



CENTRAL MARIN SANITATION AGENCY

Jason R. Dow P.E.
General Manager

1301 Andersen Drive, San Rafael, CA 94901-5339

Phone (415) 459-1455

Fax (415) 459-3971

www.cmsa.us

November 15, 2017

Michael Vioria
SEIU Local 1021
600 B Street
Santa Rosa, CA 95401

Dear Mr. Vioria,

This letter will confirm the following understandings that the parties have reached after meeting and conferring.

1. The current Collective Bargaining Agreement between Central Marin Sanitation Agency and SEIU Local 1021 (MoU) that has a term from July 1, 2014 through June 30, 2020 will be extended from July 1, 2020 through June 30, 2022.
2. The Cost-of-Living Adjustment provided for in Section 12.3 of the MoU for July 1, 2018 and July 1, 2019 is unchanged, and Section 12.3 is amended as follows:

Cost-of-Living-Adjustments

Effective July 1, 2020, and July 1, 2021, the Agency will provide a Cost-of-Living (COL) adjustment for each agency classification using the formula as follows: The Annual Consumer Price Index for the previous Calendar Year - All Urban Consumers for the San Francisco-Oakland-San Jose, CA, 82-84=100, up to a maximum of a Four Percent (4.0 %) wage increase.

3. *Section 13 Health and Welfare* of the MoU remain unchanged for the duration of the MoU.
4. Effective January 1, 2018 Central Marin Sanitation Agency will discontinue the Merit Pay program and delete all reference to the Merit Pay program from all Central Marin Sanitation Agency documents. Effective December 1, 2017, all bargaining unit classifications will receive a wage increase of Three point Five Percent (3.50%).
5. Employees who retire between January 1, 2017 and June 30, 2018 from CMSA will receive a settlement amount of Seven Hundred and Fifty Dollars (\$750.00) for each full year of service with CMSA, provided that they execute the attached Release of Claims.

If the foregoing is in accordance with your understanding, please so indicate and sign and date below.

Dated _____

By _____

Michael Vioria
SEIU 1021

By _____

Jason Dow, General Manager
Central Marin Sanitation Agency

Attachment:

- Release of Claims