

Letter of Understanding

On

Adding a Sixth Step to the Division Chief Salary Schedule and Adding Holiday Pay

The purpose of this letter is to memorialize an agreement between the City of Alameda and the City of Alameda Fire Chiefs Association (AFCA). This agreement shall be effective upon approval of the parties, and shall also be incorporated into the next Memorandum of Understanding between the City of Alameda in Sections 12.1 (Rates of Pay) and Appendix A – Salary Schedule and Section 16 (Holidays).

The parties agree that:

Section to be Amended - Section 12.1 (Rates of Pay) and Appendix A

An additional salary step, step 6, will be added to the Division Chiefs salary. This 6th step only applies to Division Chiefs assigned as Deputy Fire Chief or Staff Chiefs working an administrative assignment and having responsibility for one or more of the Fire Department's divisions. The Staff Chief and Deputy Chief will be eligible for step six (6) in recognition of the additional duties of these two positions. All additional pays that are calculated on base salary will continue to be based on steps one (1) through five (5). Step 6 shall remain 5% above step 5 (rounded to the nearest dollar).

If a Division Chief is appointed as Deputy Chief or as a Staff Chief and either is not already at step 5 on the salary schedule then they will be moved to the next higher step on the salary range than their current step. They will remain at this rate until they are moved based on the employee's anniversary date. An example, an employee is at step 3 and appointed as Deputy Chief and at the time of appointment, the employee will be placed at step 4 on the salary schedule. When the employee receives their next step increase they will be moved to step 5 on the salary schedule. They will continue to advance in the salary schedule until they reach step 6.

Section to be Amended - Section 16 (Holidays)

Employees assigned to suppression will be paid additional compensation for holidays at the rate of 1/20.004 of their regular salaries.

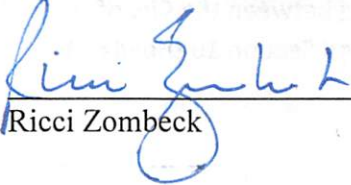
Employees assigned as either Deputy Chief or as a Staff Chief will receive 13 paid holidays but will not be eligible for holiday-in-lieu pay. For the purpose of this paragraph, the thirteen (13) observed holidays are New Year's Day, MOU-City of Martin Luther King's Birthday, Lincoln's Birthday, Washington's Birthday, Memorial Day, July 4th, Labor Day, Veterans Day, Thanksgiving, the Day after Thanksgiving Day, Christmas Day, and two (2) Floating Holidays each calendar year, to be scheduled by mutual agreement between the employee and the Department Head or designated representative. The employees may take the two (2) floating holidays only after completion of twelve (12) months service with the City.

Dispute Resolution

Any dispute about the interpretation or application of this Letter of Agreement shall be subject to the grievance procedure contained in the parties' Memorandum of Understanding.

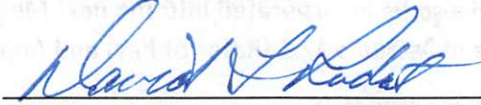
This agreement will be effective the first full pay period following execution of this agreement.

ALAMEDA FIRE CHIEFS ASSOCIATION



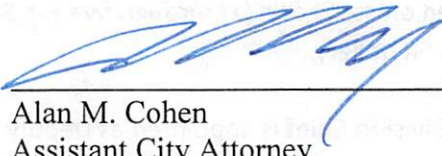
Ricci Zombeck

CITY OF ALAMEDA



David L. Rudat
City Manager
12-5-18

APPROVED AS TO FORM:
City Attorney



Alan M. Cohen
Assistant City Attorney