

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

The City of Fremont (“City”) and the City of Fremont Employee Association (“CFEA”) (“Union”) having met and conferred pursuant to California Government Code Section 3500 et. seq., do hereby agree to a side letter of agreement to enhance compensation for positions within the CFEA bargaining unit that have been identified as being more than 5% below the labor market median (as calculated in the City’s February 2026 Compensation Study).

CFEA and the City have met and conferred and agreed to the following changes to the Memorandum of Understanding (“MOU”) between the Parties for the period September 21, 2025 through June 30, 2026:

**ARTICLE 2 – SALARIES AND OTHER COMPENSATION; SECTION 1: SALARIES**

The Parties agree to amend Section 1 of the MOU as follows:

- A. The salaries for the classifications listed in Appendix A of this MOU shall be increased by one point three percent (1.3%) effective the start of the first full pay period following CFEA ratification of the tentative agreement (September 21, 2025).
- B. Effective the first full pay period following CFEA’s notice to the City of agreement with this side letter, the salaries for the following classifications shall be increased as follows:
  - i. 2.0% for Buyer and Police Records Supervisor
  - ii. 3.0% for Economic Development Specialist, Fire Prevention Inspector, Senior Hazardous Materials Inspector, and Veterinary Technician

Executed and adopted by the Employer-Employee Representatives whose signatures appear below for the respective organizations.

FOR THE CITY OF FREMONT:

DocuSigned by:  
*Brian Stott*  
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Brian Stott, Assistant City Manager  
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DocuSigned by:  
*Tina Gallegos*  
\_\_\_\_\_  
Tina Gallegos, HR Director  
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FOR UNION:

DocuSigned by:  
*Khanh Vo*  
\_\_\_\_\_  
Khanh Vo, CFEA President  
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Signed by:  
*Rosalaura Garcia*  
\_\_\_\_\_  
Rosalaura Garcia, CFEA Vice President  
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APPROVED AS TO FORM:

Signed by:  
*Rafael E. Alvarado Jr.*  
\_\_\_\_\_  
Rafael E. Alvarado, Jr., City Attorney  
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