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Human Resources

June 16, 2004

Mr. Gary Niblock
President, IAFF Local # 1171
175 Merry Lane
Aptos, CA 95003

Dear Mr. Niblock:

This side letter codifies an agreement between the City of Santa Clara and the IAFF Local 1171 regarding the City's Deferred Compensation Committee. It was agreed during the negotiations for the 1999 to 2003 Memorandum of Understanding that the Santa Clara City Firefighters, IAFF, Local 1171, will have one representative on the City of Santa Clara Deferred Compensation Committee, administered by the City of Santa Clara Finance Department.

If the foregoing meets with your understanding and approval please sign in the space provided below.

Sincerely,

A handwritten signature in blue ink that reads "Jennifer Sparacino".

Jennifer Sparacino
City Manager

Approved by:

A handwritten signature in black ink, appearing to be "GN", written over a horizontal line.

Gary Niblock, President
IAFF, Local # 1171

06-21-2004
Date