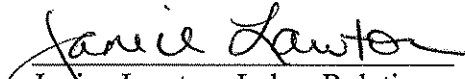


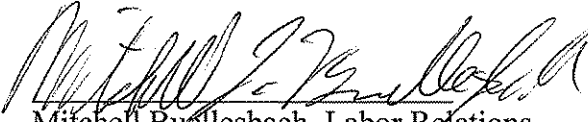
**EXTENSION AGREEMENT
BETWEEN THE
COUNTY OF SANTA CLARA
AND THE
UNION OF AMERICAN PHYSICIANS AND DENTISTS**

The County of Santa Clara and the Union of American Physicians and Dentists (UAPD) have agreed to extend the Memorandum of Understanding (MOU) scheduled to expire on August 23, 2009 with the terms and conditions described below:

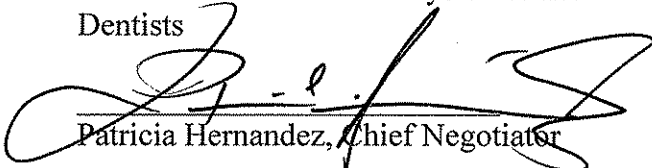
1. The current MOU between the County and UAPD (July 17, 2006 –August 23, 2009) shall be extended through August 21, 2011.
2. Items in the MOU that are cyclical from year to year or for the entire term of the MOU and are generally renewed from agreement to agreement, including but not limited to Sick Leave accrual and State Mandated Licensure, shall be continued during the term of the extension under the same conditions or at the last monetary rate.
3. For the duration of the Extension Agreement, there will be a zero percent (0%) general wage increase subject to the provisions of Section 4 below.
4. Should any County employee bargaining unit, represented or unrepresented (Executive Management, VMC Physicians and Confidential) not already scheduled to receive a salary increase in Calendar Years 2009 and 2010 from existing union contracts or by ordinance receives a new wage increase in Calendar Years 2009 or 2010, the same percentage wage increase will be granted to the employees in this bargaining unit. This provision does not apply to the Board of Supervisors salaries that are tied to State increases for Superior Court judges, or for recruitments into single executive position vacancies, if for recruitment purposes the Board determines that there is a need to adjust the salary.
5. All other terms of the July 17, 2006 through August 23, 2009 MOU between the County and UAPD shall remain the same.

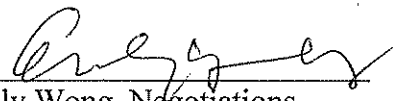
For County of Santa Clara


Janice Lawton, Labor Relations
Representative


Mitchell Buellesbach, Labor Relations
Representative

For Union of American Physicians and
Dentists


Patricia Hernandez, Chief Negotiator


Emily Wong, Negotiations
Committee