

**EXTENSION AGREEMENT
BETWEEN THE
COUNTY OF SANTA CLARA
AND THE
DEPUTY SHERIFFS' ASSOCIATION, INC. OF SANTA CLARA COUNTY**

The County of Santa Clara and The Deputy Sheriffs' Association, Inc. (DSA) have agreed to extend the Memorandum of Understanding (MOU) scheduled to expire on September 5, 2010 with the terms and conditions described below:

1. The current MOU between the County and DSA (September 10, 2007 through September 5, 2010) shall be extended through September 2, 2012.
2. Items in the MOU that are cyclical from year to year, with the exception of the wage survey and wage adjustments and realignments, 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 and Tuition Reimbursement, shall be continued during the term of the extension under the same conditions or at the last monetary rate.
3. The 2.833% general wage increase effective September 7, 2009 will occur. There will be a 0% increase in Fiscal Years 2011 (i.e. 7/1/10-6/30/11) and 2012 (i.e. 7/1/11-6/30/12), consistent with section 2 above, subject to 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 Fiscal Year 2011 from existing union contracts or by ordinance receive a new wage increase in Fiscal Year 2011, 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 management position vacancies, if for recruitment purposes the Board determines that there is a need to adjust the salary.
5. All other terms of the September 10, 2007 through September 5, 2010 MOU between the County and DSA shall remain the same.

For County of Santa Clara

Deputy Sheriffs' Association, Inc. of
Santa Clara County

Brian McKenna, Labor Relations
Director

Matthew J. Dutra, President

Janice Lawton, Labor Relations
Representative

Dennis Moser, Vice President