Attachment A

AMENDMENT OF THE 2014-2016 MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF SAN LUIS OBISPO AND THE SAN LUIS OBISPO COUNTY EMPLOYEES' ASSOCIATION TRADES, CRAFTS, AND SERVICES UNIT

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"), Trades, Crafts, and Services Unit. In this Amendment, the term "parties" refers to the County and SLOCEA.

The parties agree that Article 12 Salaries is hereby amended to read as follows:

12. SALARIES

12.1 Fiscal Year 14-15 Salary Adjustment

12.1.1 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.

12.2 Fiscal Year 15-16 Salary Adjustment

12.2.1 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.

12.2.2 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. The parties have agreed to allocate the additional adjustment to classifications determined to be under market by more than 5%. These classifications and adjustments are identified in Appendix B.

12.3 Compliance with Prevailing Wage Ordinance

12.3.1 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.

12.4 Market Wage Study

12.4.1 Commencing no later than October 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.

12.4.2 If by November 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. The 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 study shall be addressed in successor negotiations.

12.4.3 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.

12.4.4 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 such additional data as they see fit during the course of successor contract negotiations.

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 Trades, Crafts, and Services Unit (BU02) MOU)

Class	Class Title	BU	FY13-14 Range*	FY 14-15 Range	FY 15-16 Range
1406	AIRPORTS MAINTENANCE WORKER	BU02	1922	1966	2015
9653	AUTO MECHANIC I	BU02	2133	2182	2237
9654	AUTO MECHANIC II	BU02	2242	2294	2351
1335	CUSTODIAN	BU02	1562	1598	1638
1121	EQUIPMENT MECHANIC I	BU02	2187	2237	2293
1120	EQUIPMENT MECHANIC II	BU02	2384	2439	2500
1314	FACILITY MAINT MECHANIC I	BU02	1772	1813	1858
1316	FACILITY MAINT MECHANIC II	BU02	1922	1966	2015
1315	FACILITY MAINT MECHANIC III	BU02	2308	2361	2420
2303	FLEET SERVICE WRITER	BU02	1670	1708	1751
1242	GREENSKEEPER AIDE	BU02	1471	1505	1543
1243	GREENSKEEPER I	BU02	1757	1797	1842
1244	GREENSKEEPER II	BU02	2032	2079	2131
1245	GREENSKEEPER III	BU02	2309	2362	2421
1106	GROUNDS RESTORATION SPECIALIST	BU02	2309	2362	2421
1420	KENNEL WORKER	BU02	1553	1589	1629
2302	LEAD FLEET MECHANIC	BU02	2503	2561	2625
1317	LOCKSMITH-MAINTENANCE WORKER	BU02	2308	2361	2420
1307	MAINTENANCE PAINTER I	BU02	2082	2130	2183
1308	MAINTENANCE PAINTER II	BU02	2308	2361	2420
1223	PARK RANGER AIDE	BU02	1471	1505	1543
1222	PARK RANGER I	BU02	1757	1797	1842
1221	PARK RANGER II	BU02	2032	2079	2131
1220	PARK RANGER III	BU02	2309	2362	2421
1210	PARK RANGER SPECIALIST	BU02	2538	2596	2661
1115	PUBLIC WORKS LEADWORKER	BU02	2355	2409	2469
1105	PUBLIC WORKS WORKER I	BU02	1659	1697	1739
1117	PUBLIC WORKS WORKER II	BU02	1839	1881	1928
1119	PUBLIC WORKS WORKER III	BU02	1937	1982	2032
1103	PUBLIC WORKS WORKER IV	BU02	2159	2209	2264
1321	SR STOREKEEPER	BU02	1841	1883	1930
1336	STOREKEEPER I	BU02	1517	1552	1591
1331	STOREKEEPER II	BU02	1671	1709	1752
9628	WATER SYSTEMS WORKER I	BU02	2304	2357	2416
9627	WATER SYSTEMS WORKER II	BU02	2762	2826	2897
9626	WATER SYSTEMS WORKER III	BU02	3069	3140	3219
9629	WATER SYSTEMS WORKER TRAINEE	BU02	1842	1884	1931

* The salary range numbers are identifiers of individual classification ranges in the County and reflect step 1 of 5 steps (e.g. 1922 = $19.22 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
BU02	2303	Fleet Service Writer	1751	1.77%	1782	$65
BU02	1242	Greenskeeper Aide	1543	0.86%	1556	$28
BU02	1243	Greenskeeper I	1842	1.36%	1867	$53
BU02	1244	Greenskeeper II	2131	0.80%	2148	$36
BU02	1245	Greenskeeper III	2421	0.94%	2444	$48
BU02	1106	Grounds Restoration Specialist	2421	0.94%	2444	$48
BU02	1420	Kennel Worker	1629	0.50%	1637	$17
BU02	1223	Park Ranger Aide	1543	1.53%	1567	$50
BU02	1222	Park Ranger I	1842	1.36%	1867	$53
BU02	1221	Park Ranger II	2131	0.91%	2150	$41
BU02	1220	Park Ranger III	2421	0.57%	2435	$29
BU02	1210	Park Ranger Specialist	2661	0.57%	2676	$32
BU02	1115	Public Works Leadworker	2469	0.20%	2474	$10
BU02	1117	Public Works Worker II	1928	0.28%	1933	$12
BU02	1119	Public Works Worker III	2032	0.24%	2037	$10
BU02	1321	Sr Storekeeper	1930	0.37%	1937	$15
BU02	1331	Storekeeper II	1752	0.38%	1759	$14

* The salary range numbers are identifiers of individual classification ranges in the County and reflect step 1 of 5 steps (e.g. 1751 = $17.51 per hour at step 1).