

APPENDIX A

WAGES, SALARIES, AND RETIREMENT BENEFIT

Pay Period Salary Range or
Hourly Rate, Effective July 1, 2002

CLASS CODE	CLASS TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	HOURLY
4236	Plant Security Aide	\$1,686	\$1,783	\$1,884	\$1,987	\$2,096	
4241	Plant Security Aide (Saturday, Sunday, and Holiday)						\$11.78
4215	Police Detective	\$3,468	\$3,662	\$3,868	\$4,086	\$4,321	
4221	Police Officer	\$3,211	\$3,389	\$3,582	\$3,783	\$3,995	
4233	School Safety Officer	\$1,747	\$1,841	\$1,947	\$2,055	\$2,169	
4224	Senior Police Officer	\$3,389	\$3,582	\$3,783	\$3,995	\$4,216	

1.1 Deductions from all retroactive payments shall be at the applicable supplemental tax rates, and the legally required amount for the employee's PERS contribution and Medicare, if applicable.

2.0 PERS Contribution: The District and LASPA agree as indicated below with respect to Unit A employees' contributions and the District's contributions to the Public Employees' Retirement System (PERS). It is also agreed that this Section shall pertain and apply only to those Unit A employees who are or become members of PERS (hereinafter 'Unit A PERS Members') in either the regular School Member Retirement Plan or the Safety Member.

a. The District shall pay employees' required PERS contributions up to a maximum of nine percent (9.0%) for PERS Safety Members (of which 2.0% is comprised of the discontinued one-time 2.0% salary bonus paid in the 1999-2000 school year) and up to a maximum of seven percent (7.0%) for PERS School Members of the Unit A PERS Members' compensation that is subject to PERS contributions to either the PERS School Member Retirement Plan or Safety Member Retirement Plan, as appropriate. Pursuant to Government Code Sections 20027, 20603 and 20615, it is understood that the amount of the contribution paid by the District for the Unit A PERS Member shall be credited to the Member's account. Such District contribution, however, shall only be made for that pay period in which the employee is a Unit A PERS Member as of the employee's last paid day of that pay period. LASPA acknowledges that Safety Member employees will be responsible for any increase in the employee contribution rate above 9%. The District shall pay such excess contributions, but shall completely

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offset that expense by making payroll deductions from the salary Unit A Safety Members would otherwise receive.

b. Subject to PERS approval, the District will, effective July 1, 2001, amend its contract with PERS to change the Safety Member Retirement Plan from a 2% at age 55 formula to a 3% at age 50 formula (California Government Code Section 21362) for service rendered after June 30, 2001, and will seek the following additional amendments: One-year final compensation (California Government Code Section 20042); 5% Annual Cost-of-living Allowance (California Government Code Section 21335); Fourth Level of 1959 Survivor Benefit (California Government Code 21574); and Military Service Credit as Public Service(California Government Code Section 21024). With respect to Safety Members who are actively working for the District on July 1, 2001, this 3% @ 50 formula with other amendments will also be applied for their continuous service for the District prior to July 1, 2001. The District will assume the cost of these changes up to a maximum of 13.02% of a Safety Member's gross salary. Such District contribution, however, shall only be made for that pay period in which an employee is a Unit A PERS Safety Member as of the employee's last paid day of that pay period.

c. LASPA agrees that the PERS Safety Member Retirement Plan and School Member Plan are administered by the State of California and that all decisions and rules with respect to qualifications for retirement benefits, level of benefits, taxability of benefits, and the administration of both Plans are the responsibility of PERS. Accordingly, it is expressly understood that all such matters, questions or issues relating to either PERS Plan are excluded from the grievance and arbitration provisions of Article V (Grievance Procedure).

d. In order to implement this Section, the District at its sole discretion may enter into and unilaterally may amend, alter, or modify any contract or contracts with the Public Employees' Retirement System of the State of California.

e. If for any reason, including legislative action, judicial decision, PERS action, or otherwise, the Unit A PERS Members' or the District's contribution rate is increased above the maximum rates specified above (i.e., 7% or 9 %, and 13.02%), the District shall pay such excess contributions, but shall completely offset that expense by making payroll deductions from the salary Unit A Members would otherwise receive.

f. The District may also at its sole discretion, in order to save the District money, choose to "depool" or separate from the combined group of eligible employees and segregate the appropriate and proportionate share of assets to fund Safety Member Retirement.