

SIDE LETTER TO AMEND MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF POWAY AND THE POWAY FIREFIGHTERS' ASSOCIATION DATED JULY 1, 2021 THROUGH JUNE 30, 2027

WHEREAS, the City and the Poway Firefighters' Association, entered into a Memorandum of Understanding (MOU) for the period of July 1, 2021 through June 30, 2027, covering specified items which are within the scope of representation, within the meaning of Government Code section 3504;

WHEREAS, pursuant to the terms of the MOU, Article 5 (Wages) includes across-the-board salary increases;

WHEREAS, when the City and the Poway Firefighters Association negotiated the current six-year agreement, inflation rates were not predicted to go as high as they reached over the last two years;

WHEREAS, the City endeavors to stay competitive in the labor market so that it may recruit and retain qualified and talented employees;

WHEREAS, the City is providing an additional 3.0% inflationary salary adjustment for PFA employees effective the beginning of the pay period that includes July 1, 2023;

WHEREAS, future negotiated across the board salary increases are outlined in Article 5 (Wages) of the current MOU and will also be effective at the beginning of the pay period that includes July 1;

WHEREAS, the City and PFA have met and conferred in good faith, in compliance with Government Code section 3505, on the subject covered in this Amendment.

NOW, THEREFORE, the City and the PFA agree to amend the MOU for the period of July 1, 2021 through June 30, 2027, to read as follows:

Article 5. Wages

Effective at the beginning of the pay period that includes July 1, 2023, the base wages for all classifications will increase 3.5%.

Effective at the beginning of the pay period that includes July 1, 2023, the base wages for all classifications will increase by an additional 3% inflationary adjustment.

Effective at the beginning of the pay period that includes July 1, 2024, the base wages for all classifications will increase 3.5%.


Effective at the beginning of the pay period that includes July 1, 2025, the base wages for all classifications will increase 3.5%.

Effective at the beginning of the pay period that includes July 1, 2026, the base wages for all classifications will increase 3.5%.

Except as expressly provided herein, all other terms and conditions of the July 1, 2021 through June 30, 2027 MOU shall otherwise remain in full force and effect.


The City of Poway and the PFA agree to this Side Letter as the First Amendment to the MOU for the period of June 26, 2023 to June 30, 2027 for the City and PFA as contained herein.

City of Poway:



Chris Hazeltine
City Manager

Poway Firefighters Association:



Mark Rodriguez
President