

**CITY OF TURLOCK  
TURLOCK FIREFIGHTERS, LOCAL #2434  
2024-2025 SUCCESSOR MOU LABOR NEGOTIATIONS**

Tentative Agreement

March 12, 2025

The City of Turlock and Turlock Firefighters, Local #2434 hereby enter into a tentative agreement to conclude 2024-2025 labor negotiations as set forth herein:

**1:00 TERM OF AGREEMENT**

The term of the Agreement and understanding is as follows: This Memorandum of Understanding shall be effective from July 1, ~~2022~~ **2024**, through June 30, ~~2024~~ **2027**.

**10:02 COST OF LIVING ADJUSTMENTS**

Employees shall receive base salary increases effective as follows:

July 1, 2024

4.5%

July 1, 2025

3.5%

July 1, 2026

3.5%

**10:10 FITNESS INCENTIVE PAY**

To receive incentive pay, the employee must pass a practical test which shall occur twice per year, six months apart (September/March). Non-probationary employees who pass the established practical test shall receive payment of ~~\$100~~ **two and one-half percent (2.5%) of base salary** per month. Employees will be allowed to test and/or retest in March; compensation shall be based on six months if they pass the test or retest. If the employee fails the retest, no incentive pay will be awarded that year. Fitness incentive pay is not part of base salary and will not be computed in P.F.P. calculations. Fitness guidelines are incorporated herein as Attachment "D" of the M.O.U. See attachment D.

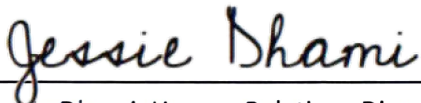
Employees received fitness incentive pay who suffer a work-related injury that precludes them from retesting in the following year shall continue receiving their fitness incentive pay until the employee is medically cleared to participate in fitness testing and is subsequently afforded the opportunity to participate in designated make-up testing or all regularly scheduled testing.

**ONE TIME -OFF SCHEDULE PAYMENT:** The City will make a one-time, off-schedule, payment to each member of Turlock Firefighters, Local #2434 of two-thousand, five-hundred dollars (\$2,500).

**ON BEHALF OF THE CITY**



Andrew M. Aller, City Lead Negotiator



Jessie Dhami, Human Relations Director

**ON BEHALF OF TURLOCK FIREFIGHTERS**



Stephen Leonesio, Labor Representative



Chad Hackett, Association President