

**Letter of Agreement
Between the Modesto City Fire Fighters' Association (MCFFA)
And City of Modesto (City)**

Educational Requirements for Fire Captain

The Parties have reached the following agreement, effective January 1, 2007, pertaining to the educational requirements for Fire Captain:

Educational requirements to compete for Fire Captain shall be completion of college-level semester units in Fire Science, Fire Administration or related coursework, from an accredited institution. Fire Chief reserves the right to determine qualifying coursework.

| Units | Timeline | Effective Date |
|-------|-----------|----------------|
| 30 | 24 months | 1/09 |
| 45 | 24 months | 1/11 |
| 60** | 24 months | 1/13 |

** An employee with an AA/AS or Bachelor's Degree in a related field, must have at least 20 semester units in Fire Science.

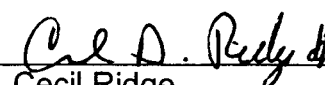
If an employee has completed 20 or more years of sworn fire service with the Modesto Fire Department by 1/1/07, the required units shall be 20/30/40, under the timeline listed above.

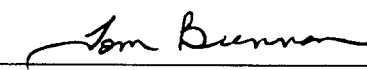
When an eligible list for Captain is established prior to one of the Effective Dates (above), and the list continues to be valid beyond the Effective Date, eligible employees will remain on the valid list but will not be eligible for appointment until they meet the newest educational requirement.

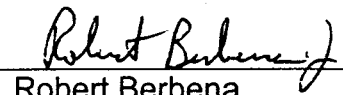
For City of Modesto:

 2/8/07
Robin Renwick Date
Personnel Director

For MCFFA:

 2/6/07
Cecil Ridge Date
MCFFA President

 2/6/07
Tom Brennan Date
Fire Division Chief

 2-7-07
Robert Berbena Date
Fire Captain