

Proposed Letter of Agreement

City of Palo Alto and Palo Alto Fire Chief's Association

March 14, 2022 – December 31, 2022



CITY OF
**PALO
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City of Palo Alto and Palo Alto Fire Chief’s Association
Proposed Letter of Agreement: March 14, 2022 – December 31, 2022

I. Introduction and MOA Term Extension

Both the City and the Palo Alto Fire Chief’s Association (Association) have a mutual interest in extending the current Memorandum of Agreement (MOA) as set forth below. All other terms and conditions other than those set forth below shall be maintained for the duration of the MOA.

II. Salary

The Parties agree to amend Article V (“Salary Provisions”) of the current MOA to include the following:

Base Salary: Effective the first full pay period including adoption of the Letter of Agreement a four percent (4%) salary increase will be applied to the salary ranges for all represented classes.

Equity Increase: Effective the first full pay period following July 1, 2022, a three percent (3%) salary increase will be applied to the salary ranges for all represented classes.

III. Duration

The Parties agree to amend Article XXVII (“Duration”) of the current MOA to extend the duration of the contract, for an expiration of December 31, 2022.

IV. Extra Shift Coverage

In order to ensure shift coverage while there is an understrength of personnel in the Battalion Chief classification, the Parties agree to amend Article XIII Section “Extra Shift Coverage Pay Rate” of the current MOA as follows:

Extra shifts worked from January 1, 2022 through until the term of the current MOA will receive an additional one-half times the rate of pay, for a total of one and one-half times the straight time rate of pay.

For the Association:


DocuSigned by:


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3/25/2022
Battalion Chief Ryan Stoddard, President


For the City:


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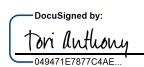
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4/5/2022
Ed Shikada, City Manager Date

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4/5/2022
Rumi Portillo, HR Director Date

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4/4/2022
Molly Stump, City Attorney Date

DocuSigned by:

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3/30/2022
Geoffrey Blackshire, Fire Chief Date

DocuSigned by:

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4/5/2022
Nicholas Raisch, ER Manager Date

DocuSigned by:

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3/30/2022
Tori Anthony, SR HR Administrator Date