

**Extension Agreement
Between the County of Santa Clara
and the
Registered Nurses Professional Association (RNPA)**

The County of Santa Clara and RNPA have agreed to extend the Memorandum of Understanding scheduled to expire on November 10, 2002 with the terms and conditions described below:

1. The current Memorandum of Understanding between the County and RNPA (August 7, 2000 through November 10, 2002) shall be extended through November 7, 2004.
2. There shall be a general wage increase of approximately six percent (6%) effective pay period 02/24, November 11, 2002, for all employees represented by RNPA.
3. Effective pay period 02/24, November 11, 2002, there shall be a realignment of approximately one percent (1%) of base wage for all employees represented by RNPA.
4. Effective pay period 02/24, November 11, 2002, there shall be an additional realignment based on a market survey up to a maximum realignment of approximately six percent (6%) of base wage for all employees represented by RNPA. The parties agree that the market survey shall be conducted in the month of September 2002. The parties further agree that a facilitator will assist in the discussions in determining the criteria of the market survey. The results of the survey shall be finalized no later than October 13, 2002. Costs of facilitation shall be equally borne by the County and RNPA.
5. Effective pay period 02/24, November 11, 2002, eligibility for longevity pay at seventh step shall be extended to the classification of Assistant Nurse Manager.
6. Effective pay period 03/24, November 10, 2003, there shall be a general wage increase corresponding to the change in the CPI-W index for the San Francisco-Oakland-San Jose area between August 2002 through August 2003. If the CPI-W is below 3.5%, the general wage increase shall be approximately 3.5%. If the CPI-W is above 5.5%, the general wage increase shall be approximately 5.5%.
7. Effective pay period 03/24, November 10, 2003, there shall be a realignment based on a market survey up to a maximum realignment of approximately three percent (3%) of base wage for all employees represented by RNPA. The parties agree that the market survey shall be conducted in the month of September 2003. The parties further agree that at the request of either party, a facilitator will assist the parties in

determining the criteria of the market survey. Costs of facilitation shall be equally borne by the County and RNPA. The results of the survey shall be finalized no later than October 13, 2003.

8. Items in the Memorandum of Understanding which 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 PTO Cashout and tuition reimbursement, shall be continued during the term of the extension with the same conditions or at the last monetary rate.
9. The County shall take action promptly to effectuate an amendment to its PERS contract to implement "Single Highest Year" for PERS Miscellaneous Employees. "Single Highest Year" for Miscellaneous Employees will be implemented when all PERS required procedures are complete.
10. In accordance with § 20636, sub section (c) (4) of the California Public Retirement Law, the County and RNPA agree that the full monetary value of normal contributions, 7% of PERS reportable wages, paid to PERS by the County on behalf of RNPA represented employees, shall be treated as special compensation concurrently with implementation of "Single Highest Year."
11. All other terms and conditions of the August 7, 2000 through November 10, 2002 MOU between the County and RNPA shall remain the same.

Date: 10/19/01

For the County

Priscilla Hood
Louis M. Chirawate
Richard Hidalgo

For Registered Nurses
Professional Association

R Henley
eric B call
Sue Erstad
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