The City of Monterey (“City”) and the Monterey Fire Chief Officers’ Association (“MFCOA”) collectively (“the Parties”), after meeting and conferring in good faith, and following the ratification by the Union and approval by the City Council in open session on July 7, 2020, hereby execute this Letter of Understanding to amend Section 6 and 25 of the Parties current Memorandum of Understanding (July 1, 2019 through June 30, 2021) as follows:

Section 6. Salary

6.1 General Salary Increases

During the term of this agreement, the following salary increases will be made to the classifications represented by the Association and in accordance with procedures established by the Finance Director.

6.1.1 Effective July 1, 2019 and implemented as early as administratively possible, the pay rates for employees in this representation unit shall be increased by two percent (2.0%).

6.1.2 Effective July 1, 2020, all MFCOA-represented members shall reduce their base-pay by 5.0% through December 31, 2020.

6.1.3 Effective July 1, 2020, the pay rates for employees in this representation unit shall be increased by two percent (2.0%). The Employee Association has agreed to defer this two percent (2%) salary increase until January 1, 2021.

Section 25. Term and Effect of Memorandum of Understanding

This MOU is effective on July 1, 2019 and shall remain in full force and effect through June 30, 2022. The terms, conditions, wages, and all provisions of this MOU shall continue in effect until a new MOU is negotiated and subsequently ratified by the Association and the City Council, or until this MOU is superseded in accordance with City Code Section 25-16.12(e), Impasse Procedure, as may be amended, or until Association dissolves pursuant to City Code section 15-16.10 (Decertification of Recognized Employee Organizations), as may be amended. The parties hereto have
caused their duly authorized representative to execute this Memorandum of Understanding the day, month and year noted below.

The parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year noted below.

CITY OF MONTEREY

Dated: 12/8/2020 | 4:57 PM PST

Hans Uslar, City Manager

MONTEREY FIRE CHIEF OFFICERS’ ASSOCIATION

Dated: 12/9/2020 | 3:07 PM PST

Jim Courtney, MFCOA President

Dated: 12/8/2020 | 4:41 PM PST

Allyson Hauck, Human Resources Director