

**EXTENSION AGREEMENT
BETWEEN THE
COUNTY OF SANTA CLARA
AND THE
ENGINEERS AND SCIENTISTS OF CALIFORNIA**

The County of Santa Clara and the Engineers and Scientists of California (ESC) have agreed to extend the Memorandum of Understanding (MOU) scheduled to expire on October 2, 2011 with the terms and conditions described below:

1. The current MOU between the County and ESC (March 9, 2009 – October 2, 2011) shall be extended through September 29, 2013.
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 Scheduled Time Off Cash Out, Educational Leave and Professional Development Fund, shall be continued during the term of the extension under the same conditions or at the last monetary rate.
3. The 2% general wage increase scheduled for March 8, 2010 will be deferred until March 5, 2012. The 1% general wage increase scheduled for February 21, 2011 will be deferred until February 18, 2013 with no other general wage increases during the two year extension 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 March 9, 2009 through October 2, 2011 MOU between the County and ESC shall remain the same.

For County of Santa Clara

Engineers and Scientists of California

Pablo Pineda, Labor Relations Representative

Thelma Dodson, Union Representative

Mitchell Buellesbach, Labor Relations
Representative
