

LETTER OF AGREEMENT
Between
City of Modesto
And
Modesto City Employees' Association (MCEA)

2010 Reorganizations between
Public Works (PW)
Utility Planning and Projects (UP&P)

As part of the fiscal year 2009-2010 reorganization, the City transferred work units from the Public Works Department to Utility Planning and Projects Department. These changes affected the following work units:

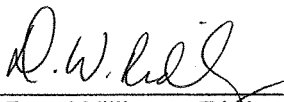
Engineering Design
Streets Design
Construction Administration
Capital Planning
Capital Improvement Services Admin

Any employee assigned to one of the above work units on November 10, 2009 will have the ability to exercise any bumping rights provided for in the Memorandum of Understanding into a position in either the employee's current department or the employee's former department for any layoffs occurring on or before November 10, 2011. This agreement may be extended by one year (12 months), by mutual agreement, to November 10, 2012.

This is a non-precedent setting one-time agreement.

Dated: 4-19-10

For the City:



Dee Williams-Ridley,
Director of Human Resources

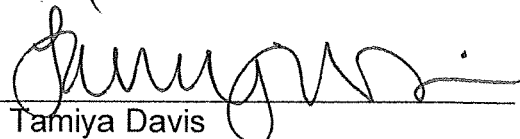


Greg Nynhoff,
City Manager

For MCEA:



Ronnie Flood
President, MCEA



Tamiya Davis
Attorney, Rose Law Firm