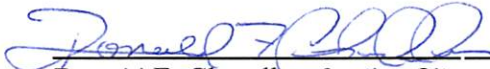


MEMORANDUM OF UNDERSTANDING


This agreement is entered into by and between the City of Lincoln City (City) and the American Federation of State County and Municipal Employees Council 75, Local 3498 (Union). The purpose of this memorandum is to set forth supplemental and clarifying language to Article 12, Vacation, Section 1.

Under Article 12, Vacation, Section 1 the language currently states: "Twenty-fifth year, and after (289th months) – 8.923 hours/pay period." The language will be changed to read as follows: "**Twenty-fifth year, and after (289th Months) 8.92 hours/pay period.**"



Ronald F. Chandler, for the City

Date: 2/1/16



Rick Miller, for the Union

Date: 1/27/16