

ATTACHMENT A

AMENDMENT OF THE 2010-2013 MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF SAN LUIS OBISPO AND THE SAN LUIS OBISPO COUNTY EMPLOYEES' ASSOCIATION, PUBLIC SERVICES UNIT (BU01)

This Amendment is entered into as of November 26, 2013, 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"), Public Services Unit (BU01). In this Amendment, the term "parties" refers to the County and SLOCEA.

The parties agree that pursuant to Article 58, FULL UNDERSTANDING, MODIFICATION, WAIVER of the 2010-2013 Public Services Unit (BU01) Memorandum of Understanding (MOU), Article 2, TERM, Article 8, SALARIES, Article 9, RETIREMENT CONTRIBUTION, and Article 11, HEALTH COVERAGE AND OTHER BENEFITS are hereby amended to read as follows:

2. TERM

The County and SLOCEA agree that the term of this Agreement commences on July 1, 2013, except as otherwise set forth in any other Article of this Agreement, and expires and is otherwise fully terminated at midnight on June 30, 2014.

8. SALARIES

8.1 Fiscal Year 2009-2010 Prevailing Wage Adjustment (PWA)

8.1.1 Per the July 24, 2012 Side Letter, 0.4% of the 2.28% FY2009-10 PWA was deferred through June 30, 2013. Parties have agreed that wages shall be increased by 0.4% retroactive to the pay period that includes July 1, 2013 for all classifications in this unit, shown in Appendix A.

8.1.1.1 The parties recognize that with approval of this Agreement by the Board of Supervisors, all County obligations for the Fiscal Year 2009-2010 PWA are satisfied.

8.1.2 General Salary Adjustment

8.1.2.1 Commencing the pay period following Board of Supervisors' approval of this Agreement, wages shall be increased by an additional 0.78% for all classifications in this unit, shown in Appendix A.

8.1.3 There shall be no additional general salary increases during the term of this agreement.

8.2 Compliance with Prevailing Wage Ordinance

8.2.1 The parties agree that the salary setting process described herein complies with the requirements of County Code Section 2.48.180, which section is also known as the County Prevailing Wage Ordinance.

8.3 Market Wage Study

8.3.1 As soon as administratively feasible, after approval of the new MOU by the Board of Supervisors, the County shall conduct a compensation study for the classifications included in bargaining units 01, 05, and 13. The compensation study shall include benchmark jobs identified by the County and discussed with the Association. The benchmark jobs shall be sufficient in number and scope to establish a valid compensation structure.

8.3.2 The County shall involve a committee of a mutually agreed number of Association representatives at appropriate points in the process.

8.3.3 Wage and benefit data shall be collected from the following employers:

8.3.3.1 Local Employers: City of San Luis Obispo, State of California, Cal Poly and San Luis Coastal Unified School District

8.3.3.2 California Counties: Fresno, Kern, Kings, Monterey, Santa Barbara, Ventura, El Dorado, Sonoma, Placer, and Santa Cruz

8.3.3.3 Additional California Counties identified by the Association: Napa and Marin

8.3.3.4 Private sector employer data from within San Luis Obispo County where determined appropriate by the County

8.3.4 The salary and benefit data that shall be collected includes:

8.3.4.1 Top step base salary

8.3.4.2 Employer pick-up of employee's share of retirement

8.3.4.3 Employer contributions to health insurance

8.3.5 The wage study and recommended salary structure shall be completed and provided to the Association on or before December 31, 2010. This includes, but is not limited to, County recommended comparator organizations from the list included above, elements of compensation to be included in the development of the salary structure, assignment of non-benchmark jobs to a benchmark, and identification of which classifications are above, below, or at market based on the compensation study.

8.3.6 The salary structure and data collected as outlined above shall be the basis of the County's wage reopener described above. The County's wage reopener request shall not be limited by the salary structure and data collected as outlined above. The Association reserves the right to submit their own wage study for purposes of negotiations.

8.4 Pension "Pick-Up"

8.4.1 County will continue to "pick-up" part of the Tier 1 and Tier 2 employee Pension Trust contribution on behalf of all employees within the SLOCEA unit of representation. Such "pick-up" shall be eight and seventy five hundredths percent (8.75%) of pensionable wages.

8.4.1.1 For "new members," as defined by the Public Employees' Pension Reform Act (PEPRA), beginning the pay period that includes July 1, 2013, the County shall discontinue the eight and seventy five hundredths percent (8.75%) employer "pick-up" of employees' contribution to the County's Employees Retirement Plan. "New members" on or after the pay period that includes July 1, 2013 shall be responsible for the full employee share of pension contributions.

8.4.2 It is understood and agreed that the principal motivation of the parties in providing for the County's partial "pick-up" of employee retirement contributions (as agreed in Section 8.4.1 above and Articles 9 and 11 below) has been, and continues to be to accommodate the desire of SLOCEA to achieve its expectations of more favorable tax consequences for the majority of the unit's membership under the approach contained in this Agreement than would be available to its members under the previously used method for deducting employee contributions for these benefits from taxable wages and salaries of unit members.

8.5 Eligibility

8.5.1 The parties agree that the negotiated prevailing wage increases provided for in subsection 8.1 was negotiated for the benefit of those persons who remain in County employment and was not intended to apply to former employees who leave County employment on or prior to the effective dates for implementation of its various provisions (See Article 60, IMPLEMENTATION AND EFFECT).

9. RETIREMENT CONTRIBUTION

9.1 Employee Contributions and County Contributions (Appropriations)

9.1.1 For Tier 1 and Tier 2 Members, effective the pay period including January 1, 2014, the employee pension contribution rate for employees in Bargaining Unit 01 shall increase by 0.48%. The County's appropriation rate shall also increase by 0.49%.

9.1.1.1 The increase in pension costs commencing the pay period including January 1, 2014 for Tier 1 and Tier 2 members shall not apply to Tier 3 members.

9.1.2 County will continue to "pick-up" part of the Tier 1 and Tier 2 employee Pension Trust contribution on behalf of all employees within the SLOCEA unit of representation covered in this MOU. Such "pick-up" shall be eight and seventy five hundredths percent (8.75%) of pensionable wages.

9.1.2.1 For "new members," as defined by the Public Employees' Pension Reform Act (PEPRA), beginning the pay period that includes July 1, 2013, the County shall discontinue the eight and seventy five hundredths percent (8.75%) employer "pick-up" of employees' contribution to the County's Employees Retirement Plan. "New members" on or after the pay period that includes July 1, 2013 shall be responsible for the full employee share of pension contributions.

9.1.3 During the term of this Agreement, if there are any increases in pension costs, the parties agree to reopen the retirement section of the contract to negotiate specifically the sharing of that increase.

9.2 Tier 1 Retirement

9.2.1 The County agrees to continue a plan whereby the County will contribute ("pick up") amounts specified in Article 8 above, on behalf of the unit members to the County Pension Trust. These amounts paid by the County are for a portion of the unit member's contribution and are paid by the County to partially satisfy the employee's obligation to contribute to the County Pension Trust.

9.2.2 Unit members who are members of the Pension Trust shall have no option to receive the contributed amounts directly instead of having them paid by the County to the Pension Trust on behalf of the unit members.

9.2.3 It is further understood and agreed by the parties that the County's "pick-up" of employees Pension Trust contributions is based on the applicable provisions of the San Luis Obispo County Employees' Retirement Plan and Ordinance, applicable laws, regulations, and rulings including but not limited to, the tax treatment permitted by the California Franchise Tax Board and the Federal Government under the Internal Revenue

Code. It is understood that the State Legislature, Congress, and State and Federal agencies may alter the authority for the applicable tax treatment.

9.2.4 SLOCEA shall defend, indemnify and save harmless the County of San Luis Obispo, its officers, agents and employees from any and all claims, demands, damages, costs, expenses, or liability, including, but not limited to, liability for back taxes, and all claims of any type by the Internal Revenue Service, the California Franchise Tax Board, unit members, or their heirs, successors, or assigns, arising out of this Agreement to partially pay the employees' contribution to the County Pension Trust.

9.2.5 Effective the pay period that includes July 1, 2005 the parties agree that "Final Compensation" for miscellaneous members of the Pension Trust from the bargaining unit shall be based upon:

9.2.5.1 The average monthly Compensation Earnable during the consecutive twelve (12) month period of employment immediately preceding the effective date of retirement or the date of last separation from service with the County, or any consecutive 12 month period elected by the employee at or before the time that the employee files an application for retirement; or if the employee fails to elect,

9.2.5.2 During the 12 consecutive months of the employee's highest Compensation Earnable while a member of the Pension Trust.

9.2.6 In exchange employees will assume all identified costs associated for single highest year final compensation:

9.2.6.1 When administratively feasible on or after the pay period that includes January 1, 2005, the employee contribution rate table will increase by sixty-six hundredths percent (0.66%); and

9.2.6.2 Effective with the pay period concurrent with the distribution of prevailing wage salary adjustments for FY 2005-06, the employee contribution rate will increase by fifty-nine hundredths percent (0.59%).

9.2.7 Deferred Retirement Option Plan (DROP)

9.2.7.1 Amend all applicable County ordinances and Pension Trust By-laws to establish effective with the pay period that includes January 1, 2005, or as soon as administratively possible, a Deferred Retirement Option Plan (DROP) for members of the Pension Trust. The DROP would provide employees who are eligible for retirement to continue to work for the County after entering into Deferred Retirement status during which the employee's retirement allowance will be paid into a DROP account. An employee enrolled into the DROP retains all rights, privileges and benefits of being an active County employee, except as specifically modified in a DROP Plan Document. The employee enrolled in the DROP continues

to be eligible for the active employee Cafeteria 125 Plan benefits and is not eligible for retiree health benefits. Under the DROP, the employee's individual monthly service retirement allowance, along with agreed upon employee contributions and other supplemental benefits and adjustments will be deposited into an account maintained for the employee under the provisions of the DROP. The employee's Pension Trust Service Retirement Allowance shall be calculated on the date that the employee enters the DROP and is not recalculated at the time the employee actually terminates permanent employment with the County.

9.2.7.2 Upon entering the DROP, the employee's and the employer's contributions to the Pension Trust cease being paid to the Pension Trust. Upon entering the DROP, the employee shall be permitted to contribute to the employee's DROP account an amount up to and equivalent to that which would be considered the employee's normal Pension Trust contribution. Employee contributions to the DROP shall be made on a pre-tax basis, pursuant to all applicable Internal Revenue Codes. These monies are deposited into the DROP account and are distributed to the DROP participant upon termination of permanent employment with the County or the expiration of the DROP period, whichever occurs first. A member may enroll in the DROP for a period not to exceed 5 years.

9.2.7.3 SLOCEA shall defend, indemnify and save harmless the County of San Luis Obispo and the Pension Trust, its officers, agents and employees from any and all claims, demands, damages, costs, expenses, or liability, including, but not limited to, liability for back taxes, and all claims of any type by the Internal Revenue Service, the California Franchise Tax Board, unit members, or their heirs, successors, or assigns, arising out of this Agreement to implement the Deferred Retirement Option Plan (DROP).

9.2.8 Parties agree to amend the San Luis Obispo County Pension Trust Plan to allow for the purchase of Military Service credit. Such purchase shall be allowed at employee expense and at zero County cost.

9.3 Tier 2 Retirement

9.3.1 All County employees hired into the Public Services Unit (BU01), Supervisory Unit (BU05), or the Clerical (BU13) on or after April 17, 2011, and prior to January 1, 2013, will be placed in a lower second tier of retirement benefits in compliance with applicable laws and pension plan provisions. County employees in the Public Services Unit (BU01), Supervisory Unit (BU05), and the Clerical (BU13) hired prior to April 17, 2011 will maintain the current Tier 1 pension plan benefits. Current County employees who promote, transfer, or otherwise change to another bargaining unit in the future will maintain the current Tier 1 pension plan for that new bargaining unit. The implementation of the second tier retirement plan shall not, in itself, increase the cost of the Tier 1 plan. The second tier pension benefit plan, effective pursuant to Pension Plan amendment on April 17, 2011, is as follows:

- 9.3.1.1 Retirement formula 2@60;
- 9.3.1.2 90% benefit cap;
- 9.3.1.3 2% COLA, no carryover;
- 9.3.1.4 No deferred retirement option plan (DROP);
- 9.3.1.5 3 year average final compensation;
- 9.3.1.6 Pension increases that occur during the term of the Agreement will be covered by the retirement reopener that is included in the existing MOU; and
- 9.3.1.7 Plan amendment to include Tier 1 formula continuation for those Tier 1 employees reemployed after layoff pursuant to Civil Service Commission rules

9.4 Tier 3 Retirement

9.4.1 Effective January 1, 2013, a third tier plan was established for all “new members,” in compliance with the Public Employees’ Pension Reform Act (PEPRA).

9.4.1.1 “New members,” as defined by the Public Employees’ Pension Reform Act (PEPRA), shall be eligible for retirement formula as outlined in PEPRA and as defined in Article 29 of the San Luis Obispo County Pension Trust Plan, known as Tier 3 for all County employees.

11. HEALTH COVERAGE AND OTHER BENEFITS

11.1 General Provisions

11.1.1 County has the right to change medical, dental, and/or vision providers during the course of this agreement.

11.1.2 Under the Public Employees Medical and Hospital Care Act (PEMHCA), the County is required to provide a minimum monthly employer contribution to employee health coverage for employees enrolled in CalPERS Health Insurance. This minimum monthly contribution is specified by CalPERS.

11.1.3 Under this Agreement for those employees who elected County medical insurance under this section, the County’s contribution will increase from a total of \$725.58 to \$750.58 per month. This amount equals the PEMHCA required employer minimum contribution plus the Cafeteria Plan Allowance. This contribution is as follows:

$$\text{PEMHCA Minimum Contribution} + \text{Cafeteria Allowance} = \$750.58 \text{ per month}$$

11.1.4 For those active employees who opt out of County sponsored medical insurance, the County shall contribute only the Cafeteria Plan Allowance specified in section 11.3.

11.1.5 Domestic partners, as defined by California Family Code Section 297, shall be eligible for dependent coverage under the County's health insurance program.

11.2 PEMHCA Required Monthly Contribution

11.2.1 For each employee enrolled in a County medical insurance plan, the County will contribute the minimum monthly employer contribution required under PEMHCA. For calendar year 2013, the minimum monthly employer contribution amount is \$115. For calendar year 2014, the minimum monthly employer contribution is \$119. For future years, the minimum monthly employer contribution shall be determined by CalPERS.

11.3 Cafeteria Plan Allowance

11.3.1 The County agrees to maintain a Cafeteria Plan, pursuant to Section 125 of the Internal Revenue Code, for the purpose of providing employees with access to various health and welfare benefits. The Plan provides participants the opportunity to purchase certain benefits on a pretax basis, including, but not limited to, medical insurance, vision insurance, and dental insurance benefits. Also pursuant to Section 125 of the Internal Revenue Code, participants may participate in flexible spending accounts to be used for out-of-pocket medical expenses and dependent care expenses on a pretax basis.

11.3.2 Except as otherwise stated herein, commencing the pay period following Board of Supervisors' approval of the Agreement, the County will increase its monthly Cafeteria Plan Allowance of \$610.58 to \$635.58 per employee enrolled in a County medical insurance plan plus the required PEMHCA contribution referred to in section 11.2.1 above.

11.3.3 For calendar year 2014, the \$635.58 Cafeteria Plan Allowance shall be changed by any combined corresponding changes in the minimum employer contribution under PEMHCA so that the total of PEMHCA contribution and Cafeteria Plan Allowance remains \$750.58 per month.

11.4 Employees Not Enrolled in a County Medical Insurance Plan (Opt Out)

11.4.1 Employees will be enrolled in one of the medical plans offered by the County, unless they opt out of participation following submission of proof of alternative medical insurance coverage and maintain such coverage during the opt out period. All employees are required to participate in employee-only vision and dental.

11.4.2 Commencing the pay period following Board of Supervisors approval of the Agreement, the County will contribute \$635.58 per month per employee not enrolled in a County medical insurance plan as modified by section 11.4.3 below.

11.4.3 For calendar year 2014, the \$635.58 Cafeteria Plan Allowance shall be decreased by any combined increases in the minimum employer contribution under PEMHCA.

11.4.4 SLOCEA will work collaboratively with the County on educating employees on cafeteria contribution cash-out with the goal of eliminating the cash out option for employees who elect to opt out of a County-sponsored medical plan on or after January 1, 2015.

11.5 Other Cafeteria Plan Provisions

11.5.1 The parties agree that the current Cafeteria Plan requires that County benefit contributions be spent in the following order: employee-only vision; dependent vision, if any; employee-only dental; dependent dental, if any; employee-only medical insurance (except as otherwise noted in Section 11.3.3), and dependent medical, if any. The County's obligation to make these contributions shall not exceed the total Cafeteria Plan contributions in Section 11.3.2 and 11.3.3.

11.5.2 The parties agree that the Cafeteria Plan Allowance provided for in this Agreement was negotiated for the benefit of those persons who remain in County employment and was not intended to apply to former employees who leave County employment as of the date the Board of Supervisors approves this Agreement.

11.6 Health Plan Committee

11.6.1 One of SLOCEA's unit members will participate in a Management-chaired Health Care Plan Committee, and shall have complete authority to act on behalf of SLOCEA on Health Care Plan Committee business. This individual will be allowed release time for Health Care Plan Committee meetings as deemed necessary by the Chairperson. It shall be the responsibility of said member and said Committee to:

1. Meet as often as is reasonably necessary.
2. Monitor health care plans.
3. Make cost containment recommendations.
4. Make future recommendations concerning rates.

11.7 Pro-ration of Benefits

11.7.1 Part-time employees hired after December 14, 2004, will receive pro-rated cafeteria plan contributions based on hours worked, paid leave and/or time off granted under the Voluntary Time Off Program (VTO). Pro-ration will be applied to the Cafeteria Plan Allowance indicated in Section 11.3.

11.7.2 Employees employed with the County on or before December 14, 2004, including all part-time and full-time employees, shall be grandfathered to receive, for

the entirety of their County employment, the full Cafeteria Plan Allowance as specified in Section 11.3.

11.7.3 Any current employee employed with the County on or before December 14, 2004, that separates from County employment due to layoffs, who is subsequently reinstated or reemployed pursuant to Civil Service Rules, will resume receiving the full Cafeteria Plan Allowance as specified in Section 11.3 of this Agreement.

11.7.4 Departments shall not work part-time employees more than 210 hours above their allocated hours without the approval of the Office of the County Administrator.

11.8 Voluntary Employee Beneficiary Association (VEBA)

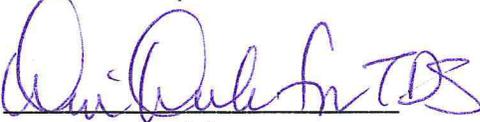
11.8.1 The County will contribute \$50 per month, per employee on the second pay period of each month to the employee's Universal Voluntary Employee Beneficiary Association (VEBA) account, also referred to as PEHP (Post Employment Health Plan).

11.8.2 SLOCEA agrees to program guidelines developed by the County. The County has the right to continue, modify or replace this plan subject to any required meeting and conferring pursuant to Gov. Code Section 3504.

(SIGNATURES APPEAR ON THE FOLLOWING PAGE)

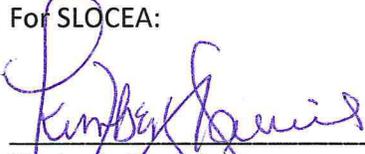
IN WITNESS WHEREOF, County and SLOCEA have executed this Memorandum of Understanding on the day and year first hereinabove set forth,

For the County:



Tami Douglas-Schatz,
Human Resources Director

For SLOCEA:



Kimberly Daniels,
SLOCEA General Manager

Dated: Nov. 26, 2013

Dated: Nov 26, 2013

APPROVED AS TO FORM AND LEGAL EFFECT

RITA L. NEAL County Counsel



By: Timothy McNulty
Assistant County Counsel

Dated: 11.27.2013

APPENDIX "A"

Class	Class Title	BU	Current Range	0.4% Wage Increase effective 6/23/2013	0.78% Wage Increase effective 12/22/2013
8885	ADMIN ANALYST AIDE	BU01	2180	2189	2206
2731	AGR/WEIGHTS & MEASURES TECH I	BU01	1977	1985	2000
2732	AGR/WEIGHTS & MEASURES TECH II	BU01	2156	2165	2182
817	AGRICULTURAL INSP/BIOLOGIST I	BU01	2156	2165	2182
818	AGRICULTURAL INSP/BIOLOGIST II	BU01	2382	2392	2411
819	AGRICULTURAL INSP/BIOLOGIST III	BU01	2695	2706	2727
816	AGRICULTURAL INSP/BIOLOGIST TR	BU01	1977	1985	2000
2730	AGRICULTURAL RESOURCE SPEC	BU01	3088	3100	3124
1402	AIRPORTS OPERATION SPECIALIST	BU01	2185	2194	2211
1417	ANIMAL CONTROL OFFICER	BU01	1763	1770	1784
8956	ANIMAL SHELTER COORDINATOR	BU01	1851	1858	1872
1423	ANIMAL SHELTER REGISTERED VETERINARY TEC	BU01	1849	1856	1870
219	ANIMAL SVCS HUMANE EDUCATOR	BU01	1658	1665	1678
711	APPRAISER I	BU01	2243	2252	2270
709	APPRAISER II	BU01	2598	2608	2628
707	APPRAISER III	BU01	2834	2845	2867
718	APPRAISER TRAINEE	BU01	1943	1951	1966
624	ARCHITECTURAL TECHNICIAN	BU01	2015	2023	2039
8894	ASSESSMENT ANALYST TRAINEE	BU01	1740	1747	1761
894	ASSESSMENT TECHNICIAN I	BU01	1476	1482	1494
895	ASSESSMENT TECHNICIAN II	BU01	1686	1693	1706
896	ASSESSMENT TECHNICIAN III	BU01	1842	1849	1863
897	ASSESSMENT TECHNICIAN IV	BU01	2079	2087	2103
615	ASSOCIATE CAPITAL PROJ COORD	BU01	3089	3101	3125
623	ASSOCIATE REAL PROPERTY AGENT	BU01	2871	2882	2904
613	ASST CAPITAL PROJ COORD	BU01	2567	2577	2597
622	ASST REAL PROPERTY AGENT	BU01	2476	2486	2505
868	ASST VETERANS SERVICE OFF I	BU01	1860	1867	1882
866	ASST VETERANS SERVICE OFF II	BU01	2128	2137	2154
1601	BUILDING INSPECTOR I	BU01	2290	2299	2317
1602	BUILDING INSPECTOR II	BU01	2625	2636	2657
1603	BUILDING INSPECTOR III	BU01	2904	2916	2939
1701	BUILDING PLANS EXAMINER I	BU01	2817	2828	2850

APPENDIX "A" CONTINUED

Class	Class Title	BU	Current Range	0.4% Wage Increase effective 6/23/2013	0.78% Wage Increase effective 12/22/2013
1702	BUILDING PLANS EXAMINER II	BU01	3089	3101	3125
1703	BUILDING PLANS EXAMINER III	BU01	3339	3352	3378
2181	BUYER I	BU01	1986	1994	2010
2182	BUYER II	BU01	2288	2297	2315
671	CADAstral MAPPING SYS SPEC I	BU01	2066	2074	2090
672	CADAstral MAPPING SYS SPEC II	BU01	2444	2454	2473
673	CADAstral MAPPING SYS SPEC III	BU01	2928	2940	2963
635	CAPITAL PROJECTS INSPECTOR	BU01	3089	3101	3125
2903	CIVIL ENGINEERING TECH AIDE	BU01	1992	2000	2016
648	CIVIL ENGINEERING TECH I	BU01	2483	2493	2512
650	CIVIL ENGINEERING TECH II	BU01	2843	2854	2876
652	CIVIL ENGINEERING TECH III	BU01	3263	3276	3302
552	CLINICAL LAB TECHNOLOGIST	BU01	2356	2365	2383
576	CLINICAL LABORATORY ASST I	BU01	1352	1357	1368
577	CLINICAL LABORATORY ASST II	BU01	1546	1552	1564
3501	COLLECTIONS OFFICER I	BU01	2018	2026	2042
3502	COLLECTIONS OFFICER II	BU01	2120	2128	2145
9632	COMM DISEASE INVESTIGATOR	BU01	2063	2071	2087
9679	COMMUNICATIONS AIDE	BU01	1680	1687	1700
959	COMMUNICATIONS TECHNICIAN I	BU01	2408	2418	2437
958	COMMUNICATIONS TECHNICIAN II	BU01	2707	2718	2739
420	COMMUNITY HEALTH NURSE	BU01	2855	2866	2888
427	COMMUNITY SERVICE AIDE	BU01	1241	1246	1256
8967	COMPUTER SYST TECH AIDE	BU01	1581	1587	1599
8968	COMPUTER SYST TECH I	BU01	1892	1900	1915
8969	COMPUTER SYST TECH II	BU01	2104	2112	2128
8970	COMPUTER SYST TECH III	BU01	2420	2430	2449
1341	COOK I	BU01	1464	1470	1481
1340	COOK II	BU01	1759	1766	1780
1350	COOK III	BU01	1892	1900	1915
527	CORRECTIONAL NURSE I	BU01	2797	2808	2830
528	CORRECTIONAL NURSE II	BU01	3238	3251	3276
410	CROSS CONNECTION INSPECTOR	BU01	2623	2633	2654
8903	DEPARTMENTAL AUTOMA SPEC I	BU01	2444	2454	2473

APPENDIX "A" CONTINUED

Class	Class Title	BU	Current Range	0.4% Wage Increase effective 6/23/2013	0.78% Wage Increase effective 12/22/2013
8904	DEPARTMENTAL AUTOMA SPEC II	BU01	2928	2940	2963
8906	DEPARTMENTAL AUTOMA SPEC III	BU01	3396	3410	3437
8620	DRUG & ALCOHOL SVCS SPEC I	BU01	1953	1961	1976
8621	DRUG & ALCOHOL SVCS SPEC II	BU01	2264	2273	2291
8622	DRUG & ALCOHOL SVCS SPEC III	BU01	2493	2503	2523
8623	DRUG & ALCOHOL SVCS SPEC IV	BU01	2753	2764	2786
8606	DRUG & ALCOHOL WORKER AIDE	BU01	1326	1331	1341
8607	DRUG & ALCOHOL WORKER I	BU01	1691	1698	1711
8608	DRUG & ALCOHOL WORKER II	BU01	1856	1863	1878
380	ECONOMIC CRIME OFFICER I	BU01	1877	1885	1900
381	ECONOMIC CRIME OFFICER II	BU01	2068	2076	2092
382	ECONOMIC CRIME OFFICER III	BU01	2170	2179	2196
383	ECONOMIC CRIME TECHNICIAN I	BU01	1903	1911	1926
384	ECONOMIC CRIME TECHNICIAN II	BU01	2000	2008	2024
1539	ELIGIBILITY TECHNICIAN I	BU01	1679	1686	1699
1540	ELIGIBILITY TECHNICIAN II	BU01	1827	1834	1848
1541	ELIGIBILITY TECHNICIAN III	BU01	2023	2031	2047
1544	EMPLOYMENT/RESOURCE SPEC I	BU01	1679	1686	1699
1545	EMPLOYMENT/RESOURCE SPEC II	BU01	1827	1834	1848
1546	EMPLOYMENT/RESOURCE SPEC III	BU01	2023	2031	2047
1547	EMPLOYMENT/RESOURCE SPEC IV	BU01	2307	2316	2334
641	ENGINEER I	BU01	2814	2825	2847
640	ENGINEER II	BU01	3223	3236	3261
634	ENGINEER III	BU01	3670	3685	3714
8406	ENVIR HEALTH AIDE	BU01	1843	1850	1864
8413	ENVIR HEALTH SPECIALIST I	BU01	2404	2414	2433
8414	ENVIR HEALTH SPECIALIST II	BU01	2759	2770	2792
8415	ENVIR HEALTH SPECIALIST III	BU01	3044	3056	3080
2803	ENVIR RESOURCE SPECIALIST	BU01	3088	3100	3124
9621	FAMILY SUPPORT OFFICER I	BU01	1877	1885	1900
9622	FAMILY SUPPORT OFFICER II	BU01	2068	2076	2092
9682	FAMILY SUPPORT OFFICER III	BU01	2170	2179	2196
221	HEALTH EDUCATION SPECIALIST	BU01	1902	1910	1925
2111	HUMAN RSRCS ANALYST AIDE	BU01	2180	2189	2206

APPENDIX "A" CONTINUED

Class	Class Title	BU	Current Range	0.4% Wage Increase effective 6/23/2013	0.78% Wage Increase effective 12/22/2013
447	LABORATORY ASST. I	BU01	1471	1477	1489
446	LABORATORY ASST. II	BU01	1679	1686	1699
2806	LAND USE TECHNICIAN	BU01	1954	1962	1977
8974	LEAD HEALTH EDUCATION SPECIALIST	BU01	2187	2196	2213
1003	LIBRARIAN I	BU01	2113	2121	2138
1013	LIBRARY ASSISTANT	BU01	1717	1724	1737
1009	LIBRARY DRIVER CLERK I	BU01	1442	1448	1459
1010	LIBRARY DRIVER CLERK II	BU01	1717	1724	1737
543	LICENSED VOCATIONAL NURSE	BU01	1893	1901	1916
8573	M.H. NURSE I	BU01	2878	2890	2913
8572	M.H. NURSE II	BU01	3238	3251	3276
8571	M.H. NURSE III	BU01	3510	3524	3551
458	M.H. NURSE PRACTITIONER	BU01	3915	3931	3962
8570	M.H. NURSE TRAINEE	BU01	2735	2746	2767
8568	M.H. PRE-LICENSED NURSE	BU01	2519	2529	2549
8529	M.H. THERAPIST I	BU01	2072	2080	2096
8528	M.H. THERAPIST II	BU01	2398	2408	2427
8527	M.H. THERAPIST III	BU01	2641	2652	2673
8526	M.H. THERAPIST IV	BU01	2920	2932	2955
8576	M.H. WORKER AIDE	BU01	1291	1296	1306
8575	M.H. WORKER I	BU01	1645	1652	1665
8574	M.H. WORKER II	BU01	1805	1812	1826
1620	MAPPING/GRAPHICS SYS SPEC I	BU01	2066	2074	2090
1621	MAPPING/GRAPHICS SYS SPEC II	BU01	2444	2454	2473
1622	MAPPING/GRAPHICS SYS SPEC III	BU01	2928	2940	2963
979	MICROCOMPUTER TECHNICIAN I	BU01	2196	2205	2222
980	MICROCOMPUTER TECHNICIAN II	BU01	2468	2478	2497
1711	NETWORK HARDWARE SPECIALIST I	BU01	2311	2320	2338
1712	NETWORK HARDWARE SPECIALIST II	BU01	2598	2608	2628
457	NURSE PRACTITIONER/PHYS ASST	BU01	3559	3573	3601
2238	PARALEGAL	BU01	2143	2152	2169
1203	PARK OPERATIONS COORDINATOR	BU01	2747	2758	2780
8538	PATIENT SVCS REPRESENTATIVE	BU01	1767	1774	1788
1560	PERSONAL CARE AIDE	BU01	1556	1562	1574

APPENDIX "A" CONTINUED

Class	Class Title	BU	Current Range	0.4% Wage Increase effective 6/23/2013	0.78% Wage Increase effective 12/22/2013
575	PHYS OR OCCUPATIONAL THER AIDE	BU01	1751	1758	1772
571	PHYS OR OCCUPATIONAL THER I	BU01	2648	2659	2680
572	PHYS OR OCCUPATIONAL THER II	BU01	2920	2932	2955
2800	PLANNER I	BU01	2340	2349	2367
2801	PLANNER II	BU01	2635	2646	2667
2802	PLANNER III	BU01	2935	2947	2970
326	PROBATION ASSISTANT	BU01	1931	1939	1954
587	PROPERTY TRANSFER TECH I	BU01	1662	1669	1682
588	PROPERTY TRANSFER TECH II	BU01	1824	1831	1845
589	PROPERTY TRANSFER TECH III	BU01	1996	2004	2020
525	PSYCHOLOGIST	BU01	3543	3557	3585
422	PUBLIC HEALTH AIDE I	BU01	1380	1386	1397
423	PUBLIC HEALTH AIDE II	BU01	1457	1463	1474
424	PUBLIC HEALTH AIDE III	BU01	1658	1665	1678
442	PUBLIC HEALTH MICROBIOL I	BU01	2746	2757	2779
441	PUBLIC HEALTH MICROBIOL II	BU01	3036	3048	3072
417	PUBLIC HEALTH NURSE	BU01	3026	3038	3062
1347	PUBLIC HEALTH NUTRITIONIST I	BU01	2483	2493	2512
1348	PUBLIC HEALTH NUTRITIONIST II	BU01	2735	2746	2767
537	REGISTERED NURSE II	BU01	2943	2955	2978
1000	REPROGRAPHICS LEADWORKER	BU01	2005	2013	2029
996	REPROGRAPHICS TECH I	BU01	1327	1332	1342
992	REPROGRAPHICS TECH II	BU01	1663	1670	1683
994	REPROGRAPHICS TECH III	BU01	1912	1920	1935
1708	RESOURCE PROTECTION SPEC I	BU01	2244	2253	2271
1709	RESOURCE PROTECTION SPEC II	BU01	2814	2825	2847
1710	RESOURCE PROTECTION SPEC III	BU01	3106	3118	3142
3281	SART CLINICAL COORD	BU01	3111	3123	3147
1531	SOCIAL SVCS INVESTIGATOR	BU01	2489	2499	2518
1555	SOCIAL SVCS PROGRAM REVW SPEC	BU01	2307	2316	2334
1536	SOCIAL WORKER I	BU01	1964	1972	1987
1532	SOCIAL WORKER II	BU01	2143	2152	2169
1524	SOCIAL WORKER III	BU01	2367	2376	2395
1519	SOCIAL WORKER IV	BU01	2732	2743	2764

APPENDIX "A" CONTINUED

Class	Class Title	BU	Current Range	0.4% Wage Increase effective 6/23/2013	0.78% Wage Increase effective 12/22/2013
610	SOLID WASTE COORDINATOR I	BU01	2336	2345	2363
611	SOLID WASTE COORDINATOR II	BU01	2927	2939	2962
612	SOLID WASTE COORDINATOR III	BU01	3233	3246	3271
2183	SR BUYER	BU01	2630	2641	2662
969	SR COMMUNICATIONS TECH	BU01	2979	2991	3014
415	SR COMMUNITY HEALTH NURSE	BU01	2755	2766	2788
972	SR MICROCOMPUTER TECHNICIAN	BU01	2715	2726	2747
3001	SR PHYS OR OCCUPATIONAL THER	BU01	3119	3131	3155
421	SR PUBLIC HEALTH NURSE	BU01	3244	3257	3282
9613	SR WATER SYSTEMS CHEMIST	BU01	3437	3451	3478
961	TELEPHONE SYSTEMS COORDINATOR	BU01	1794	1801	1815
9634	VIC/WIT ASSISTANCE COORD I	BU01	1854	1861	1876
9637	VIC/WIT ASSISTANCE COORD II	BU01	2157	2166	2183
9614	VIC/WIT ASST COORD AIDE	BU01	1727	1734	1748
9617	WATER SYSTEMS CHEMIST I	BU01	2960	2972	2995
9618	WATER SYSTEMS CHEMIST II	BU01	3270	3283	3309
9615	WATER SYSTEMS LAB TECH I	BU01	1980	1988	2004
9616	WATER SYSTEMS LAB TECH II	BU01	2298	2307	2325
824	WEIGHTS & MEASURES INSP I	BU01	2156	2165	2182
821	WEIGHTS & MEASURES INSP II	BU01	2382	2392	2411
825	WEIGHTS & MEASURES INSP III	BU01	2695	2706	2727
826	WEIGHTS & MEASURES INSP TR	BU01	1977	1985	2000