

# ATTACHMENT A

SIDE LETTER TO THE  
MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COUNTY OF SAN LUIS OBISPO AND THE SAN LUIS OBISPO  
COUNTY EMPLOYEES' ASSOCIATION,  
CLERICAL UNIT, SUPERVISORY UNIT, AND PUBLIC SERVICES UNIT

PERSONNEL

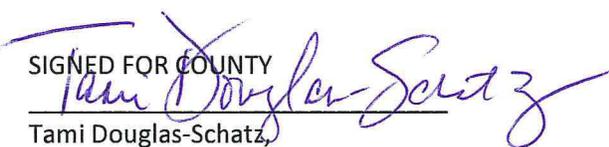
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This agreement is entered into July 11, 2012 by and between the County of San Luis Obispo (hereinafter referred to as "the County") and the San Luis Obispo County Employees' Association, (hereinafter referred to as "SLOCEA" or "Association"), Clerical Unit, BU13, Supervisory Unit, 05, and Public Services Unit, BU01.

The County and the Association agree to the following:

1. The County agrees to the Association's request to defer layoffs through June 30, 2013 for the incumbent employees affected by the FY 2009-10, FY2010-11, FY2011-12 and FY2012-13 layoffs. This deferment applies only to those employees who were scheduled to be reduced in hours or who were scheduled to be separated from employment with the County due to eliminated positions resulting from a budget reduction. Other positions eliminated due to business operational needs are excluded from this agreement as identified in Attachment "B".
2. The County and the Association have met and conferred over the impact of the deferral of layoffs for FY2009-10, FY2010-11, FY2011-12 and FY2012-13.
  - a. The Association agrees to fund continuation of the identified positions by apportioning 0.4% previously deferred from a 2.28% FY2009-10 prevailing wage adjustment (PWA).
3. The Association concurs that employees who voluntarily reduce from their position to another vacant County position are hereby excluded from this agreement.
4. The County agrees that 0.4% amount will be available on July 1, 2013, the distribution of which will be the subject of negotiations.
5. The County agrees that the current 0.4% of salary represents a dollar amount of \$453,141 and is subject to change based on the size of bargaining unit employees at the time of calculation.

SIGNED FOR COUNTY

  
Tami Douglas-Schatz,  
Human Resources Director

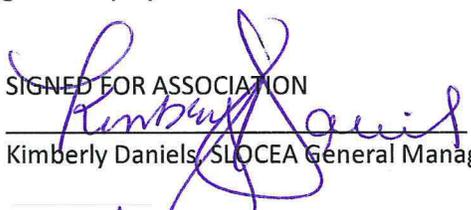
DATE: July 16, 2012

APPROVED AS TO FORM AND LEGAL EFFECT:

Warren Jensen  
County Counsel

By:   
Assistant County Counsel

SIGNED FOR ASSOCIATION

  
Kimberly Daniels, SLOCEA General Manager

DATE: July 16, 2012

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