

**Side Letter of Agreement  
Between  
City of Fresno  
And  
Fresno City Employees Association**

**Airport Operations Officer**

In 2011, the City of Fresno (City) and the Fresno City Employees Association (FCEA) agreed that effective July 1, 2011, the classification of Airport Operations Officer would be a full time permanent position with all benefits accorded to full time permanent positions in Bargaining Unit 3, except that any employee in such position would be limited to a period of thirty-six calendar months to include the probationary period. The release at the end of thirty-six months was not considered a layoff as defined in the Fresno Municipal Code Section 3-291.

The City and FCEA agree to rescind the Side Letter noted above, effective March 30, 2014, and not limit the term of said Employees to thirty-six (36) months. The classification of Airport Operations Officer shall be a full-time permanent position in the classified service, and afforded all rights and limitations as full-time permanent positions in Bargaining Unit 3, including those set forth in Chapter 3 of the Fresno Municipal Code pertaining to City Personnel, without a thirty-six (36) month term limit. The probationary period for Airport Operations Officer is twelve (12) months.

This agreement does not affect any other provision of the Memorandum of Understanding between the City and FCEA and does not set precedent. It shall be effective upon approval by the City.

**FOR THE FRESNO CITY EMPLOYEES  
ASSOCIATION:**

**FOR THE CITY OF FRESNO:**

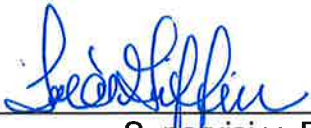
\_\_\_\_\_  
KIMBERLY MURDAUGH  
FCEA Labor Representative

\_\_\_\_\_  
KENNETH G. PHILLIPS  
Labor Relations Manager

\_\_\_\_\_  
DEE BARNES  
FCEA President

Date: \_\_\_\_\_

APPROVED AS TO FORM  
CITY ATTORNEY'S OFFICE

BY:  \_\_\_\_\_  
Supervising Deputy