

**AMENDMENT NO. 1**

**TO THE**

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN THE**

**SAN FERNANDO MANAGEMENT GROUP  
(SEIU, LOCAL 721)**

**AND THE**

**CITY OF SAN FERNANDO**

**2009-2012**

The members of the San Fernando Management Group (SFMG) recognize that the City of San Fernando (City) is experiencing a significant fiscal shortfall in 2011-2012 and the SFMG has a vested interest in the success and sustainability of the City. The SFMG and representatives of the City have met and conferred in good faith and have fully complied with the requirements of Government Code §§ 3500 et. seq.

The SFMG has agreed to the City's proposed elimination of one Public Works Operations Manager position from the City budget as soon as administratively possible, and understands that as a result of that action one position will be eliminated from the City. The City agrees to provide the affected employee a positive recommendation to any prospective employer.

The SFMG has agreed to pay 50% of the employee contribution to CalPERS. The City shall revise the contract with CalPERS to implement this. Such implementation shall be effective as soon as administratively possible following City Council approval of this Agreement for the remainder of Fiscal Year 2011-2012 (See amendments to Section IX of the 2009-2012 Memorandum of Understanding (MOU) below).

---

#### **ARTICLE IX – RETIREMENT BENEFITS**

---

The City shall continue to provide 3% at 60 modified retirement formula, as per Government Code Section 21354.3 for unit employees hired on or before November 12, 2005. In addition to the employer contribution, the City shall pay one-half of the 8% employee CalPERS contribution, effective as soon as administratively possible.

In accordance with the Government Code Section 20475, the City shall continue to provide 2% at 55 modified retirement formula for employees hired after November 12, 2005. In addition to the employer contribution, the City shall pay one-half of the 7% employee CalPERS contribution, effective as soon as administratively possible.

Contributions are pursuant to Government Code Section 20691, and are on a pre-taxed basis.

---

#### **ARTICLE XIV - TUITION REIMBURSEMENT BENEFITS**

---

Furthermore, as an amendment to Section XIV of the 2009-2012 MOU, the SFMG has agreed to the elimination of the reimbursement of tuition expenses incurred by unit members effective July 1, 2011 through the remainder of the 2011-2012 Fiscal Year.

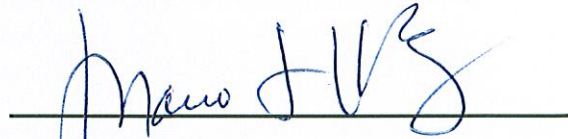
The changes listed above shall be the only amendments to the 2009-2012 MOU. All other provisions in the MOU shall remain in full effect.

**Dated:        October 13, 2011**



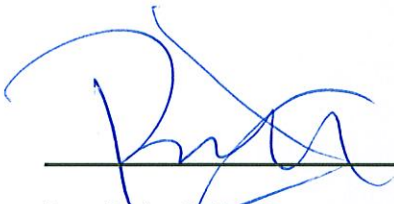
---

Michael E. Okafor, SEIU Representative



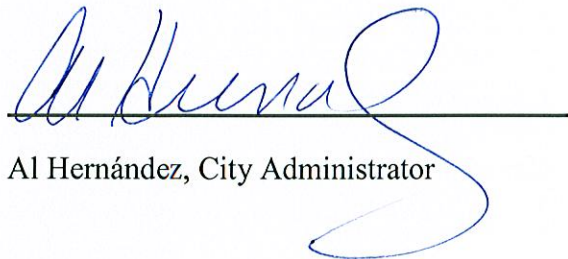
---

Mario F. Hernández, Mayor



---

Ron Ruiz, SEIU Representative



---

Al Hernández, City Administrator



---

Anthony R. De Clue, SEIU Worksite Organizer