

City of Woodland

MEMORANDUM

DATE:

October 29, 2010

TO:

Mark Feuerstein, Woodland Professional Firefighters' Association President

FROM:

Mark Deven, City Manager

SUBJECT:

MOU Side Letter of Agreement

This memorandum serves to memorialize our side letter agreement during the October 4, 2010 labor negotiations with the Woodland Professional Firefighters' Association (WPFA). The following shall be changed to the Memorandum of Understanding between the City of Woodland and the Woodland Professional Firefighters' Association.

- 1) Term: July 1, 2010 June 30, 2012;
- Effective November 1, 2010, eliminate furlough time accrual (4 months) and suspend usage. Wage reduction agreed to 3%. Effective for the November 2011 paycheck cash out furlough accrued through October 31, 2010;
- 3) Suspend Educational Reimbursement until January 1, 2012;
- 4) Defer 4% raise currently due July 1, 2011 as follows: 2% salary increase effective January 1, 2012; 2% salary increase effective June 30, 2012;
- 5) Maintain current staffing language in contract. Union reserves all rights and objections.
- 6) The City agrees that there shall be no layoffs/non-disciplinary demotions during the term of this agreement as long as the concessions remain in place.
- 7) The City agrees that in the event that it imposes any reductions in staffing and/or equipment under this agreement, all concessions herein shall become immediately prospectively due and payable except that the furlough accrual program will not be reinstituted but the unused furlough bank time will either be made immediately available for use or paid in the next payroll processing period (if furlough time has not already been paid in November 2011) based on each member's direction. The City and the Association agree to meet and consult prior to staffing and/or equipment reductions in order to attempt to avoid same.
- 8) All other terms of MOU remain in effect.

AGREED TO THIS DATE:

October 7, 2010

FOR THE CITY OF WOODLAND

Mark Deven, City Manager

FOR THE WOODLAND PROFESSIONAL FIREFIGHTERS' ASSOCIATION

Mark Feuerstein, Woodland Professional Firefighters' Association President