

Proposed Letter of Agreement

City of Palo Alto and IAFF Local 1319

March 14, 2022 – December 31, 2022



CITY OF  
**PALO  
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City of Palo Alto and International Association of Fire Fighters, Local 1319  
Proposed Letter of Agreement: March 14, 2022 – December 31, 2022

### I. Introduction and MOA Term Extension

Both the City and the International Association of Fire Fighters, Local 1319 (Association) have a mutual interest in extending the current Memorandum of Agreement (MOA) as set forth below. All other terms of the existing MOA, as modified by the June 2020 Letter of Agreement between the parties, shall continue in effect through December 31, 2022.

### II. Salary

The Parties agree to amend Article VII (“Salary Provisions”) Section 1 to the current MOA to include the following:

Base Salary: Effective the first full pay period including adoption of this Letter of Agreement by the City Council, 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 XLIV (“Duration”) of the current MOA to extend the duration of the contract, for an expiration of December 31, 2022.

For the Association:

DocuSigned by:  
*William Dale* 3/27/2022  
DB7975F2DF4143C...

Captain William Dale, President Date

DocuSigned by:  
*Kyle Alarid* 3/25/2022  
FF02A64D03204B0...

Operator Kyle Alarid, Secretary Date

DocuSigned by:  
*Javier Olazaba* 3/25/2022  
77440929E0794E2...

Captain Olazaba, Treasurer Date

DocuSigned by:  
*Joseph Penko* 3/25/2022  
F7F3B834C3DF43F...

Captain Joseph Penko, Vice President Date

For the City:

DocuSigned by:  
*Ed Shikada* 4/5/2022  
F2DCAT8CC8DAF9...

Ed Shikada, City Manager Date

DocuSigned by:  
*Rumi Portillo* 3/30/2022  
047A7A93F8B4609...

Rumi Portillo, HR Director Date

DocuSigned by:  
*Terence Howzell* 4/4/2022  
0E908C0E0444FC...

Molly Stump, City Attorney Date

DocuSigned by:  
*Geoffrey Blackshire* 3/30/2022  
07F78F093914C0...

Geoffrey Blackshire, Fire Chief Date

DocuSigned by:  
*Nicholas Raisch* 4/5/2022  
0105DC224F44F...

Nicholas Raisch, ER Manager Date

DocuSigned by:  
*Tori Anthony* 3/30/2022  
04941E787C4AE...

Tori Anthony, SR HR Administrator Date