

SIDE LETTER AGREEMENT
Between the City of Geneva and the
International Association of Fire Fighters Local #3695

In an effort to modify Article 22 Vacation both the City of Geneva and International Association of Firefighters Local #3695 agree that Article 22 Section 6 will be deleted and the hours will be moved to Article 23 Section 4. Article 23 Holidays Section 4 will read as follows:

Section 4. All Full-Time Employees shall receive the following additional paid Holidays:

Presidents Day	Good Friday	
Veterans Day	Christmas Eve	New Year's Eve

These Holidays must be taken as paid time off during the calendar year or will be forfeited. These Holidays shall be scheduled and approved by the Chief or his designee.

We are also amending: **Article 26 Longevity** to the following:

ARTICLE 26
LONGEVITY

Section 1. All full-time employees shall receive longevity pay based on their full-time continuous length of service with the City of Geneva. The amounts shall be as follows:

5 through 9 years	\$250.00/year
10 through 14 years	\$500.00/year
15 through 19 years	\$750.00/year
20 through 24 years	\$1,000.00/year
25 years and up	\$1,250.00/year

Section 2. The payment shall be made during the pay period of the employee's employment anniversary date.

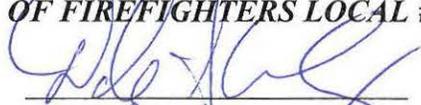
Section 3. All longevity benefits shall be included in the calculation of overtime

FOR THE CITY OF GENEVA, OHIO

**INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS LOCAL #3695**



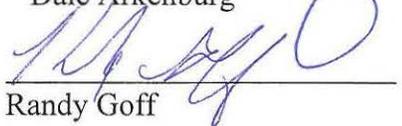
James Pearson
City Manager



Dale Arkenburg

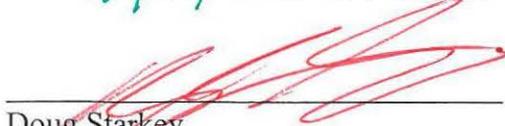
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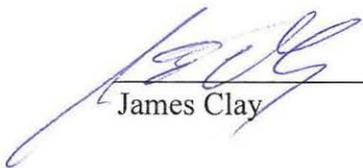


Randy Goff

Date: 1-4-13



Doug Starkey,
Geneva Fire Department



James Clay

Date: 1-4-13

Date: 1-8-13