

MEMORANDUM

DATE: November 25, 2008

TO: Eric Zane, Woodland Professional Firefighters' Association President

FROM: Amy Buck, Human Resources Manager

SUBJECT: MOU Side Letter of Agreement – Shift Changes and Hours

This memorandum serves to memorialize our agreement regarding Article IX – Working Conditions. The following paragraph shall be added to the Memorandum of Understanding between the City of Woodland and the Woodland Professional Firefighters' Association (WPFA).

Section 9.3.6 Shall be added as follows:

Effective January 1, 2009, the Fire Department will institute, on a trial basis, the 48/96 work schedule. This side letter takes precedent over Article IX, Section 9.3.1.1 of the WPFA M.O.U., regarding the FLSA work period, until such time an agreement is made regarding the permanent shift schedule. This side letter takes precedent over Section 315.01 of the Operations and Procedures Manual titled "Work Days" until such time an agreement is made regarding the permanent shift schedule.

AGREED TO THIS DATE:11-25-0	<u></u>
FOR THE CITY OF WOODLAND	FOR THE WOODLAND PROFESSIONAL FIREFIGHTERS' ASSOCIATION
/s/ Amy Buck	_/s/ Eric Zane_
Amy Buck, Human Resources Manager	Eric Zane, Woodland Professional Firefighters' Association President