

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

**Shift Bidding and Special Assignments**

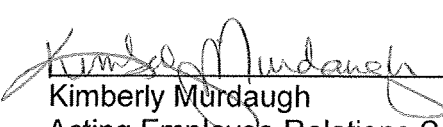
By definition, several positions within the Records division are not qualified as special assignments even though the employees selected for these positions are in place for a specified time period, work a desirable schedule and are not subject to seniority shift bidding. The definition of a special assignment as updated below allows inclusion of the positions within Records to maintain consistency with the application of said language to employees represented by MPNSA throughout the department.

(C) **Special Assignments:**

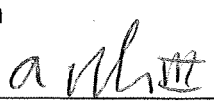
- (1) There shall be a five (5) consecutive year limit to special assignments. A special assignment is defined as any assignment that removes the employee from regular patrol duties as a Police Community Service Officer or from the seniority shift bidding process in Records as a Police Clerk. Absent exceptional circumstances, employees who have completed five (5) consecutive years in special assignments must perform at least twelve (12) months of regular patrol duty or return to the seniority shift bidding process in Records before being assigned to another special assignment.

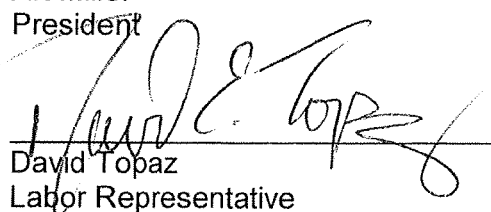
For the City

  
\_\_\_\_\_  
Greg Nyhoff  
City Manager

  
\_\_\_\_\_  
Kimberly Murdaugh  
Acting Employee Relations Coordinator

For Modesto Police Non-Sworn and Fire Association

  
\_\_\_\_\_  
Art Miller  
President

  
\_\_\_\_\_  
David Topaz  
Labor Representative

Effective: 9/29/11