

**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 MOUNTAIN VIEW FIRE PROTECTION DISTRICT
 AND
 MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS, LOCAL 3214, IAFF**

January 1 - December 31, 2026

This Memorandum of Understanding (“MOU”) is entered into by and between the Mountain View Fire Protection District, a Title 32 special district and political subdivision of the state of Colorado (“District”) and the Mountain View Professional Firefighters Association I.A.F.F., Local 3214 (“Union”).

The District and Union are parties to that certain COLLECTIVE BARGAINING AGREEMENT BETWEEN THE MOUNTAIN VIEW FIRE PROTECTION DISTRICT AND MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS, LOCAL 3214, IAFF Effective January 1, 2025 through December 31, 2026 (“CBA”).

It is the purpose of this MOU to clarify Article XIX, by amending Section 19.1.1 of the CBA to provide clarity regarding the title change for the Wildland Operations Specialist Type 1 and 2, and to add the Senior Wildland Firefighter position to the compensation table in Section 19.1.1 for 2026. The change in title for the Wildland Operations Specialist Type 1 and 2 does not change the pay rates for the current employees, but adjusts the titles to align with their job duties. The parties agree that the execution of this MOU shall not affect any other provisions of the CBA and shall not open the CBA to further negotiations.

Now, therefore, the parties agree as follows:

1. 19.1.1

Firefighter Grade 4	70%
Firefighter Grade 3	80%
Firefighter Grade 2	90%
Firefighter Grade 1 (BASIS)	100%
Fire Medic Grade 4	85%
Fire Medic Grade 3	95%
Fire Medic Grade 2	105%
Fire Medic Grade 1	112%
Engineer	110%
Senior Medic	117%
Lieutenant	121%
Aministrative Lieutenant (40 Hr)	129%
Captain	135%
Administrative Captain (40 Hr)	143%
Wildland Fire Management Officer	130%
<u>Wildland Fire Operations Specialist Type 1</u>	<u>110%</u>
<u>Wildland Fire Operations Specialist Type 2</u>	<u>112%</u>
<u>Senior Wildland Firefighter</u>	<u>100%</u>

2. This MOU shall remain in effect until December 31, 2026.

3. This MOU may be amended or terminated pursuant to a written agreement signed by both parties.

In witness thereof, the parties have executed this MOU by and through their respective authorized representatives.

MOUNTAIN VIEW FIRE PROTECTION DISTRICT



12 / 18 / 2025

Fire Chief, Pepper Valdez

**MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS ASSOCIATION,
LOCAL 3214, IAFF**



12 / 19 / 2025

Steven St. Clair, Local 3214 President

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