

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

The City of Fremont ("City") and the Fremont Police Managers' Association (FPMA) ("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 FPMA 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 FPMA 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 FPMA met and conferred and have agreed to extend the current MOU for a one-year period.

The parties agree to an amendment CHAPTER I, ARTICLE VI: *Term of Understanding* as follows:

*ARTICLE VI: TERM OF UNDERSTANDING*

*This Memorandum of Understanding (hereinafter referred to as "Understanding") incorporates all modifications regarding wages, hours, and other terms and conditions of employment. This Understanding shall be effective as of July 1, 2019 and shall terminate June 30, ~~2021~~ 2022.*

The City and FPMA 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 9th day of December, 2020 by the Employer-Employee Representatives whose signatures appear below for the respective organizations.

FOR THE CITY OF FREMONT:

DocuSigned by:

*Brian Stott*

Brian Stott, Assistant City Manager

DocuSigned by:

*Allen Demers*

Allen Demers, HR Director

FOR UNION:

DocuSigned by:

*Matthew Snelson*

Matthew Snelson, FPMA President

DocuSigned by:

*Michael Tegner*

Michael Tegner, FPMA Vice President

DocuSigned by:

*Frederick Bobbitt*

Frederick Bobbitt Jr. FPMA Treasurer

APPROVED AS TO FORM:

DocuSigned by:

*Harvey Levine*

Harvey Levine, City Attorney