

Attachment B

AMENDMENT OF THE 2014-2016 MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF SAN LUIS OBISPO AND THE SAN LUIS OBISPO COUNTY EMPLOYEES' ASSOCIATION SUPERVISORY UNIT (BU05)

This Amendment is entered into as of January 15, 2016, 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"), Supervisory Unit (BU05). In this Amendment, the term "parties" refers to the County and SLOCEA.

The parties agree that Article 8 Salaries is hereby amended to read as follows:

8. SALARIES

8.1 Fiscal Year 14-15 Salary Adjustment

8.1.1 Effective the pay period that includes July 1, 2014, wages shall be increased by 2.3% for all classifications in this unit, shown in Appendix A.

8.2 Fiscal Year 15-16 Salary Adjustment

8.2.1 Effective the pay period that includes July 1, 2015, wages shall be increased by 2.5% for all classifications in this unit, shown in Appendix A.

8.2.2 Effective the pay period that includes July 1, 2015, wages shall be increased by an additional amount for those classifications determined to be under market by more than 5%. The additional adjustment for under market classifications shall be funded through a pool of 0.3% of payroll (base pay plus wage-related rollup costs) for the entire bargaining unit based on actual bargaining unit payroll effective the payroll including January 1, 2015. The under market classifications and the additional adjustments for those classifications shall be determined through negotiations commencing on or before March 1, 2015.

8.2.2.1 Pursuant to section 8.2.2, the parties have agreed to allocate the additional adjustment to classifications determined to be under market by more than 7.5%, as identified in Appendix B, regardless of whether the parties used the County's presented survey universe and data or a survey universe of SLOCEA's choosing.

8.2.2.2 The process for identifying the classifications determined to be under market does not constitute an agreement by the parties on a market wage study. The market wage study shall be completed pursuant to section 8.4 Market Wage Study of this Agreement.

8.3 Compliance with Prevailing Wage Ordinance

8.3.1 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.

8.4 Market Wage Study

8.4.1 Commencing no later than September 1, 2015, the parties shall convene a pre-negotiations process to identify “comparable” employers, survey classifications, and salary and benefit data to be collected in a market wage survey. If the parties agree on all of the components of the study, the County shall collect the data, complete the market wage study, and provide it to the Association as soon as administratively feasible with a target date of January 1, 2016. The County shall meet with representatives of the Association periodically during the conduct of the study to review data that is being collected.

8.4.2 If by October 1, 2015 the parties are unable to agree on all of the components of the market wage study, the County shall complete a market wage study and provide it to the Association with a target date of January 1, 2016. This study will include a chart showing the standing of the SLOCEA bargaining unit based on selected comparable employers, survey classifications, and total compensation elements selected by the County. Any disagreements between the parties on the data factors included in the market wage study shall be addressed in successor negotiations.

8.4.3 The Association may also conduct a market wage study and provide it to the County with a target date of January 1, 2016 for use in successor contract negotiations.

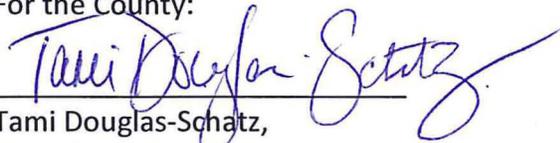
8.4.4 For purpose of opening proposals covering the time period commencing July 1, 2016, the content of the wage studies described above shall not limit the ability of either party to make such wage proposals and present additional data as they see fit during the course of successor contract negotiations.

8.5 Eligibility

8.5.1 The parties agree that any wage increases are negotiated for the benefit of those persons who remain in County employment and are 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).

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

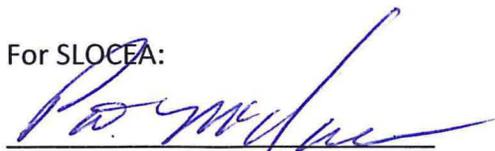
For the County:



Tami Douglas-Schatz,
Management Representative

Dated: 1-15-2016

For SLOCEA:

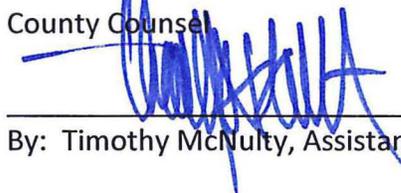


Pat McNamara,
SLOCEA General Manager

Dated: 1-15-2016

APPROVED AS TO FORM AND LEGAL EFFECT

RITA L. NEAL
County Counsel

 1-15-2016

By: Timothy McNulty, Assistant County Counsel

Appendix A

(Appendix A is incorporated for reference to reflect changes that have already been approved per the 2014-2016 SLOCEA Supervisory Unit (BU05) MOU)

Class	Class Title	BU	FY13-14 Range*	FY 14-15 Range	FY 15-16 Range
1403	AIRPORT OPERATIONS SUPERVISOR	BU05	2612	2672	2739
1422	ANIMAL CONTROL LEAD OFFICER	BU05	2092	2140	2194
1424	ANIMAL CONTROL SUPERVISING OFFICER	BU05	2511	2569	2633
1425	ANIMAL SHELTER SUPERVISOR	BU05	2511	2569	2633
620	ARCHITECTURAL SUPERVISOR	BU05	3727	3813	3908
658	ASSESSMENT TECH SUPERVISOR	BU05	2436	2492	2554
9624	ASST WATER SYS SUPERINTENDENT	BU05	3606	3689	3781
1606	BUILDING DIVISION SUPERVISOR	BU05	3564	3646	3737
675	CADASTRAL MAPPING SYS SUPV	BU05	3433	3512	3600
2900	CHIEF WASTEWATER TRT PLANT OPER	BU05	3606	3689	3781
2901	CHIEF WATER TRT PLANT OPER-GR3	BU05	3237	3311	3394
2902	CHIEF WATER TRT PLANT OPER-GR4	BU05	3606	3689	3781
2554	CLERK-RECORDER ASSISTANT IV	BU05	2101	2149	2203
524	CORRECTIONAL NURSE SUPERVISOR	BU05	3831	3919	4017
2558	DIV SUPV-CLERK RECORDER	BU05	2612	2672	2739
8610	DRUG & ALCOHOL PROGRAM SUPV	BU05	3009	3078	3155
1550	EMPLOYMENT/SERVICES SUPERVISOR	BU05	2578	2637	2703
633	ENGINEER IV	BU05	4258	4356	4465
2301	FLEET SHOP SUPERVISOR	BU05	2809	2874	2946
354	FOOD SERVICE SUPV CORRECTIONS	BU05	2371	2426	2487
1217	GOLF COURSE SUPERVISOR	BU05	2795	2859	2930
9680	HYDRAULIC OPERATIONS ADMIN.III	BU05	3142	3214	3294
1004	LIBRARIAN II	BU05	2366	2420	2481
1011	LIBRARIAN III	BU05	2606	2666	2733
8535	M.H. MEDICAL RECORDS SUPV	BU05	2377	2432	2493
8525	M.H. PROGRAM SUPERVISOR	BU05	3275	3350	3434
8569	M.H. SUPERVISING NURSE	BU05	3807	3895	3992
1112	PUBLIC WORKS SECTION SUPV	BU05	2817	2882	2954
1512	SOCIAL WORKER SUPERVISOR I	BU05	2655	2716	2784
1516	SOCIAL WORKER SUPERVISOR II	BU05	3049	3119	3197
619	SR CAPITAL PROJECTS COORD	BU05	3386	3464	3551
603	SR PLANNER	BU05	3275	3350	3434
9620	SR VIC/WIT ASSISTANCE COORD	BU05	2411	2466	2528
3503	SUPERVISING COLLECTIONS OFFICER	BU05	2468	2525	2588
1352	SUPERVISING CUSTODIAN	BU05	1870	1913	1961
899	SUPV ACCOUNTING TECH	BU05	2227	2278	2335
927	SUPV ADMIN CLERK I	BU05	1999	2045	2096

* The salary range numbers are identifiers of individual classification ranges in the County and reflect step 1 of 5 steps (e.g. 2612 = \$26.12 per hour at step 1).

Class	Class Title	BU	FY13-14 Range	FY 14-15 Range	FY 15-16 Range
928	SUPV ADMIN CLERK II	BU05	2239	2290	2347
724	SUPV APPRAISER	BU05	3386	3464	3551
1600	SUPV BUILDING INSPECTOR	BU05	3210	3284	3366
1700	SUPV BUILDING PLANS EXAMINER	BU05	3717	3802	3897
597	SUPV CLINICAL LAB TECHNOLOGIST	BU05	2938	3006	3081
8416	SUPV ENVIR HEALTH SPECIALIST	BU05	3571	3653	3744
1318	SUPV FACILITY MAINT MECHANIC	BU05	2785	2849	2920
9683	SUPV FAMILY SUPPORT OFFICER	BU05	2525	2583	2648
893	SUPV FINANCIAL TECHNICIAN	BU05	2227	2278	2335
2231	SUPV LEGAL CLERK I	BU05	2009	2055	2106
2232	SUPV LEGAL CLERK II	BU05	2178	2228	2284
1002	SUPV LIBRARIAN	BU05	2868	2934	3007
1007	SUPV LIBRARY ASSISTANT	BU05	1833	1875	1922
1623	SUPV MAPPING/GRAPHICS SYS SPEC	BU05	3433	3512	3600
1204	SUPV PARK RANGER	BU05	2795	2859	2930
573	SUPV PHYS OR OCCUPATIONAL THER	BU05	3604	3687	3779
1707	SUPV PLANNER	BU05	3564	3646	3737
579	SUPV PROPERTY TRANSFER TECH	BU05	2436	2492	2554
444	SUPV PUBLIC HEALTH MICROBIOL	BU05	3437	3516	3604
414	SUPV PUBLIC HEALTH NURSE	BU05	3602	3685	3777
1537	SUPV SOC SVCS INVESTIGATOR	BU05	2986	3055	3131
2180	UTILITY COORDINATOR	BU05	3337	3414	3499
9619	WATER QUALITY MGR	BU05	3874	3963	4062
9623	WATER SYSTEMS SUPERINTENDENT	BU05	3761	3848	3944
9625	WATER SYSTEMS WORKER IV	BU05	3237	3311	3394

Appendix B

Barg. Unit	Job ID	Classification Job Title	Current Range*	Percent Change	New Range	Approx. Monthly Increase at Top Step
BU05	414	Supv Public Health Nurse	3777	1.16%	3821	\$92
BU05	524	Correctional Nurse Supervisor	4017	0.13%	4022	\$11
BU05	573	Supv Phys Or Occupational Ther	3779	1.33%	3829	\$106
BU05	603	Sr Planner	3434	0.15%	3439	\$11
BU05	620	Architectural Supervisor	3908	1.83%	3980	\$151
BU05	658	Assessment Tech Supervisor	2554	0.90%	2577	\$49
BU05	893	Supv Financial Technician	2335	1.06%	2360	\$52
BU05	899	Supv Accounting Tech	2335	1.06%	2360	\$52
BU05	927	Supv Admin Clerk I	2096	0.74%	2111	\$33
BU05	928	Supv Admin Clerk II	2347	0.54%	2360	\$27
BU05	1007	Supv Library Assistant	1922	1.76%	1956	\$71
BU05	1422	Animal Control Lead Officer	2194	0.52%	2205	\$24
BU05	1537	Supv Soc Svcs Investigator	3131	0.38%	3143	\$25
BU05	1550	Employment/Services Supervisor	2703	0.83%	2725	\$47
BU05	1606	Building Division Supervisor	3737	0.27%	3747	\$21
BU05	1707	Supv Planner	3737	0.27%	3747	\$21
BU05	2231	Supv Legal Clerk I	2106	0.32%	2113	\$14
BU05	2232	Supv Legal Clerk II	2284	0.48%	2295	\$23
BU05	2554	Clerk-Recorder Assistant IV	2203	0.93%	2223	\$43
BU05	3503	Supervising Collections Officer	2588	0.98%	2613	\$53
BU05	8525	M.H. Program Supervisor	3434	0.47%	3450	\$34
BU05	8535	M.H. Medical Records Supv	2493	0.84%	2514	\$44
BU05	9620	Sr Vic/Wit Assistance Coord	2528	0.78%	2548	\$42

* The salary range numbers are identifiers of individual classification ranges in the County and reflect step 1 of 5 steps (e.g. 3777 = \$37.77 per hour at step 1).