

**EXTENSION AGREEMENT  
BETWEEN THE  
COUNTY OF SANTA CLARA  
AND THE  
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 521  
LEGACY LOCAL 535 SUPERVISORY CHAPTER**

The County of Santa Clara and the Service Employees International Union Local 521 Legacy Local 535 Supervisory Chapter (SEIU) have agreed to extend the Memorandum of Agreement (MOA), scheduled to expire on October 4, 2009 with the terms and conditions described below:

1. The current MOA between the County and SEIU (December 16, 2006 –October 4, 2009) shall be extended through October 2, 2011.
2. Items in the MOA that are cyclical from year to year or for the entire term of the MOA and are generally renewed from agreement to agreement, including but not limited to Tuition Reimbursement, shall be continued during the term of the extension under the same conditions or at the last monetary rate. (See attached.)
3. For the duration of the Extension Agreement there will be a zero percent (0%) general salary increase for all classifications (other than the Staff Development Specialist which is tied to the wages of the Senior Training and Staff Development Specialist classification represented by the County Employees Management Association in its Memorandum of Understanding and Extension Agreement) subject to the provisions of Section 4 below.
4.
  - a. Should any County employee bargaining unit, represented or unrepresented (Executive Management, VMC Physicians and Confidential) not already scheduled to receive a general salary increase or any other compensation (such as increased employer paid member contribution, lump sum, reduction of required worker contribution for retirement enhancement, deferred compensation contribution by employer) in Calendar Years 2009 or 2010 from existing union contracts or by new salary ordinance amendment, and who does receive a new salary increase in Calendar Years 2009 or 2010, then the same percentage salary increase or equivalent compensation increase will be granted to the workers (other than the classification cited in Section 3 above) covered by this MOA.
  - b. For certain specific vacant executive management positions where the County finds it difficult to recruit, and for reclassifications with wage adjustments, the County will notify the Union ten (10) working days prior to Board action.
  - c. The parties understand that by County Charter, salaries of the Board of Supervisors are tied to superior court judges. The County agrees to notify the Union within ten (10) working days once such notice is received from the administrative office of the court.
  - d. For both 4b and 4c, the provisions of 4a shall not apply.
5. All other terms of the December 16, 2006 – October 4, 2009 MOA including all Side Letters and Departmental Agreements shall remain the same.

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**For the County of Santa Clara**

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Brian McKenna, Labor Relations Director

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Deborah Edginton, Principal Labor Relations Representative

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Mitchell Buellesbach, Labor Relations Representative

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Irma Gonzales, Labor Relations Representative

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Sabahete Kraja, Labor Relations Representative

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Janice Lawton, Labor Relations Representative

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Ramsin Nasser, Labor Relations Representative

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Pablo Pineda, Labor Relations Representative

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Elaine Rowan, Labor Relations Representative

**For SEIU Local 521 (Legacy 535 Supervisory)**

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**For SEIU Local 521 (Legacy 535 Supervisory)**

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Kristy Sermersheim, President

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Vincent Reyna, Chapter Chairperson

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