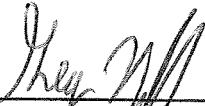


Letter of Agreement
Between
City of Modesto (City)
And
Modesto Police Non-Sworn and Fire Association (MPNSA)

Specialty Pay


Article 21 outlines provisions to compensate employees for hours worked in a training capacity to Police Clerks in the Records division and to Community Services Officers working as a Field Training Officer (FTO). Due to budget reductions the department has experienced an operational need to extend this provision to employees directed to train other regular employee's assigned to the Property and Evidence division. Employee's working in this capacity shall receive five (5%) assignment pay for all hours worked as a trainer.

For the City

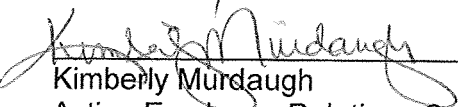


Greg Nyhoff
City Manager

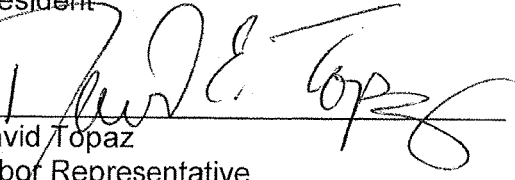
For Modesto Police Non-Sworn and Fire Association



Art Miller
President



Kimberly Murdaugh
Acting Employee Relations Coordinator



David Topaz
Labor Representative

Effective: 9/29/11