

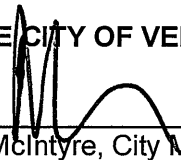
SIDE LETTER OF AGREEMENT

City of Ventura
and
Ventura Fire Management Association

The City of Ventura and the Ventura Fire Management Association agree to amend section "A" of Article 13 – Retiree Health Savings Plan of the current MOU (January 1, 2019 through December 31, 2020) as follows effective April 18, 2020, or as soon thereafter as is administratively feasible.

- A. Employees shall contribute an amount equal to ten percent (10%) of their base salary.

FOR THE CITY OF VENTURA

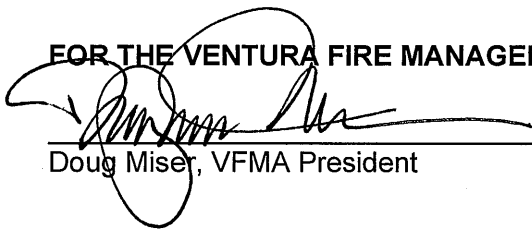


Alex D. McIntyre, City Manager

4/17/20

Date

FOR THE VENTURA FIRE MANAGEMENT ASSOCIATION



Doug Miser, VFMA President

4/10/2020

Date