

**2004 Extension Agreement
between
County of Santa Clara
and**

~~Building & Construction Trades Council of Santa Clara & San Benito Counties~~

County of Santa Clara (County) and Building & Construction Trades Council of Santa Clara and San Benito Counties (BTC) have agreed to extend the current Memorandum of Agreement that was scheduled to expire on November 21, 2004. The existing Memorandum of Understanding (1999-2004) shall remain in full force and effect up to and including November 19, 2006 with the additional terms and conditions described below:

1. The current Memorandum of Agreement between the County and the Association (November 29, 1999 through November 21, 2004) shall be extended through November 19, 2006.
2. There shall be no general wage increase during the first extension year (2004-2005) of the Memorandum of Agreement.
3. In the first contract extension year (2004-2005), effective pay period 04/25, November 22, 2004, there shall be realignments for certain specific classifications and/or differentials, to be determined jointly by the County and BTC, totaling approximately one percent (1%) of base wage for all employees represented by the Union.
4. In the second extension year (2005-2006), effective pay period 05/25, November 21, 2005 there shall be a general wage increase of approximately two percent (2%) for all employees represented by BTC.
5. In the second extension year (2005-2006), effective pay period 05/25, November 21, 2005, there shall be realignments for certain specific classifications totaling approximately one percent (1%) of base wage for all employees represented by the Union.
6. Items in the Memorandum of Understanding which are cyclical from year to year or for the term of the entire term of the Memorandum of Agreement and are generally renewed from agreement to agreement, including, but not limited to the personal leave day benefit, shall be continued during the term of the extension with the same conditions or at the last monetary rate except as modified by this extension agreement.
7. Based on the acceptance of Items 1 through 6 above, and in consideration thereof, the County will offer 2 additional years of service credit under PERS (Government Code section 20903) as early retirement incentive to eligible employees (at least age 50 with 5 or more years of qualifying PERS service) in all classes represented by the Building & Construction Trades Council of Santa Clara & San Benito Counties. The 90 day window

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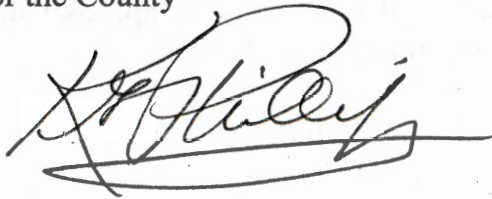
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for employees opting for this incentive and actually retiring from the County would be the period beginning May 5, 2004 and lasting through August 2, 2004 after necessary and required public actions are taken by the Board of Supervisors.

It is understood and agreed by the parties that this is a one-time offering of early retirement incentive and the County intends to make no similar offer of early retirement incentive in the next 5 years; and that likewise, the Association does not intend to make any new proposal for early retirement incentive during the same time period.

Date: September 8, 2004

For the County



Chris Keel

For Building & Construction Trades
Council

