

**SIDE LETTER #1 TO THE 2024-2027
MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF SANTA FE SPRINGS AND
THE SANTA FE SPRINGS FIREFIGHTERS ASSOCIATION**

CITY'S DEFERRED COMPENSATION PROGRAM

This document shall serve as Side Letter No. 1 modifying the 2024-2027 Memorandum of Understanding between the City of Santa Fe Springs ("City") and the Santa Fe Springs Firefighters Association ("Association"), in the following manner:

The city will amend the eligibility provision of the current 401(a) plan ("the plan") to allow Association employees ("employees") to participate. As directed by the City, the Plan is and will be record-kept and administered by a third-party according to the Internal Revenue Service (IRS) guidelines. The city will match employee contributions at a rate of 1:1 up to a maximum of 3% of eligible compensation. The City's match to the Plan will be contributed on behalf of the employee on a biweekly basis as soon as administratively feasible. As the Plan Sponsor and Administrator, the City has the authority by law to change record-keepers and investment options at any time.

This Side Letter Agreement is entered into this May 6, 2025.

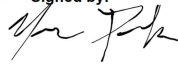
Signed by:



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William K. Rounds, Mayor
City of Santa Fe Springs

Signed by:



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Michael Palacios, President
SFS Firefighters Association