

**Side Letter Agreement
Between
International Association of Fire Fighters (IAFF)
And
The City of Milpitas
Regarding MOU Extension and Elimination of July 2021 Salary Increase**

The City of Milpitas is facing a structural deficit; and due to the global pandemic of COVID-19, faces a significant revenue shortfall from the loss of both Sales and Transient Occupancy Tax (TOT). To help mitigate the impact of these challenges, the parties share a mutual philosophy that working together is the best way to successfully maneuver through these challenging times.

The IAFF's existing labor agreement, which expires on June 30, 2022, includes a salary increase of a 4% salary increase in July 2021. Given the City's current economic condition, the parties recognize the fiscal problems associated with timing and amount of this raise, and hereby agree as follows:

Terms of Agreement

This side letter shall be effective upon ratification and approval by the members of the IAFF and upon approval by the City of Milpitas.

The term of this MOU shall be extended from the effective date through June 30, 2024.

Salaries

Section 32.00 Salary shall be amended to eliminate the 4% base salary increase effective the first full pay period in July 2021, and amended as follows:

SECTION 32.00 - SALARY

32.01 July 2018 Salary Schedule Increase: Effective the first full pay period in July 2018 (starting July 8, 2018), the Salary Schedule previously in effect shall be increased by 5%. The revised Salary Schedules are attached as Appendix "A-1" and are hereby incorporated by this reference as though set forth in full herein.

32.02 July 2019 Salary Schedule Increase: Effective the first full pay period in July 2019 (starting July 7, 2019), the Salary Schedule previously in effect shall be increased by 4%. The revised Salary Schedules are attached as Appendix "A-2," and are hereby incorporated by this reference as though set forth in full herein.

32.03 July 2020 Salary Schedule Increase: Effective the first full pay period in July 2020 (starting July 5, 2020), the Salary Schedule previously in effect shall be increased by 4%. The revised Salary Schedules are attached as Appendix "A-3" and are hereby incorporated by this reference as though set forth in full herein.

32.04 ~~July 2021 Salary Schedule Increase: Effective the first full pay period in July 2021 (starting July 4, 2021), the Salary Schedule previously in effect shall be increased by 4%. The revised Salary Schedules are attached as Appendix "A-4" and are hereby incorporated by this reference as though set forth in full herein.~~ January 2023 Salary Increase: Effective the first full pay period in January 2023, the Salary Schedule previously in effect shall be increased by 2%. The revised Salary Schedules attached as Appendix "A-4" and hereby incorporated by this reference as though set forth in full herein.

32.05 January 2024 Salary Increase: Effective the first full pay period in January 2024, the Salary Schedule previously in effect shall be increased by 2%. The revised Salary Schedules are attached as Appendix "A-5" and are hereby incorporated by this reference as though set forth in full herein.

The Salary Schedule attached to the MOU as Appendix A4 reflecting this raise shall also be deleted as follows:

~~**Salary Schedule
Effective July 4, 2021**~~

Job Classification	Monthly Range	
Entry Firefighter	\$8,750.58	\$9,100.60
Entry Firefighter /Paramedic	\$9,800.65	\$10,192.67
Fire Battalion Chief	\$13,235.13	\$18,529.17
Fire Battalion Chief - 40 Hour	\$13,235.13	\$18,529.17
Fire Captain	\$11,583.02	\$14,016.77
Fire Engineer	\$10,213.91	\$12,352.49
Fire Engineer/Paramedic	\$11,404.69	\$13,799.91
Fire Prevention Inspector	\$11,695.97	\$14,154.02
Fire Protection Engineer	\$11,695.97	\$14,154.02
Firefighter	\$9,546.00	\$11,540.43
Firefighter Trainee	\$8,414.02	\$8,414.02
Firefighter/Paramedic	\$10,656.66	\$12,890.43
Firefighter/Paramedic Trainee	\$9,423.70	\$9,423.70
Hazardous Materials Inspector	\$11,695.97	\$14,154.02

~~**Salary Schedule
Effective first full pay period in January 2023**~~

<u>Job Classification</u>	<u>Monthly Range</u>	
<u>Entry Firefighter</u>	<u>\$8,582.30</u>	<u>\$8,925.59</u>
<u>Entry Firefighter /Paramedic</u>	<u>\$9,612.17</u>	<u>\$9,996.66</u>
<u>Fire Battalion Chief</u>	<u>\$12,980.61</u>	<u>\$18,172.84</u>
<u>Fire Battalion Chief - 40 Hour</u>	<u>\$12,980.61</u>	<u>\$18,172.84</u>
<u>Fire Captain</u>	<u>\$11,360.27</u>	<u>\$13,747.21</u>
<u>Fire Engineer</u>	<u>\$10,017.49</u>	<u>\$12,114.95</u>
<u>Fire Engineer/Paramedic</u>	<u>\$11,185.37</u>	<u>\$13,534.53</u>
<u>Fire Prevention Inspector</u>	<u>\$11,471.05</u>	<u>\$13,881.83</u>
<u>Fire Protection Engineer</u>	<u>\$11,471.05</u>	<u>\$13,881.83</u>
<u>Firefighter</u>	<u>\$9,362.43</u>	<u>\$11,318.50</u>
<u>Firefighter Trainee</u>	<u>\$8,252.21</u>	<u>\$8,252.21</u>
<u>Firefighter/Paramedic</u>	<u>\$10,451.73</u>	<u>\$12,642.53</u>
<u>Firefighter/Paramedic Trainee</u>	<u>\$9,242.48</u>	<u>\$9,242.48</u>
<u>Hazardous Materials Inspector</u>	<u>\$11,471.05</u>	<u>\$13,881.83</u>

Salary Schedule
Effective first full pay period in January 2024

<u>Job Classification</u>	<u>Monthly Range</u>	
<u>Entry Firefighter</u>	<u>\$8,753.95</u>	<u>- \$9,104.10</u>
<u>Entry Firefighter /Paramedic</u>	<u>\$9,804.42</u>	<u>- \$10,196.60</u>
<u>Fire Battalion Chief</u>	<u>\$13,240.22</u>	<u>- \$18,536.30</u>
<u>Fire Battalion Chief -40 Hour</u>	<u>\$13,240.22</u>	<u>- \$18,536.30</u>
<u>Fire Captain</u>	<u>\$11,587.48</u>	<u>- \$14,022.16</u>
<u>Fire Engineer</u>	<u>\$10,217.84</u>	<u>- \$12,357.25</u>
<u>Fire Engineer/Paramedic</u>	<u>\$11,409.08</u>	<u>- \$13,805.22</u>
<u>Fire Prevention Inspector</u>	<u>\$11,700.47</u>	<u>- \$14,159.47</u>
<u>Fire Protection Engineer</u>	<u>\$11,700.47</u>	<u>- \$14,159.47</u>
<u>Firefighter</u>	<u>\$9,549.68</u>	<u>- \$11,544.87</u>
<u>Firefighter Trainee</u>	<u>\$8,417.25</u>	<u>- \$8,417.25</u>
<u>Firefighter/Paramedic</u>	<u>\$10,660.76</u>	<u>- \$12,895.38</u>
<u>Firefighter/Paramedic Trainee</u>	<u>\$9,427.32</u>	<u>- \$9,427.32</u>
<u>Hazardous Materials Inspector</u>	<u>\$11,700.47</u>	<u>- \$14,159.47</u>

Existing MOU

All of the other terms of the Memorandum of Understanding remain in full force and effect.

For the City of Milpitas:

Jeannine Seher
 Jeannine M. Seher
 Human Resources Director

1/27/2021
 Date

For the IAFF:


 David Hendrickson

January 11, 2021
 Date

 Steven McHarris
 City Manager

Date


 Jon Powers, IAFF President

January 11, 2021
 Date