

POA AND IAFF, LOCAL 230

AMENDED PROPOSAL RECEIVED OCTOBER 31, 2011

- With respect to the Fire/POA sick leave proposal, if any law is enacted (via legislation, ballot proposition, or the like) that negatively affects (from a financial perspective) the conversion of sick leave to service credit under this proposal, then the sick leave elements of this proposal will be nullified and the parties will return to the status quo as it existed on September 15, 2011 (i.e., with the City invoking its right to meet and confer with both Fire and POA about the sick leave cash out).