

LETTER OF AGREEMENT
Between
City of Modesto
And
Modesto Confidential Management Association (MCMA)

2010 Reorganizations between
Utility Planning & Projects Department (UP&P)
Community & Economic Development (C&ED)

As part of the fiscal year 2010-2011 reorganization, the City transferred work units from the Utility Planning & Projects Department to Community & Economic Development. These changes affected the following work units:

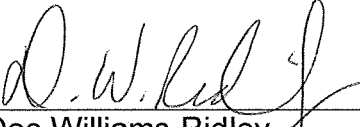
Streets Design Engineering (UP&P to C&ED)

Any employee assigned to one of the above work units on July 1, 2010 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 July 1, 2012. This agreement may be extended by one year (12 months), by mutual agreement, to July 1, 2013.

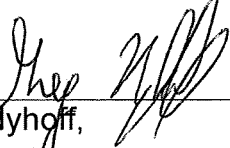
This is a non-precedent setting one-time agreement.

Dated: 11-10-10

For the City:

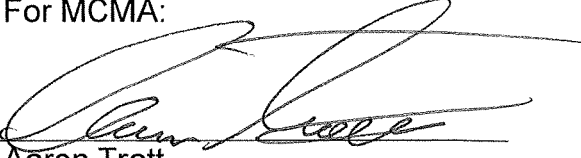


Dee Williams-Ridley,
Deputy City Manager and
Director of Human Resources

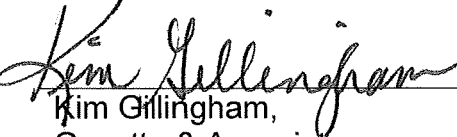


Greg Nyhoff,
City Manager

For MCMA:



Aaron Trott,
MCMA



Kim Gillingham,
Goyette & Associates