

**Letter of Agreement  
Between  
City of Modesto (City)  
And  
Modesto Police and Fire Non-Sworn Association (MPNSA)**

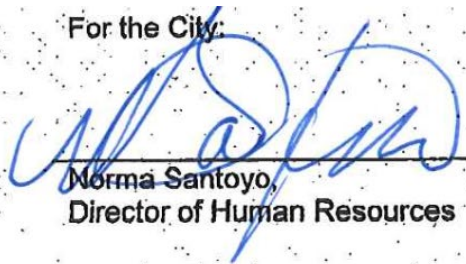
The City of Modesto and Modesto Police and Fire Non-Sworn Association (MPNSA) negotiated a Memorandum of Understanding (MOU) for the term of March 24, 2016 to June 30, 2019. On June 13, 2017, MPNSA informed the City of its desire to initiate participation in State Disability Insurance (SDI) program for its members.

The parties discussed and reached an agreement on the implementation and administration of the City coordinating SDI with other benefits. The parties further agreed that after MPNSA participates in SDI for two full quarters, MPNSA agreed to eliminate participation of the Catastrophic Leave program. In accordance with Article 27 of the MOU, this program allows employees to donate vacation, holiday and up to forty (40) hours of sick leave in increments of four (4) hours to a specific employee for which the City has established a catastrophic leave bank.

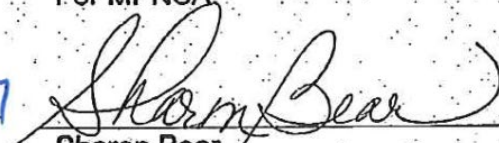
Therefore, the parties agree that until the Catastrophic Leave program is eliminated, which will occur after MPNSA participates in SDI for two full quarters; employees may continue to donate accrued time to the Catastrophic Leave program. Upon elimination of the Catastrophic Leave program, the terms of this Letter of Agreement expire and are no longer operative.

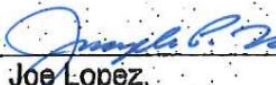
This side letter is effective upon the execution of this document by the City and MPNSA.


For the City:

 10/27/17  
\_\_\_\_\_  
Norma Santoyo,  
Director of Human Resources

For MPNSA:

\_\_\_\_\_  
Sharon Bear,  
President, MPNSA

 11/2/17  
\_\_\_\_\_  
Joe Lopez,  
Acting City Manager

\_\_\_\_\_  
Chuck Flesher,  
Mastagni Law Firm