

**Memorandum of Understanding  
Between City of Albany and  
Albany Fire Fighters' Association**

**Summary of Memorandum of Understanding Changes**

- Term** Two years from January 1, 2012 through December 31, 2013.
- Pension** Effective January 2012, employees covered by this agreement will begin paying 9.0% of wages as a contribution to the California Public Employees' Retirement System (CalPERS).
- Create a lowered CalPERS tier for future hires by basing their pension on the average of three years' salary rather than a single highest year.
- Salaries** Effective October 2011 (via side letter), add two lower salary steps to each classification. The new entry step will be 10.0% less than the current entry step.
- Effective January 2012, employees will receive a salary increase of 3.33%. This increase will be effective the same date as employees begin contributing 9.0% to CalPERS (see above).
- Other** Increase the biennial (every two years) paramedic license incentive from \$1,200 to \$1,400. Increase the biennial EMT certification incentive from \$600 to \$700. Employees are only eligible for one of these incentives.
- Increase the annual uniform allowance from \$750 to \$800.