



City of Woodland

DATE: May 18, 2021
TO: Richard Thomas
Woodland Fire Mid-Management Association
FROM: Ken Hiatt, City Manager
SUBJECT: Memorandum of Understanding Amended and Restated Side Letter of Agreement

This amended and restated Side Letter of Agreement serves to memorialize the agreement between the City of Woodland (City) and the Woodland Fire Mid-Management Association (WFMMA). 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 WFMMA in the Side Letter of Agreement dated November 18, 2020.

The following modifications shall be made to the Memorandum of Understanding, including the Side Letters of Agreement, between the City and WFMMA covering the period from July 1, 2019 through June 30, 2023.

Section 3 PERS Retirement

3.1.2.2.1. Employee/Employer Contribution (New Section)

Effective November 1, 2020, through April 30, 2020 the employees of this Association paid an additional three percent (3.0%) towards the Employer contribution of CalPERS. This concession ceased on May 1, 2021. On or before May 31, 2021, the City will make a one-time payment to employees equal to the three percent (3%) withheld for the additional retirement contribution.

Section 5.3 Sick Leave

5.3.1.1 Sick Leave Accumulation (New Section)

The additional sixteen (16) hours of sick leave granted to employees in recognition of the additional retirement contribution will cease on May 1, 2021, and the ninety-six (96) hours granted from November 1, 2020 through April 31, 2021 will be removed from the employee's sick leave bank.

Section 5.5.1 Administrative Leave Compensation

This section is deleted.

~~Operational and Non-Operational Shift Employees shall receive an additionally one (1) time allocation of 24 hours of Administrative Leave on July 1, 2021. No overtime will be allowed to cover employees' use of the additional Administrative Leave hours and the maximum payout amounts stipulated in Section 4.4.2 shall be adjusted to include this additional Administrative Leave. All other provisions of Section 5.5.1 of the FMMA MOU which expires on June 30, 2023 shall remain unchanged.~~

AGREED TO THIS DATE:

FOR THE CITY OF WOODLAND



Ken Hiatt, City Manager

FOR THE WOODLAND FIRE MID-
MANAGEMENT ASSOCIATION



Richard Thomas, President