

Side Letter of Agreement #3

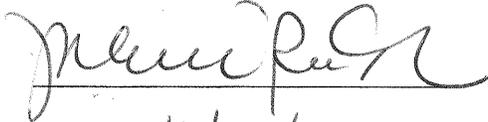
This Agreement is entered into by and between the Benicia Firefighters Association, IAFF Local 1186 and the City of Benicia. The parties agree that:

1. The current twelve (12) months probationary period for a newly hired Firefighter or Paramedic Firefighter is insufficient to insure the new hire is adequately trained and evaluated in all skills necessary to demonstrate proficiency as a Firefighter.
2. Effective with the signing of this side letter the probationary period for Firefighter and Paramedic Firefighter candidates upon initial appointment at the City of Benicia in these BFA classifications shall be eighteen (18) months. The promotional probationary period for BFA members shall remain at twelve (12) months, as provided in Benicia Personnel Rule 7.
3. Notwithstanding the City personnel policies to the contrary, the probationary period for a Firefighter or Paramedic Firefighter upon initial appointment shall not be extended except in the event that the Firefighter or Paramedic Firefighter is injured or ill during the probationary period and/or is absent from work for a period exceeding ten (10) shifts in which case the probationary period may be extended for a period of time equivalent to the duration of the absence.

For the City of Benicia:



Dated: 11/20/09

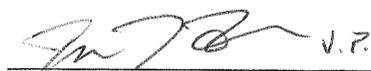


Dated: 11/20/09

For BFA, Local 1186:

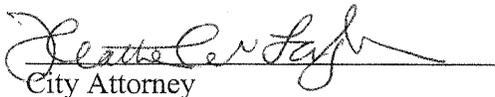
 PRESIDENT

Dated: 11-18-2009

 V.P.

Dated: 11-18-2009

Approved as to form:


City Attorney