

The parties shall enter into a side-letter or amend the contract to add the following terms:

ARTICLE 10 B. Medical, Between January 1, 2013 and June 30, 2013, the District shall contribute ("buy down"):

1. \$44.96 per month for each employee enrolled in APCD medical plan coverage, and/or
2. \$3.99 per month for each employee enrolled in APCD dental plan coverage.

ARTICLE 16 D. Vacation, shall be amended to add the following:

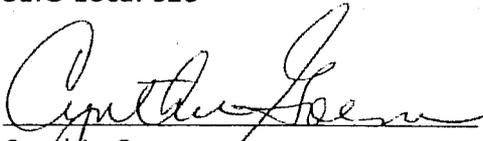
D. No later than January of 2013, the APCO will determine whether vacation hours may be converted to pay, based upon actual revenue and expense data available at that time. SEIU represented employees shall be able to convert vacation time up to 40 hours, the amount being proportional to the maximum amount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

Ratio: Other staff max/80 = SEIU staff max/40

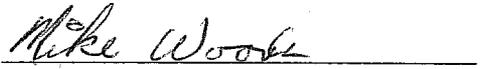
Example 1: 60/80 = 30 (SEIU max)/40

Example 2: 80/80 = 40 (SEIU max)/40

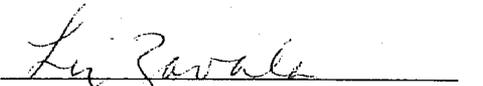
SEIU Local 620



Cynthia Goena
Field Representative



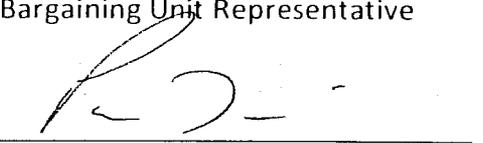
Mike Woods
Field Representative



Liz Zavala
Bargaining Unit Representative



Janice Robinson
Bargaining Unit Representative



Paula Iorio
Bargaining Unit Representative

Dated: July 10, 2012

APCD



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



Robert Van Beveren
Business Manager

Dated: 7.10.12