

Letter of Understanding
Between
City of Modesto
And
Modesto Professional Firefighters, IAFF Local 1289

The City of Modesto, hereby referred to as "City" and the Modesto Professional Firefighters, IAFF Local 1289, hereby referred to as "Union" execute this Letter of Understanding ("LOU") on this 16th day of June 2011 regarding the following:

Upon City Council approval, the City and the Union agree:

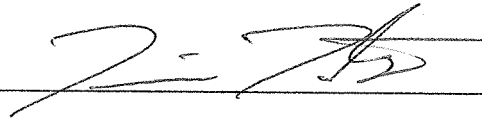
1. Except as modified herein, all terms of the MOU and fully executed LOU's remain in full force and effect through the expiration of the MOU on June 30, 2013.
2. Effective as soon as practicable upon the ratification of this LOU, for employees who retire or voluntarily separate from City service between July 12th and August 1st 2011, the City shall offer a cash incentive to employees of the bargaining unit represented by the Union up to \$30,000 per individual employee.
3. Employees who retire or voluntarily separate on and after December 1, 2011 but no later than December 31, 2011, the City shall offer up to \$15,000 per individual employee as outlined in the resolution for this agreement.
4. The number of employees eligible to participate shall be determined by the City Manager.
5. Effective July 1, 2011, Article 17 Section A of the MOU is amended to provide that there shall be a minimum of thirty-four (34) suppression personnel on duty each shift composed of three (3) employees per engine (Captain, Engineer and Firefighter) and three (3) employees per truck company (Captain, Engineer and Firefighter). The Fire Chief and the MCFFA shall meet and discuss workload assignments given current staffing levels, including, but not limited to, for example to continuation of current inspection assignments.

6. Employees in the bargaining unit agree to forfeit the 3% wage increase due July 5, 2011.

This Letter of Understanding shall become effective upon ratification by the effective membership of the Union and by the Modesto City Council.

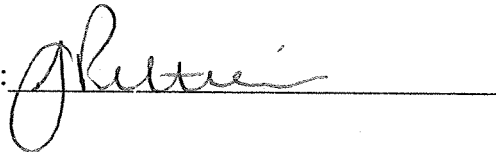
Dated: 6-16-11

MODESTO FIREFIGHTERS, IAFF Local 1289


By: 

Dated: 6/16/11

CITY OF MODESTO

By: 

Dated: 6/16/11

By: 

Dated: 06/16/11

By: 