ARTICLE 14 D: Vacation – For the 2012-2013 MOU, shall be amended to read the following:

No later than January 31, 2013 the APCO will determine whether vacation hours may be converted to pay, based upon actual revenue and expense data available at that time. SBCAPCDEA-represented employees shall be able to convert vacation time up to 40 hours, the amount being proportional to the maximum amount convertible by other staff (80 hours) according to the following schedule:

<table>
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<tr>
<th>Ratio:</th>
<th>Other staff maximum 80</th>
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<tbody>
<tr>
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<td>SBCAPCDEA staff maximum 40</td>
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</table>

Example 1: Other staff 60/80 = 30 SBCAPCDEA maximum/40
Example 2: Other staff 80/80 = 40 SBCAPCDEA maximum/40

SBCAPCDEA
Craig Strommen
Engineering Supervisor
Compliance

APCD
Louis D. Van Mullem, Jr.
Air Pollution Control Officer

Ron Tan
Planning and Technology Supervisor

31 July 2012
Dated