

Letter of Agreement
Between
The City of Alameda
And
The International Association of Firefighters (IAFF), Local 689
Regarding MOU Section 25.4 Career Development Incentive Program

The IAFF and the City of Alameda (the City) hereby agree to the following clarification of their MOU, Section 25.4 with respect to the calculation of the special pay.

All IAFF members qualifying for the Career Development Incentive Pay under Section 25.4 shall receive an additional four percent (4.0%) calculated on their base pay for those awarded Basic Level 1. Thereafter, employees qualifying for the Intermediate Level 2 shall receive an additional five percent (5%) calculated on their base pay plus the Level 1 benefit. Employees qualifying for the Advanced Level 3 shall receive an additional five percent (5%) calculated on their base pay plus the Level 1 benefit plus the level 2 benefit compounded. Percentages shall be compounded.

For Example:

Career Development (CD) Level 1 = (Base Pay x 4%)
Career Development (CD) Level 2 = ((Base Pay + CD Level 1) x 5%)
Career Development (CD) Level 3 = ((Base Pay + CD Level 1 + CD Level 2) x 5%)

The following Career development Incentive Pay structure applies to IAFF members that qualify for Career Development Incentive Pay under Section 25.4 of the IAFF MOU in effect between June 30, 2013 through December 19, 2023. These employees shall receive an additional three percent (3.0%) calculated on their base pay for those awarded Basic Level 1. Thereafter, employees qualifying for the Intermediate Level 2 shall receive an additional four percent (4%) calculated on their base pay plus the Level 1 benefit. Employees qualifying for the Advanced Level 3 shall receive an additional five percent (5%) calculated on their base pay plus the Level 1 benefit plus the Level 2 benefit. Percentages shall be compounded.

For Example:

Career Development (CD) Level 1 = (Base Pay x 3%)
Career Development (CD) Level 2 = ((Base Pay + CD Level 1) x 4%)
Career Development (CD) Level 3 = ((Base Pay + CD Level 1 + CD Level 2) x 5%)

For the City:

Signed by:

Jennifer Ott

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Jennifer Ott
City Manager

For IAFF Local 689



Byong Kim
President

APPROVED AS TO FORM

Signed by:

Doug McManaway

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By

Doug McManaway
Assistant City Attorney