

**MARINWOOD COMMUNITY SERVICES DISTRICT and
MARINWOOD FIREFIGHTERS' ASSOCIATION, LOCAL 1775**

Side Letter to Memorandum of Understanding

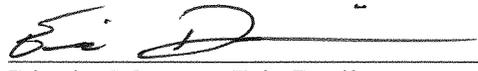
October 1, 2012 to June 30, 2015

The Marinwood Community Services District (“District”) and the Marinwood Firefighters’ Association, Local 1775, (“Association”) agree to amend their Memorandum of Understanding (“MOU”) with the term of October 1, 2012 through June 30, 2015 defining the negotiated wages, working hours, terms and conditions of employment as described in this Side Letter. This Side Letter is based on the following circumstances:

1. Appendix A to the MOU provides that the Parties shall negotiate over a wage adjustment for Fiscal Year 2014-2015 beginning on or about April 1, 2014.
2. The Parties negotiated as required by Appendix but were unable to reach agreement on a negotiated wage adjustment.
3. The District’s best offer proposed a 2.5% wage adjustment for all represented classifications effective July 1, 2014.
4. The Association’s best offer proposed a 4.5% wage adjustment for all represented classifications effective July 1, 2015.
5. The Parties utilized all legally applicable impasse procedures.
6. At the conclusion of the impasse procedures, the Parties remained at a bargaining impasse. A disagreement arose over whether or not the negotiation process would conclude with any change to wages for represented classifications.
7. The Parties communicated in good faith and as a result agreed to resolve their impasse and their disagreement about the outcome of the impasse process.

The Parties agree to amend Appendix A to the MOU to increase wages for all represented classifications by 2.5% effective January 1, 2015 and continuing on an open-ended basis subject to future negotiations for a successor MOU. Current employees shall receive back-pay from January 1, 2015 or their first day of employment, whichever occurred later, up to first full pay period in which this wage increase takes effect. The District shall produce an updated Appendix A describing the salary ranges for base pay to reflect this negotiated agreement.

This Side Letter is agreed to on behalf of the District:


District Manager Eric Dreikosen

11/10/2015
Date

Approved by the Board of Directors of the Marinwood Community Services District at a regular meeting held on November 10, 2015.

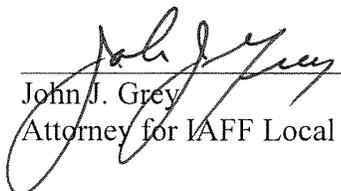
This Side Letter is agreed to on behalf of the Marinwood Professional Firefighters Association:


President John Bagala

2 NOV 2015
Date

Approved by the Association in a ratification vote conducted by Local 1775.

This Side Letter is agreed to on behalf of IAFF Local 1775:


John J. Grey
Attorney for IAFF Local 1775

11/2/2015
Date

APPENDIX A

Revised: November 10, 2015

SALARY RANGES FOR BASE PAY

FISCAL YEARS 2012 – 2013 and 2013 - 2014

FIREFIGHTER

Effective Date	Range No.	Step A	Step B	Step C	Step D	Step E	Step EE
7/1/2009	141.4	\$4,951	\$5,199	\$5,459	\$5,732	\$6,019	\$6,320

ENGINEER (Base Firefighter Salary + 0%)

Effective Date	Range No.	Step A	Step B	Step C	Step D	Step E	Step EE
7/1/2009	141.4	\$4,951	\$5,199	\$5,459	\$5,732	\$6,019	\$6,320

CAPTAIN

Effective Date	Range No.	Step A	Step B	Step C	Step D	Step E	Step EE
7/1/2009	155	\$5,665	\$5,948	\$6,245	\$6,557	\$6,885	\$7,229

FISCAL YEAR 2014 -2015 *

FIREFIGHTER

Effective Date	Range No.	Step A	Step B	Step C	Step D	Step E	Step EE
7/1/2014	142.4	\$5001	\$5,251	\$5,514	\$5,790	\$6,080	\$6,384

ENGINEER (Base Firefighter Salary + 2.5%)

Effective Date	Range No.	Step A	Step B	Step C	Step D	Step E	Step EE
7/1/2014	144.9	\$5,129	\$5,385	\$5,654	\$5,937	\$6,234	\$6,546

CAPTAIN

Effective Date	Range No.	Step A	Step B	Step C	Step D	Step E	Step EE
7/1/2014	156	\$5,709	\$5,994	\$6,294	\$6,609	\$6,939	\$7,286

* Opener for salary only negotiations to begin April 2014 with minimum 1% increase in Base Pay for each position shown above. The minimum increase is shown above.

FISCAL YEAR 2014 -2015 **
Effective 1/1/2015

FIREFIGHTER

Effective Date	Range No.	Step A	Step B	Step C	Step D	Step E	Step EE
1/1/2015	144.9	\$5,129	\$5,385	\$5,654	\$5,937	\$6,234	\$6,546

ENGINEER

Effective Date	Range No.	Step A	Step B	Step C	Step D	Step E	Step EE
1/1/2015	147.4	\$5,254	\$5,517	\$5,793	\$6,083	\$6,387	\$6,706

CAPTAIN

Effective Date	Range No.	Step A	Step B	Step C	Step D	Step E	Step EE
1/1/2015	158.5	\$5,852	\$6,145	\$6,452	\$6,775	\$7,114	\$7,470

**** Represents 2.5% base salary increase for each position shown above effective January 1, 2015, in addition to minimum 1% base salary increase received effective July 1, 2014.**