

**City of Ceres and the  
Ceres Professional Firefighters Local 3636  
Side Letter Agreement to the 2018 MOU**


**Date: 12/17/2018**

**Subject: Sections 6.5 and 6.6**

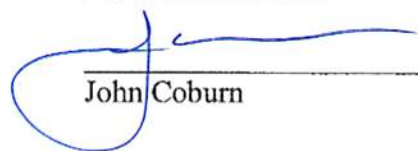
During the 2018 MOU negotiations, the Association raised concerns that demotions in lieu of lay-offs which occurred on July 19, 2018 were procedurally inconsistent with the Association's understanding of how demotions would occur. Accordingly, the parties negotiated a new demotion process and criteria. However, because the July 19, 2018 demotions occurred under the prior MOU and City Personnel Rules, the parties are in agreement that reinstatement of those employees should also follow the same rules.

Accordingly, the City and Association agree the MOU sections 6.5 and 6.6 of the current agreement will not be operative until January 1, 2019 and that department reinstatements before that date will follow the same procedures as those followed for the demotions in lieu of lay-off.

For the City of Ceres

  
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Che Johnson

For the Association

  
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John Coburn