

**LETTER OF AGREEMENT
BETWEEN
THE CITY OF FREMONT
AND
FREMONT POLICE ASSOCIATION**

The City of Fremont (“City”) and the Fremont Police Association (FPA) (“Union”) having met and conferred pursuant to California Government Code Section 3500 et. seq. hereby agree to a side letter of agreement to extend the term of the current FPA Memorandum of Understanding for a one year period. The Parties understand the Agreement must be ratified by the Fremont City Council.

SECTION 1: Nature of Agreement

The current MOU between the City of Fremont and FPA expires on June 30, 2021. Given the current COVID-19 pandemic, which has caused unforeseen impacts on the City’s general operations and budget, staff and representatives of FPA met and conferred and have agreed to extend the current MOU for a one-year period.

The parties agree to an amendment of Section 8: *Term of Understanding* as follows:

SECTION 8: TERM OF UNDERSTANDING

This MOU incorporates all modifications regarding wages, hours, and other terms and conditions of employment. This MOU shall be effective as of July 1, 2019 and shall terminate June 30, ~~2021~~ 2022.

The City and FPA further agree that all other terms and conditions of the MOU shall remain status quo through the extended expiration of the MOU term, on June 30, 2022.

This agreement is considered tentative and shall not be considered final or binding until ratified by the membership and approved by the City Council. This document sets forth the full agreements of the parties reached during these negotiations. Anything not included in the document is not part of the Letter of Agreement.

Executed and adopted the 15th day of December, 2020 by the Employer-Employee Representatives whose signatures appear below for the respective organizations.

FOR THE CITY OF FREMONT:

FOR UNION:

DocuSigned by:


Brian Stott, Assistant City Manager

DocuSigned by:


Michael Gebhardt, FPA President

DocuSigned by:

Allen DeMers

Allen DeMers, HR Director

DocuSigned by:

Anthony Holguin

Anthony Holguin, FPA Vice President

DocuSigned by:

Richard Zemlok

Richard Zemlok, FPA 2nd Vice President

APPROVED AS TO FORM:

DocuSigned by:

Harvey Levine

Harvey Levine, City Attorney