have no obligation to make payments of the UAAL for safety PEPRA employees during the negotiation of a successor agreement. Instead, effective July 1, 2027, the arrangement will revert back to the original resolution with all safety members (both legacy and PEPRA) being required to bear the full responsibility for payment of the UAAL for the supplemental retirement benefit.

In accordance with Government Code section 7522.30, this provision is not intended to constitute a payment of any portion of the required employee contribution to the normal cost of the retirement benefits received by safety PEPRA employees. Should it subsequently be determined that this provision violates the prohibition on the County's ability to pay for the employee contribution to the normal cost of safety PEPRA employees'

retirement benefits, the safety PEPRA employees will be immediately required to resume payment of their share of the UAAL for the supplemental retirement benefit.

- F. Unit members acknowledge that contribution rates are adjusted annually through an actuarial study with contribution rates set by the Imperial County Board of Retirement. Unit members agree that they shall pay those contribution rates, including any applicable increases, as established by the Imperial County Board of Retirement and adopted by the Board of Supervisors for all retirement benefits, subject to those contributions agreed to by the County in Sections A, C and D above.

Article 21 Telephone Pay

Employees shall receive compensation for 15 minutes for all off duty telephone calls, which they receive within any single fifteen-minute period. For calls, which extend beyond 15 minutes, such compensation shall be increased at each 15-minute interval for the duration of the telephone call.

Article 22 On-Call Pay

During such period that a firefighter is in a duty status, able and available to work, the firefighter shall be on-call and receive compensation for each of these four twenty-four (24) hour periods at the rate of one hundred dollars (\$100.00) per each twenty-four (24) hour period while on-call. Firefighters who are called to duty during the on-call period shall receive appropriate compensation not to include on-call compensation for any twenty-four (24) hour shift in which they are called to duty. All employees shall be compensated for the duration of the off-duty period for which called out to a work site.

Article 23 Tuition Reimbursement

Subject to existing policies and procedures, all employees covered herein shall be eligible for reimbursement for the actual costs of tuition, registration, laboratory fees, textbooks, parking fees and other required instructional materials or equipment under the County's Tuition Reimbursement Program. Tuition reimbursement for a total fiscal year amount of \$2,500 for undergraduate program and \$3,000 for graduate program. All other provisions are set forth in the County's Tuition Reimbursement Program Policy.

Article 24 Work Period

Employees who are engaged in firefighter activities shall work twenty-four (24) hour shifts from 7:30 A.M. to 7:30 A.M. on the following day. Firefighters who are not attached to the Coroners unit shall alternately work four consecutive shifts and then be off work for four consecutive shifts.

This work schedule shall apply to Fire Captain, Fire Engineer and Firefighters assigned to the 24 hours work schedule.

Personnel shall work a 24-hour day, 192-hour cycle. Three shifts are used, each working 24 hours alternating shifts starting at 07:30 and ending the following morning at 07:30. These shifts are identified as "A", "B" and "C". A work period shall consist of eight (8) 24-hour shifts and sixteen (16) off duty periods every twenty-four (24) days.

This reoccurring 24-day work period averages out to a 56-hour workweek or 112 hours per pay period (biweekly). In the event that any additional shifts or partial shifts are worked, premium pay will be calculated and paid on the first pay period following the end of the 24-day FLSA work period.

The 24-hour day, 192-hour work period includes 10 hours more than the maximum allowed by the FLSA. The additional 10 hours are compensated by the payment of 15 hours of straight time.

Article 25 Non-service Connected Disability Retirement Benefit

Pursuant to Government Code section 31727.7 non-service connected disability pensions shall be provided to all eligible employees who are safety members based on years of credited service on the conditions set forth below:

1. Pursuant to Government Code section 31727.7, a non-service connected disability allowance shall be provided to disability retirements effective on or after January 1, 2006, in lieu of any other allowance to a safety member who has five (5) years or more credited service based on the following table:

Years of credited service:	Percentage of final compensation
Five years, but less than six years	20.0
Six years, but less than seven years	22.0
Seven years, but less than eight years	24.0
Eight years, but less than nine years	26.0
Nine years, but less than ten years	28.0
Ten years, but less than eleven years	30.0
Eleven years, but less than twelve years	32.0
Twelve years, but less than thirteen years	34.0
Thirteen years, but less than fourteen years	36.0
Fourteen years, but less than fifteen years	38.0
Fifteen or more years	40.0

2. The non-service connected disability retirement allowance shall only apply to employees who become members of the retirement system after the operative date prescribed in Article 24 Section 1 above.

Article 26 Pre-Tax Contributions to Retirement Plan

The County shall make employee contributions to the County Retirement Plan under 26 u.s.c. section 414(h)(2) on a pre-tax basis. The parties agree that the County shall not be liable for and is not responsible for advising individual employees on the impacts of this plan on their current personal tax liability or upon the individual taxation of the withdrawal or receipt of retirement contributions as a result of the adoption of a resolution pursuant to this provision.

Article 27 Re-Opener Provisions

There shall be no reopeners for the term of this MOU.

This Article shall in no way preclude the parties from meeting and conferring as required over any modifications to the Drug and Alcohol Policy; County of Imperial Employee Handbook, Sexual Harassment Policy, FMLA Policy and the County of Imperial Employer-Employee Relations Policy; nor shall this Article preclude the parties' participation in any effects bargaining obligations pertaining to the exercise of the County's Management Rights set forth in Article 18.

Article 28 AB 119 New Employee Orientation

The County will provide a representative of Imperial County Firefighters Association with 20 minutes at the end of each orientation (estimated from 11:40 a.m.-12:00 p.m.) to meet with new association members.

Additionally, the County will provide, within 30 days of hire and at least every 120 days, the name, job title, department, work location, work/home/cellular number, personal email addresses and home address that are on file with the County of Imperial Human Resources Department.

Article 29 Hiring and Retention Bonus:

The County extended a one-time retention bonus of \$2,000 during the term of the MOU dated July 1, 2022 through June 30, 2023.

Article 30 Classification and Compensation Study

During the term of this MOU, the parties agree to meet and confer over the potential implementation of adjustments based on the County's pending Classification and Compensation Study.


Article 31 New Station Funds:

The County agrees to provide a fund of \$10,000 for each newly acquired station to be used for furniture, kitchen equipment and living accommodations. The use of such funds will be in coordination with Fire Administration.

32 Vacation Buy Back:

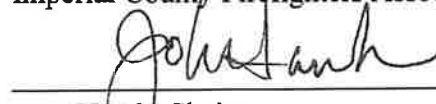
The County proposes unit members to participate in the vacation buy back program up to a maximum of 40 hours. All other criteria of the current program will apply.

DATED: 6/18/25


Daniel Martinez, President
Imperial County Firefighters Association

DATED: 06/24/25


Cynthia Medina
Clerk of the Board of Supervisors


John Hawk, Chairman
Imperial County Board of Supervisors

MOU Ratified by the Board of Supervisors on June 24, 2025

ATTACHMENT "A"

Job Classifications
For
Imperial County
Firefighters Association

**CLASSIFICATION TITLE
RANGE**

SALARY

Fire Captain	296
Fire Prevention Specialist	255
Firefighter Mechanic	247
Firefighter I	254
Fire Engineer	266
Senior Firefighter Mechanic	286



I hereby certify that the foregoing instrument is a correct copy of the original on file with this office.

Date: 7/11/25

Approved by the Board of Supervisors

6/24/25 35
Date Minute Order #

Clerk of the Board of Supervisors
County of Imperial

BY: M. Dwayne
Deputy