

**SIDE LETTER OF AGREEMENT  
BETWEEN THE CITY OF HEMET  
AND  
THE HEMET CITY FIREFIGHTERS ASSOCIATION**

This letter serves as a mutual, binding agreement by both the City of Hemet ("City") and the Hemet City Fire Fighters Local No. 2342 ("Union") (collectively referred to as the "Parties").

The Parties have discovered that Fire Prevention Officers who are non-sworn have inadvertently been receiving Education Incentive pay, which is intended only for sworn fire personnel. The Parties acknowledge that this was not the intent of the Education Incentive pay language in the Memorandum of Understanding.

In order to amicably resolve the discovery of this administrative error, the Parties agree that:

- (1) henceforth, no Fire Prevention Officers shall be eligible to receive Education Incentive pay;
- (2) those Fire Prevention Officers who did receive Education Incentive pay shall be held harmless up to the date of execution of this Side Letter of Agreement;
- (3) only the Fire Prevention Officer currently receiving such Education Incentive pay (Justine Salas) as of the date of this Side Letter of Agreement shall continue to receive such pay as a legacy recipient.

The above actions fully resolve the matter and no other actions are either promised or implied.

Accepted and Agreed to on June 25, 2025 by:

For the City of Hemet

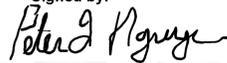
Signed by:  
  
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Mark Prestwich, Hemet City Manager

For the Union

  
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David Prietto, President

Signed by:  
  
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Peter Q. Nguyen, Hemet Chief Negotiator