



City of Woodland

MEMORANDUM

DATE: May 21, 2010

TO: George Bierwirth
Woodland Police Mid Management Employees

FROM: Amy L. Buck
Human Resources Manager

SUBJECT: MOU Side Letter of Agreement – Long Term Disability Clarification

This Memorandum serves to clarify an understanding regarding the Memorandum of Understanding between the City of Woodland (City) and the Woodland Police Mid Management Employees regarding Long Term Disability payment procedures. The purpose is to correct the payment procedures.

Principles and Understandings:

4.5 Long Term Disability Insurance

- 4.5.1 All represented members will have \$68.57 added to their monthly salary payment.
 - 4.5.1.1 The City provides a monthly disbursement to the Police Mid-Management Association of \$68.57 per member deducted from each employee's net pay (or such other amount as determined by the Association).
 - 4.5.1.2 Police Mid-Management assumes responsibility of making long term disability payments and any other related benefits from the City provided payment.
 - 4.5.1.3 The City's sole responsibility in the operation of the long-term disability insurance program shall be to deduct the designated amount. Police Mid-Management shall hold harmless and indemnify the City for any liability as a result of implementation of long-term disability insurance program.

There is no change to the language. Prior to September 2009 payroll, this amount was not added to salary as indicated in the MOU language. It was paid separately from the base wage. Upon a request from the bargaining unit, the City correctly made the change to add the amount to the monthly salary. The City used their normal practice of adding the amount to "A" step and continued the 5% separation between the other steps. Attached to this side letter is the updated Exhibit A – Salary Schedule. The City and Association agree to these principles and understandings.

AGREED TO THIS DATE: 5/25/10

FOR THE CITY OF WOODLAND

Amy Buck, Human Resources Manager

FOR THE WOODLAND POLICE
MID MANAGEMENT EMPLOYEES

George Bierwirth, Police Mid Management
Employees

**Exhibit A - Salary Schedule
Woodland Police Mid-Management Employees
2009-2012**

Effective Date	Percent Change	Base Salary							
		Step A	Step B	Step C Lieutenant	Step D	Step E	Step F	Step G	Step H
July 1, 2009	0.0%	7,576.90	7,955.75	8,353.54	8,771.22	9,209.78	9,670.27	10,153.78	10,661.47
<i>Annual</i>		<i>90,922.80</i>	<i>95,469.00</i>	<i>100,242.48</i>	<i>105,254.64</i>	<i>110,517.36</i>	<i>116,043.24</i>	<i>121,845.36</i>	<i>127,937.64</i>
July 1, 2010	0.0%	7,576.90	7,955.75	8,353.54	8,771.22	9,209.78	9,670.27	10,153.78	10,661.47
<i>Annual</i>		<i>90,922.80</i>	<i>95,469.00</i>	<i>100,242.48</i>	<i>105,254.64</i>	<i>110,517.36</i>	<i>116,043.24</i>	<i>121,845.36</i>	<i>127,937.64</i>
July 1, 2011	4.0%	7,879.98	8,273.97	8,687.67	9,122.05	9,578.15	10,057.06	10,559.91	11,087.91
<i>Annual</i>		<i>94,559.71</i>	<i>99,287.64</i>	<i>104,252.04</i>	<i>109,464.60</i>	<i>114,937.80</i>	<i>120,684.72</i>	<i>126,718.92</i>	<i>133,054.92</i>
				Captain					
July 1, 2009	0.0%	8,327.73	8,744.12	9,181.33	9,640.40	10,122.42	10,628.54	11,159.97	11,717.97
<i>Annual</i>		<i>99,932.76</i>	<i>104,929.44</i>	<i>110,175.96</i>	<i>115,684.80</i>	<i>121,469.04</i>	<i>127,542.48</i>	<i>133,919.64</i>	<i>140,615.64</i>
July 1, 2010	0.0%	8,327.73	8,744.12	9,181.33	9,640.40	10,122.42	10,628.54	11,159.97	11,717.97
<i>Annual</i>		<i>99,932.76</i>	<i>104,929.44</i>	<i>110,175.96</i>	<i>115,684.80</i>	<i>121,469.04</i>	<i>127,542.48</i>	<i>133,919.64</i>	<i>140,615.64</i>
July 1, 2011	4.0%	8,660.84	9,093.88	9,548.57	10,026.00	10,527.30	11,053.67	11,606.35	12,186.67
<i>Annual</i>		<i>103,930.07</i>	<i>109,126.56</i>	<i>114,582.84</i>	<i>120,312.00</i>	<i>126,327.60</i>	<i>132,644.04</i>	<i>139,276.20</i>	<i>146,240.04</i>