

**AMENDMENT TO  
2009-2012  
MEMORANDUM OF UNDERSTANDING  
WITH THE  
SAFETY EMPLOYEES BENEFITS ASSOCIATION  
FOR THE  
SPECIALIZED FIRE SERVICES UNIT**

We agree to this Amendment on cost-saving measures, as described below, to the Memorandum of Understanding between the County of San Bernardino, Fire Protection District (County Fire) and the Safety Employees Benefit Association (SEBA) for the Specialized Fire Services Unit (Unit).

**AGREEMENT ON COST-SAVING MEASURES**

Term

County Fire and SEBA agree to extend the term of the existing Memorandum of Understanding (MOU) for the Specialized Fire Services Unit for two (2) additional years such that this MOU will now expire on December 24, 2012.

Implementation of Across-the-Board Salary Increases

The parties agree to modify the Salary Adjustments Article such that the across-the-board increases shall go into effect in the percentage amounts and on the dates specified below:

- No increases shall go into effect in Fiscal Year 2010/11.
- Effective July 2, 2011, a one and one-quarter percent (1.25%) increase shall be applied.
- Effective November 5, 2011, an additional one and one-quarter percent (1.25%) increase shall be applied.
- Effective July 14, 2012, an additional one and one-quarter percent (1.25%) increase shall be applied.
- Effective November 3, 2012, an additional one and one-quarter percent (1.25%) increase shall be applied.

3@55 Retirement Formula

County Fire and SEBA agree to cooperate in taking whatever actions are necessary, including supporting necessary legislation, to implement the 3@55 retirement formula for employees newly-hired into a Safety retirement-eligible position.

No Reopener

County Fire and SEBA agree that the terms of the existing Unit MOU shall remain in effect until their expiration on December 24, 2012, and that County Fire shall make no further attempts during the term of said MOU to reopen the MOU for the purpose of obtaining additional personnel cost-savings.

Step Increases

For employees newly hired into a bargaining unit position after Board of Supervisor approval of this Amendment, step advancements shall be based upon one (1) step increments. Employees hired into the Unit before Board approval of this Amendment but promoted within the Unit (from one Unit position to a higher Unit position) after Board approval shall continue to be eligible for two (2) step increments.

County of San Bernardino

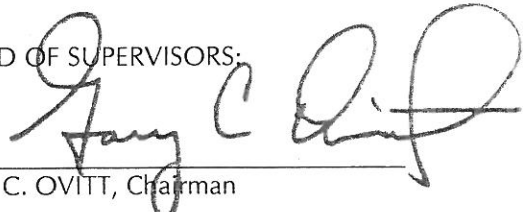
Safety Employees Benefit Association

  
GREGORY C. DEVEREAUX  
County Administrative Officer

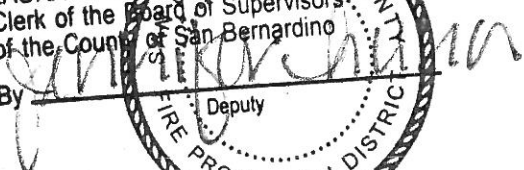
  
WILLIAM ABERNATHIE  
President

6/22/10  
Date

6/22/10  
Date

BOARD OF SUPERVISORS:  
  
GARY C. OVITT, Chairman

JUN 28 2010  
Date

SIGNED AND CERTIFIED THAT A COPY OF  
THIS DOCUMENT HAS BEEN DELIVERED  
TO THE CHAIRMAN OF THE BOARD  
LAURA H. WELCH  
Clerk of the Board of Supervisors  
of the County of San Bernardino  
By   
Deputy  
