

**SIDE LETTER OF AGREEMENT**  
City of San Buenaventura and  
Ventura City Firefighters' Association

This Side Letter of Agreement [Merit Pay Freeze Suspension Rescission Side Letter] to the existing Memorandum of Understanding (January 1, 2019 – December 31, 2020) [MOU] and Side Letter implementing cost saving measures and merit pay freezes (approved by City Council on June 29, 2020) [Cost Savings Side Letter] is entered into between the City of San Buenaventura, by and through its City Manager, and the Ventura City Firefighters' Association [VCFA], by and through its duly authorized representative.

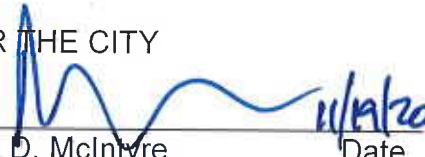
**This Side Letter of Agreement [Merit Pay Freeze Suspension Rescission Side Letter] hereby rescinds the following section included in the Cost Savings Side Letter:**

**Article 12 – Salary and Wages.**

**F. Merit pay increases for VCFA members are suspended through December 31, 2020.**

All other terms and conditions of the current MOU and Cost Savings Side Letter will remain in effect for the term of the MOU.

FOR VCFA  
  
\_\_\_\_\_  
Shawn Hughes Date  
Ventura City Firefighters' Association

FOR THE CITY  
  
\_\_\_\_\_  
Alex D. McIntyre Date  
City Manager

APPROVED AS TO FORM  
Gregory G. Diaz, City Attorney

  
\_\_\_\_\_  
By: Andy H. Viets 11/2/20  
Sr. Assistant City Attorney