

Attachment C

AMENDMENT OF THE 2014-2016 MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF SAN LUIS OBISPO AND THE SAN LUIS OBISPO COUNTY EMPLOYEES' ASSOCIATION CLERICAL UNIT (BU13)

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"), Clerical Unit (BU13). 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.

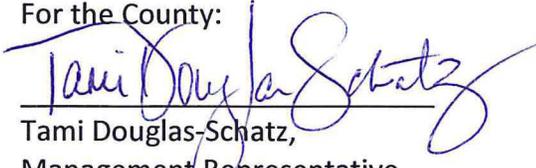
8.4.4 For purpose of opening proposals covering the time period commencing July 1, 2016, the content of the wage studies described above shall not limit the ability of either party to make such wage proposals and present additional data as they see fit during the course of successor contract negotiations.

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 Clerical Unit (BU13) MOU)

Class	Class Title	BU	FY13-14 Range *	FY 14-15 Range	FY 15-16 Range
813	4-H PROGRAM ASSISTANT	BU13	1743	1783	1828
911	ACCOUNT CLERK	BU13	1502	1537	1575
914	ACCOUNTING TECHNICIAN	BU13	1917	1961	2010
2204	ADMINISTRATIVE ASST AIDE	BU13	1250	1279	1311
2201	ADMINISTRATIVE ASST I	BU13	1376	1408	1443
2202	ADMINISTRATIVE ASST II	BU13	1515	1550	1589
2203	ADMINISTRATIVE ASST III	BU13	1667	1705	1748
2552	CLERK-RECORDER ASSISTANT II	BU13	1797	1838	1884
2553	CLERK-RECORDER ASSISTANT III	BU13	1904	1948	1997
346	CORRECTIONAL TECHNICIAN	BU13	1849	1892	1939
983	DATA ENTRY OPERATOR III	BU13	1750	1790	1835
2010	DEPT PERSONNEL TECHNICIAN	BU13	1797	1838	1884
560	HEALTH INFORMATION TECH I	BU13	1778	1819	1864
561	HEALTH INFORMATION TECH II	BU13	1959	2004	2054
562	HEALTH INFORMATION TECH III	BU13	2156	2206	2261
2230	LEGAL CLERK	BU13	1870	1913	1961
582	MEDICAL RECORDS TECHNICIAN	BU13	1778	1819	1864
883	SECRETARY I	BU13	1743	1783	1828
884	SECRETARY II	BU13	1804	1845	1891
909	SR ACCOUNT CLERK	BU13	1756	1796	1841
8960	SR CORRECTIONAL TECHNICIAN	BU13	1966	2011	2061
593	SR MEDICAL RECORDS TECHNICIAN	BU13	1959	2004	2054

* The salary range numbers are identifiers of individual classification ranges in the County and reflect step 1 of 5 steps (e.g. 1743 = \$17.43 per hour at step 1).

Appendix B

Barg. Unit	Job ID	Classification Job Title	Current Range*	Percent Change	New Range	Approx. Monthly Increase at Top Step
BU13	560	Health Information Tech I	1864	0.99%	1883	\$39
BU13	561	Health Information Tech II	2054	0.97%	2074	\$42
BU13	562	Health Information Tech III	2261	0.96%	2283	\$46
BU13	593	Sr Medical Records Technician	2054	0.97%	2074	\$42
BU13	813	4-H Program Assistant	1828	0.68%	1840	\$26
BU13	884	Secretary II	1891	0.83%	1907	\$33
BU13	909	Sr Account Clerk	1841	1.09%	1861	\$42
BU13	911	Account Clerk	1575	1.29%	1595	\$43
BU13	914	Accounting Technician	2010	1.18%	2034	\$50
BU13	983	Data Entry Operator III	1835	0.64%	1847	\$25
BU13	2010	Dept Personnel Technician	1884	0.87%	1900	\$35
BU13	2201	Administrative Asst I	1443	0.53%	1451	\$16
BU13	2202	Administrative Asst II	1589	0.64%	1599	\$21
BU13	2203	Administrative Asst III	1748	0.64%	1759	\$24
BU13	2204	Administrative Asst Aide	1311	0.42%	1317	\$12
BU13	2552	Clerk-Recorder Assistant II	1884	0.54%	1894	\$21
BU13	2553	Clerk-Recorder Assistant III	1997	0.96%	2016	\$40
BU13	8960	Sr Correctional Technician	2061	0.57%	2073	\$25

* The salary range numbers are identifiers of individual classification ranges in the County and reflect step 1 of 5 steps (e.g. 1864 = \$18.64 per hour at step 1).