


**THIRD SIDE LETTER AMENDMENT TO THE  
MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF SANTA ANA AND  
THE SANTA ANA FIREMEN'S BENEVOLENT ASSOCIATION  
FOR FISCAL YEARS 2004-08**

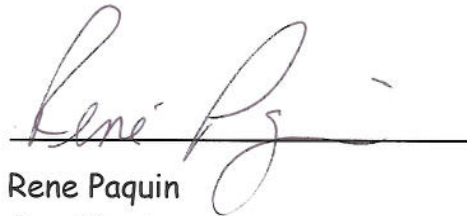
The City of Santa Ana (COSA) and the Firemen's Benevolent Association (FBA) have met and agreed to add the following contract language to Article XV - Retirement, which was inadvertently omitted from the Memorandum of Understanding, covering the period July 1, 2004 through June 30, 2008.

**15.11 Credit for Unused Sick Leave**

Effective July 1, 2007, a sworn employee covered by this Agreement can have unused, accumulated sick leave at the time of retirement converted to additional service credit, pursuant to regulations prescribed by PERS, the City must report only those hours of unused sick leave that were accrued by the employee during the normal course of employment. This section applies to members whose effective date of retirement is within four (4) months of separation from employment.



Kathie S. Gonzalez  
Assistant Director - Personnel  
City of Santa Ana



Rene Paquin  
President  
SAFBA

5/8/06  
Date

5/8/06  
Date