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COUNCILMEMBER SCOTT PEDERSON
CITY TREASURER DANE BESNEATTE

February 26, 2016

Nick Warren
Dixon Professional Firefighters Association
c/o Dixon Fire Department
205 Ford Way
Dixon, CA 95620

RE: Acting Duty Chief Pay and Uniform Allowance

Nick:

This is to confirm the agreement reached between the City of Dixon ("City") and Dixon Professional Firefighters Association ("DPFA") representing the Dixon professional firefighter employees, regarding acting duty chief pay and uniform allowance.

Specifically, the agreement is as follows:

1. Effective March 1, 2016, Article III, Section 3.3 – Acting Pay Differential, will be modified to add the following new section:

Section 3.3.4 – Acting Duty Chief Pay

Qualified individuals in the Firefighter Captain class shall receive a 5% differential in base pay for shifts or hours assigned and/or worked as Acting Duty Chief for necessary, planned time-off or when multiple fire incidents occur.

2. Effective March 1, 2016, Article III, Section 3.3.3 – Acting Duty Chief, will be re-titled to Section 3.3.4 – Acting Duty Chief Standby Pay and the section will be modified as follows:

"Qualified individuals in the Fire Captain class assigned and worked as an Acting Duty Chief shall be paid..."

3. Effective on pay date March 11, 2016, Article VI, Section 6.2 – Uniform Allowance, will be modified as follows:

City of Dixon

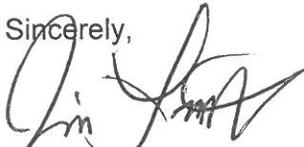
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"Employee shall receive a uniform allowance in the amount of \$850.00 per year, during the term of this MOU. This allowance will be paid bi-weekly."

4. This agreement does not establish a precedent, nor does it interpret any employee rights under the language of the Labor Agreements, the Personnel Rules or any applicable policies and procedures of the Department or the City of Dixon except as expressly stated herein.
5. This agreement memorializes and constitutes the entire understanding between the parties as to all matters referred to or included herein, and supersedes and replaces all prior negotiations, proposed discussions, whether written or oral.

If this is your understanding of the agreement reached, please sign and date as indicated below and return one original to Labor Relations. I have enclosed an additional original for your files.

Sincerely,



Jim Lindley
City Manager

AGREED TO:



Michelle Pellegrino
Human Resources Manager
Date: 2-26-16

AGREED TO:



Nick Warren
DPFA, President
Date: 2/26/16