



City of Woodland

MEMORANDUM

DATE: May 18, 2021
TO: Brian Olson, Woodland Police Officers' Association
FROM: Ken Hiatt, City Manager
SUBJECT: Amended and Restated Side Letter of Agreement- Furloughs

This side letter of agreement services to memorialize the agreement, post labor negotiations, between the City of Woodland (City) and the Woodland Police Officers' Association (WPOA). Due to better than expected revenues in the General Fund for fiscal year 2020/21, the City wishes to restore the concessions agreed to by the WPOA in the Side Letter of Agreement dated July 1, 2020.

The following modifications shall be made to the Memorandum of Understanding between the City and the WPOA, adopted via Resolution 6887, covering the period from July 1, 2017 to June 30, 2021, including the Side Letters of Agreement.

1. **Section 2.1.3 Furloughs** is amended and restated as follows:

Employees agreed to an unpaid furlough of eighty four (84) hours (4% of base salary) in fiscal year 2020/21. Hours were deducted in an equal amount from each monthly paycheck, and 84 furlough hours were placed in a leave bank on July 1, 2020. Because General Fund sales tax revenues (not including special district sales tax measures) are projected to exceed \$14.0 million for fiscal year 2020/21, the monthly furlough deduction ceased after December 31, 2020, and furlough leave banks were reduced to forty-two (42) hours.

On or before May 31, 2021, employees will be required to select from the following alternatives:

- Employee may have the value of the hours remaining in the employee's furlough leave bank refunded at the current base rate of pay; or
- Employee may have the value of all actual furlough amounts deducted from July 1, 2020 through December 31, 2020 refunded, and furlough leave balances will be reduced to zero. In the event an employee does not have 42 hours remaining in their furlough leave bank, the difference in hours will be reduced from the employee's vacation leave bank; or
- Employees may opt to keep hours remaining in the furlough leave bank and use the hours by June 30, 2021. Any furlough leave bank hours not used by June 30, 2021 will be lost without compensation to the employee.

If an employee does not select an option prior to May 31, 2021, then the employee will have the value of the hours remaining in the employee's furlough leave bank refunded at the current base rate of pay by June 30, 2021.

2. **Section 6.4 Vacation Accumulation** is modified to delete the following added text:
- ~~For the term of the contract, maximum vacation accumulation will be increased by 84 hours in recognition of the additional furlough leave bank. Maximum vacation accumulation will revert to the previous limits excess hours may not be carried past January 1, 2023.~~

Resolution 6887, adopting the MOU between the City and the WPOA is hereby modified as reflected in the sections listed above. All other provisions of the MOU remain unchanged, unless the parties mutually agree to reopen negotiations.

AGREED TO THIS DATE: 5.19.2021

FOR THE CITY OF WOODLAND



Ken Hiatt
City Manager

FOR THE WOODLAND POLICE
OFFICERS' ASSOCIATION



Brian Olson
Woodland Police Officers' Association