

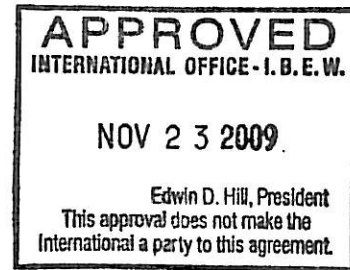
Memorandum of Understanding

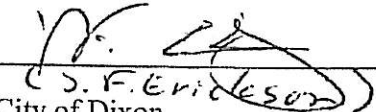
One year contract extension between the City of Dixon Water Department and the International Brotherhood of Electrical Workers, Local Union 196.

The City of Dixon ("City") and the IBEW 196 ("Union") hereby agree that the collective bargaining agreement which expired on April 30, 2009, shall be extended for a period of 1 (one) year and all terms and conditions of the agreement shall remain in full force and effect, except for the following conditions::

1. The base rates shall increase by $\frac{1}{2}$ of 1 percent (0.5%) effective May 1, 2009.
2. Each bargaining unit member shall receive an additional personal day off (eight hours) to use during the term of this extension, which must be used prior to April 30, 2010.
3. Each bargaining unit member shall receive a one-time signing bonus of \$200.00, which shall be paid to each member in the first full payroll period following the acceptance of this offer.

Executed this 27th day of May, 2009.




S. F. Erickson
City of Dixon


Edwin D. Hill
IBEW 196