

**EXTENSION AGREEMENT  
BETWEEN THE  
COUNTY OF SANTA CLARA  
AND THE  
COUNTY EMPLOYEES MANAGEMENT ASSOCIATION**

The County of Santa Clara and the County Employees Management Association (CEMA) have agreed to extend the Memorandum of Understanding (MOU) scheduled to expire on August 9, 2009 with the terms and conditions described below:

1. The current MOU between the County and CEMA (August 14, 2006 – August 9, 2009) shall be extended through August 7, 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 Scheduled Time Off (STO) Cash Out and State Mandated Licensure/Certification Fund, 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 August 14, 2006 through August 9, 2009 MOU between the County and CEMA shall remain the same.

For County of Santa Clara

For County Employees Management Association

\_\_\_\_\_  
Brian McKenna, Labor Relations  
Director

\_\_\_\_\_  
Amando Cablas, President

\_\_\_\_\_  
Deborah Edginton, Principal  
Labor Relations Representative

\_\_\_\_\_  
Randy Johnese, Business  
Representative