

**Letter of Agreement
Between
City of Modesto
and
Modesto City Fire Fighters Association (MCFFA)**

Whereas, the current Memorandum of Understanding between the City of Modesto and Modesto City Fire Fighters Association, effective 12/26/06, provides for Minimum Staffing of four personnel per truck company per shift, and the City of Modesto, due to budget reductions, finds it necessary to reduce truck company staffing to three per shift:

The parties wish to amend **Article 17(a) Minimum Staffing Policy**, effective February 5, 2008, as follows:

Adopted Language

Effective January 1, 2007, there shall be a minimum of forty-seven (47) suppression personnel on duty each shift, composed of three (3) employees per engine (Captain, Engineer, and Firefighter), four employees per truck company per shift (Captain, Engineer, and 2 Firefighters) and two employees per CFR (Captain, Engineer).

Amended Language

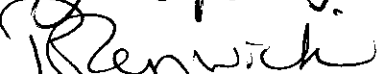
Effective **February 5, 2008**, there shall be a minimum of forty-seven (**45**) suppression personnel on duty each shift, composed of three (3) employees per engine (Captain, Engineer, and Firefighter), three employees staffing two truck companies per shift (Captain, Engineer, and **Firefighter**) and four personnel (Captain, Engineer, and 2 Firefighters) on the remaining truck company. The Crash Fire Rescue at Station 8 shall be staffed with a minimum of two employees (Captain, Engineer).

To partially offset the cost of maintaining four person staffing on one truck company, one Captain position in the training division will be unfunded, but remain allocated.

It is the intention of the City of Modesto to restore truck company staffing to four (4) personnel as the General Fund budget allows.

City of Modesto

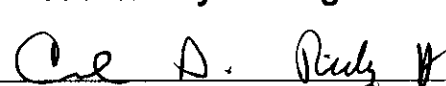

James Miguel, Fire Chief


Robin Renwick, Personnel Director



Tom Brennan, Fire Division Chief


Dan Hinshaw, Fire Division Chief

Modesto City Fire Fighters Association


Cecil Ridge, President


Robert Berbena, Fire Captain


Jason Fritz, Fire Engineer


Michael Shockey, Fire Captain


Herb Jenkins, Fire Engineer