

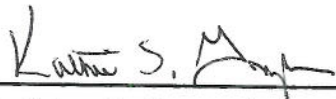
REVISED

SIXTH 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 2004-10

The purpose of this Side Letter is to clarify the intent of the language contained in Article 14.3, as follows:

14.3 Long Term Disability (L.T.D.) Insurance. Effective January 1, 2006, the City shall contribute up to a maximum of \$35 per month per employee toward payment of premiums for employees covered by this Agreement under existing long term disability plans provided by the Association for its members. Effective January 1, 2008, this City contribution amount shall increase to a total of \$60 per month per employee. The Association must purchase long term disability insurance with the City's contribution. In addition to long term disability insurance, the Association may opt to purchase long term care or other like coverage for its members.

Any contribution necessary to maintain benefits under such long term disability insurance plan provided by the Association for its members in excess of the amount set forth above shall be borne entirely by the employee.



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



Rene Paquin
President
Firemen's Benevolent Association

7/25/07

Date

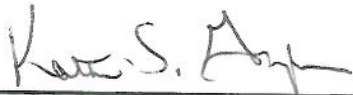
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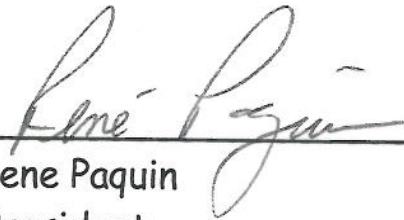
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