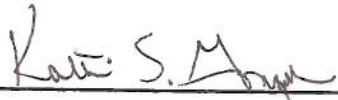


FOURTH SIDE LETTER AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF SANTA ANA AND
THE SANTA ANA FIREMEN'S BENEVOLENT ASSOCIATION
FOR FISCAL YEARS 2004-08

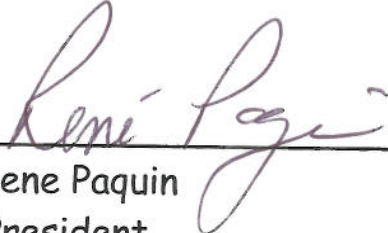
The City of Santa Ana (COSA) and the Firemen's Benevolent Association (FBA) have met and agreed to add the following contract language to Article XXII - Miscellaneous Provisions, which was inadvertently omitted from the Memorandum of Understanding, covering the period July 1, 2004 through June 30, 2008.

22.2 Salary Inequities

The Association and Fire Chief shall work together to minimize the impact of salary inequities caused by the hourly rate disparities of "safety" employees working overtime in Suppression while assigned to Administration.



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



Rene Paquin
President
SAFBA

8/10/06

Date

8/10/06

Date