

**LETTER OF AGREEMENT  
BETWEEN  
THE CITY OF FREMONT  
AND  
FREMONT ASSOCIATION OF MANAGEMENT EMPLOYEES**

The City of Fremont (“City”) and the Fremont Association of Management Employees (“FAME”) (“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 with competitive wages in an attempt to address recruitment and retention challenges within the Department.

FAME 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 August 10, 2025 through June 30, 2026:

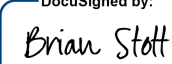
**ARTICLE 2 – SALARIES AND OTHER COMPENSATION; SECTION 1: SALARIES**

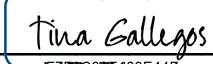
The Parties agree to amend Section 1 of the MOU as follows:

- 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 FAME ratification of the tentative agreement.
- B. Effective the first full pay period following FAME’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 Public Safety Communications Manager, Communications Manager, and Deputy Fire Chief
  - ii. 3.0% for Police Records Administrator, Fire Marshal, Senior Plan Check Professional, and Permit Center Manager
  - iii. During the upcoming 2026 labor negotiations, the City will continue to assess the market position of the classifications identified as being more than 5% below market median. Additional adjustments may be negotiated between the City and FAME at that time.

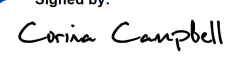
Executed and adopted by the Employer-Employee Representatives whose signatures appear below for the respective organizations.


FOR THE CITY OF FREMONT:

DocuSigned by:  
  
\_\_\_\_\_  
Brian Stott, Assistant City Manager

DocuSigned by:  
  
\_\_\_\_\_  
Tina Gallegos, HR Director

FOR UNION:

Signed by:  
  
\_\_\_\_\_  
Corina Campbell, President

DocuSigned by:  
  
\_\_\_\_\_  
Jimmy Chen, Vice President

APPROVED AS TO FORM:

Signed by:

*Rafael E. Alvarado Jr.*

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Rafael E. Alvarado, Jr., City Attorney

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