

**Letter of Agreement
Between
The City of Alameda
And
The International Association of Firefighters, Local 689**

WHEREAS, the negotiated labor agreement between the City of Alameda (City) and the International Association of Firefighters Local 689 (IAFF Local 689) is set to expire on December 18, 2021.

WHEREAS, the City and IAFF Local 689 have met and agreed it is in the best interest of both parties to extend the labor contract through December 19, 2023; and

WHEREAS, the parties have agreed that IAFF Local 689 will forgo the 2% salary increase they are eligible to receive in January 3, 2021. IAFF Local 689 will instead receive a 2% increase at the start of the first pay periods in January of 2022 and January of 2023:

WHEREAS, the parties have agreed that the IAFF Local 689 uniform allowance identified in Section 15 of the Memorandum of Understanding (MOU) will continue to increase by forty dollars (\$40) a year:

WHEREAS, all other terms and conditions within the MOU shall remain in full force and effect including Section 14 of the MOU regardless of the expiration date;

NOW, THEREFORE BE IT RESOLVED, the parties agree to the following modifications to the Memorandum of Understanding between IAFF Local 689 and the City as follows:

1. Section 12.1 (Rates of Pay) shall be modified as follows:

Notwithstanding any previous agreement to the contrary, there shall be no wage increase in calendar year 2021. IAFF Local 689 Members shall be entitled to a 2% wage increase commencing in the first full pay period in January of 2022. Members shall also be entitled to a 2% wage increase commencing in the first full pay period in January of 2023.

2. Section 15 (Uniform Allowance) shall be modified by adding the following to the end of the paragraph:

January 2022	\$1350
January 2023	\$1390

3. Section 29.3 shall be replaced to read as follows:

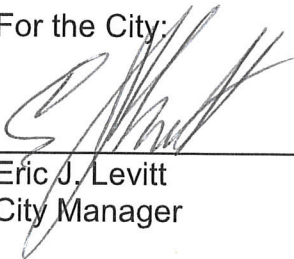
29.3 This Agreement shall be effective as of the first day of November, 2015, and shall remain in full force and effect until December 19, 2023.

4. The cover page of the MOU shall be modified to reflect that this agreement now covers the period November 1, 2015 to December 19, 2023.

5. all other terms and conditions within the existing MOU shall remain in full force and effect including Section 14 of the MOU regardless of the expiration date

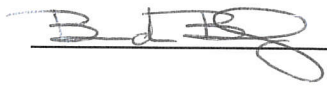
IN WITNESS WHEREOF, parties hereto have caused this Memorandum of Understanding to be executed this 14th day of Dec., 2020.

For the City:



Eric J. Levitt
City Manager

For IAFF Local 689:



Brandon Baley
President

APPROVED AS TO FORM

By 

Yibin Shen
City Attorney