

**MEMORANDUM OF UNDERSTANDING
CITY OF FREMONT AND
LOCAL 328, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO**

The City and the Union negotiated a collective bargaining agreement effective dates January 1, 2013 to December 31, 2016. In order to reflect the original intent of the parties, the parties agree to remove references to an "annual salary" and to restate wages as "biweekly salary". Both parties agree that, as a one-time non-precedent setting situation, this represents a clarification in the agreement and does not result in an additional wage increase for members of Local Union 328.

Section 26.1. Wages. Effective January 1, 2015, employees covered by this Agreement who are employed by the City on the date this Agreement is ratified by both parties, shall be paid in accordance with the following salary schedule (2.0% general increase):

Firefighter Classification

<u>Steps</u>	<u>Annual Salary</u>	<u>Biweekly Salary</u>
Beginning rate	\$44,825.63	\$1,724.06
After one (1) year	\$49,503.27	\$1,903.97
After five (5) years	\$51,102.37	\$1,965.48
After ten (10) years	\$51,860.82	\$1,994.65
After fifteen (15) years	\$52,628.63	\$2,024.18
After twenty (20) years	\$53,412.06	\$2,054.31

Fire Lieutenant Classification

<u>Steps</u>	<u>Annual Salary</u>	<u>Biweekly Salary</u>
Beginning rate	\$54,452.46	\$2,094.33
After five (5) years	\$56,212.81	\$2,162.03
After ten (10) years	\$57,047.21	\$2,194.12
After fifteen (15) years	\$57,892.02	\$2,226.62
After twenty (20) years	\$58,753.47	\$2,259.75

Fire Captain Classification

<u>Steps</u>	<u>Annual Salary</u>	<u>Biweekly Salary</u>
Beginning rate	\$59,897.91	\$2,303.77
After five (5) years	\$61,834.09	\$2,378.23
After ten (10) years	\$62,751.73	\$2,413.53
After fifteen (15) years	\$63,680.80	\$2,449.26
After twenty (20) years	\$64,628.61	\$2,485.72

There is a ten percent (10%) differential between ranks.

Effective January 1, 2016, employees covered by this Agreement who are employed by the City on the date this Agreement is ratified by both parties, shall be paid in accordance with the following salary schedule (2.0% general increase):

Firefighter Classification

<u>Steps</u>	<u>Annual Salary</u>	<u>Biweekly Salary</u>
Beginning rate	\$45,722.14	\$1,758.54
After one (1) year	\$50,493.34	\$1,942.05
After five (5) years	\$52,124.42	\$2,004.79
After ten (10) years	\$52,898.04	\$2,034.54
After fifteen (15) years	\$53,681.20	\$2,064.66
After twenty (20) years	\$54,480.30	\$2,095.40

Fire Lieutenant Classification

<u>Steps</u>	<u>Annual Salary</u>	<u>Biweekly Salary</u>
Beginning rate	\$55,541.51	\$2,136.21
After five (5) years	\$57,337.07	\$2,205.27
After ten (10) years	\$58,188.15	\$2,238.01
After fifteen (15) years	\$59,049.86	\$2,271.15
After twenty (20) years	\$59,928.54	\$2,304.94

Fire Captain Classification

<u>Steps</u>	<u>Annual Salary</u>	<u>Biweekly Salary</u>
Beginning rate	\$61,095.87	\$2,349.84
After five (5) years	\$63,070.77	\$2,425.80
After ten (10) years	\$64,006.76	\$2,461.80
After fifteen (15) years	\$64,954.42	\$2,498.25
After twenty (20) years	\$65,921.18	\$2,535.43

There is a ten percent (10%) differential between ranks.

IN WITNESS WHEREOF, the City of Fremont has caused its respective corporate names and seals to be hereunto affixed and this Agreement signed by its respective officers thereunto duly authorized and Local Union 328 of the International Association of Firefighters, being duly authorized to execute this Agreement by the majority of their respective members who are employees of the City covered by this Memorandum of Understanding, effective, have caused their respective names and seals to be hereunto affixed and this Agreement to be signed by its officers thereunto duly authorized.

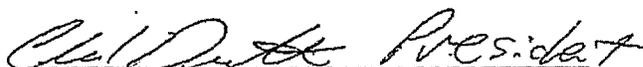
IN WITNESS WHEREOF, the parties have signed duplicates of this Agreement this ____ day of February, 2015.

FOR THE CITY OF FREMONT:

LOCAL 328, INTERNATIONAL
ASSOCIATION OF FIREFIGHTERS:



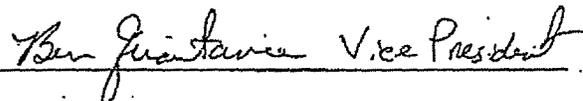
James Ellis, Mayor



Local 328 President



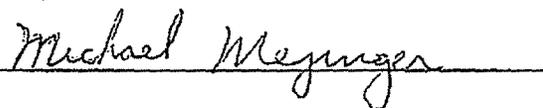
Robert E. Ward Jr., Safety-Service Director



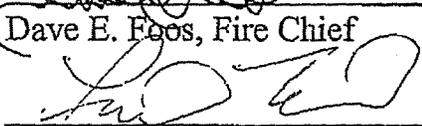
Ben Giannavice, Vice President



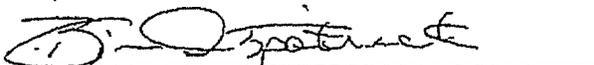
Dave E. Foss, Fire Chief



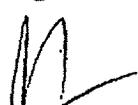
Michael Meyinger



Fred Lord, Management
Consultant



B. J. Spatruck



Jim Melle, Law Director