

**SIDE LETTER AGREEMENT**  
**between the Cosumnes Community Services District (CSD)**  
**and**  
**the Management Employees Organization (MEO)**  
**Amending the following terms of the October 1, 2013- June 30, 2017 Contract**  
**Between the Parties**

The contract language change shown below through strikeouts and highlighting of new language represents an agreement reached following ratification and approval.

Effective March 1, 2016  
Battalion Chief Tier 1 salary range shall be eliminated and Tier 1 incumbents shall be y-rated as defined in Section 6.2 of the MOU.

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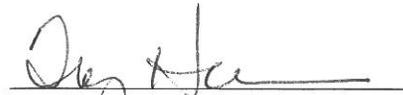
CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Fire Marshal/Assistant Fire Chief	<del>\$13,372</del> <sup>2,606</sup>	<del>\$14,041</del> <sup>3,236</sup>	<del>\$14,743</del> <sup>3,898</sup>	<del>\$15,480</del> <sup>4,593</sup>	<del>\$16,254</del> <sup>5,323</sup>
<del>Battalion Chief - Tier 1</del>	<del>\$12,125</del> <sup>11,430</sup>	<del>\$12,731</del> <sup>12,000</sup>	<del>\$13,368</del> <sup>12,601</sup>	<del>\$14,036</del> <sup>13,230</sup>	<del>\$14,738</del> <sup>13,892</sup>
Battalion Chief - <del>Tier 2</del>	<del>\$11,474</del> <sup>10,507</sup>	<del>\$12,047</del> <sup>11,032</sup>	<del>\$12,650</del> <sup>11,584</sup>	<del>\$13,282</del> <sup>12,163</sup>	<del>\$13,946</del> <sup>12,771</sup>

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DATED: 3/11/16

DATED: 3/14/16

  
Keyin McLean, Unit Representative  
FOR THE MANAGEMENT EMPLOYEE  
ORGANIZATION (MEO)

  
Tracey Hansen, Fire Chief  
FOR THE COSUMNES COMMUNITY  
SERVICES DISTRICT