

ATTACHMENT "A"  
AMENDMENT OF 2006-2011 TRADES, CRAFTS AND SERVICES UNIT  
MEMORANDUM OF UNDERSTANDING

1. This agreement is entered into as of December 18, 2007, by and between the County of San Luis Obispo (hereinafter referred to as "the County"), and the San Luis Obispo County Employees' Association (hereinafter referred to as "Association" or "SLOCEA").
2. Parties agree that pursuant to Article 40, Full Understanding, Modification, Waiver, of the 2006-2011 Trades, Crafts and Services Unit Memorandum of Understanding, amendments to Article 12, Salaries, and Prevailing Wage Computation, are hereby amended to read as follows:

- G. For Fiscal Year 2007-08 compensation is established pursuant to Article 12(D). For Fiscal Year 2007-08 the Association struck Napa and Sonoma, and the County struck Monterey and Placer. The Counties of Kern, Marin, Santa Barbara, and Santa Cruz were used to determine the average percentage of change in compensation. The average percentage of change for Fiscal Year 2007-08 resulting from the calculation in Article 12(D) was five and fifty-nine hundredths percent (5.59%).

Parties have met and negotiated the following salary range changes, thereby distributing said percentage change as follows:

For Fiscal Year 2007-08, effective the pay period that includes July 1, an approximate five and fifty-nine hundredths percent (5.59%) increase shall be made to the salary ranges that were in effect on June 30, 2007, as reflected in EXHIBIT "A" attached hereto.

As the result of a State Department of Health Services action there are new requirements that water systems staff secure additional certifications in addition to the water treatment and wastewater operations certifications that many of them already hold. These requirements have necessitated the Civil Service Commission to upgrade the job specifications for Water Systems Worker Trainee and Water Systems Worker I, II and III. Parties have met and agreed to the following wage adjustments to compensate employees for the change in term and conditions of employment. Effective December 30, 2007, the following classifications of: 9629 Water Sys Wkr Train; 9628 Water Sys Wkr I; 9627 Water Sys Wkr II; and 9626 Water Sys Wkr III, will receive an additional four and one-half percent (4.5%) increase to their salary ranges that were in effect on December 29, 2007.

**Effective December 30, 2007**

<u>ID</u>	<u>Classification</u>	<u>Current Range</u>	<u>New Range</u>	<u>Monthly</u>
9629	Water Sys Wkr Train	1717	1794	\$3,110-3,780
9628	Water Sys Wkr I	2147	2244	\$3,890-4,729
9627	Water Sys Wkr II	2575	2691	\$4,664-5,670
9626	Water Sys Wkr III	2861	2990	\$5,183-6,301

Parties agree to jointly fund a good faith study to assist them to identify future inequity adjustments for inclusion in salary negotiations. Cost of said study will be shared equally by the parties up to a maximum of \$15,000 per party. If the cost goes beyond \$30,000, parties shall meet to discuss the continued funding of the project. Two representatives from each party will meet and advise the contractor completing the study of: the comparable counties (Santa Barbara, Santa Cruz, Monterey, Marin and Napa) to be used and the data to be gathered. The end product will include the identification of San Luis Obispo County benchmarks and their related classifications and recommendations regarding their average compensation. While parties will advise the contractor, the time frame and overall results will be the responsibility of the consultant. It is expected that the study will be completed by August 1, 2008. Neither party makes any commitment to implement the findings of this study since the setting of salaries is a meet and confer requirement under the prevailing wage ordinance and the Meyers-Milias-Brown Act (Gov. Code §§ 3500 et seq).

3. Parties agree that pursuant to Article 40, Full Understanding, Modification, Waiver, of the 2006-2011 Trades, Crafts and Services Unit Memorandum of Understanding, amendments to Article 13, EMPLOYEE'S PENSION TRUST CONTRIBUTIONS AND INDEMNIFICATION FOR SAME, are hereby amended to read as follows:

- G. The Pension Trust Board has reported an unfunded accrual liability (UAL) of 10.05% and SLOCEA has agreed to assume a Pension Trust rate increase in order to fund one-half (1/2) of this UAL. When adjusted for a "portability cost" the portion of the cost being assumed by SLOCEA increases to 5.58%. County has agreed to assume the funding for one-half of this portability cost. The resultant 10.605% will be funded equally by the parties. Parties agree that employees' pension contribution rates will be increased by a 2.0% increase effective December 16, 2007, 1.6513% retro-active with their FY 08-09 PWO increase, and 1.6513% retro-active with their FY 2009-10 Prevailing Wage Ordinance (PWO) increase. If the actuarial audits taking place currently show the amount of increase to be less than 10.605% the parties shall split 50/50 of the lesser amount.

The County which assumed a 3.52% increase in the employer's rate on July 1, 2007 will assume a 1.545% increase on December 16, 2007, and an

increase of 1.8838% effective the pay period that includes 7/1/08. This will result in a 1.6463% overpayment which will be credited to the employer's rate effective the pay period that includes July 1, 2009.

Parties agree to a Reopener on retirement issues after the actuarial audit is complete and at the request of either party to discuss any retirement issues.

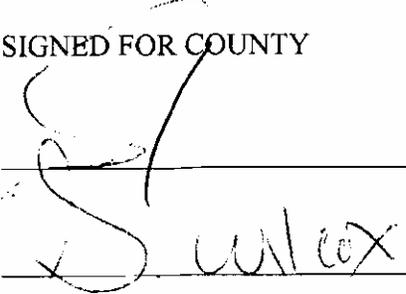
SLOCEA acknowledges it is the County's intent to implement a modified pension benefit formula for new employees hired on or after October 1, 2008. Parties agree to a reopener at the request of either party to discuss the modified pension benefit.

4. Parties agree that pursuant to Article 40, Full Understanding, Modification, Waiver, of the 2006-2011 Trades, Crafts and Services Unit Memorandum of Understanding, amendments to Article 15, HEALTH AND DENTAL INSURANCE, are hereby amended to read as follows:

I. Effective with adoption of this amendment, but no sooner than December 16, 2007, the County will contribute an additional forty-one dollars (\$41) per month, per employee totaling up to a maximum of five hundred seventy-two dollars and twenty-six cents (\$572.26) into the individual employee's cafeteria plan.

It is the intent of the parties to only increase the individual employee cafeteria amount by \$41 and all other conditions found in this article continue to apply. This includes, but is not limited to, the reduction of an amount equal to the mandated PERS Health Insurance contribution for those employees who do not participate in PERS Health Insurance.

SIGNED FOR COUNTY

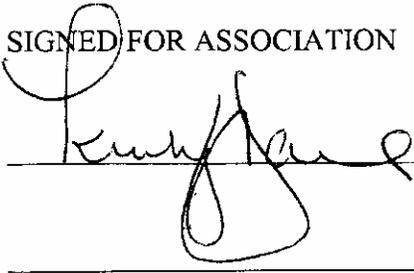


\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

SIGNED FOR ASSOCIATION



\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

B4  
22