

**AMENDMENT NO. 2
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO THE BOARD OF SUPERVISORS
REGARDING THE
FRINGE BENEFITS**

THIS AMENDMENT NO. 2 TO MEMORANDUM OF UNDERSTANDING made and entered into this 21st day of June, 2011,

BY AND BETWEEN

Authorized Management Representative
(hereinafter referred to as "Management")
of the County of Los Angeles (hereinafter
referred to as "County")

THE COALITION OF COUNTY UNIONS,
AFL-CIO, (hereinafter referred to as the
"Coalition").

WHEREAS, on the 15th day of December 2009, the parties entered into a Memorandum of Understanding regarding Fringe Benefits, which Memorandum of Understanding was subsequently approved and ordered implemented by the County's Board of Supervisors; and

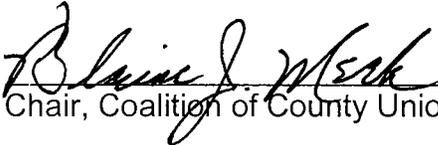
WHEREAS, as a result of mutual agreement, the parties desire to amend said Memorandum of Understanding as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Section 1, 2, and 3 of Article, Retirement, as appended hereto.
2. This Amendment No. 2 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 2 will be effective when and if approved and implemented by said Board of Supervisors, in the same manner as provided in Article 2, which as applicable to the implementation of the original Memorandum of Understanding.
3. Except as herein specifically amended, each and every other provision of said Memorandum of Understanding shall continue to remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representative to execute this Amendment No. 1, the day, month, and year first above written.

COALITION OF COUNTY UNIONS
AFL-CIO

By 
Chair, Coalition of County Unions

COUNTY OF LOS ANGELES
AUTHORIZED MANAGEMENT
REPRESENTATIVE

By 
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO THE COUNTY BOARD OF SUPERVISORS

ARTICLE 5 RETIREMENT

Section 1.

The parties agree to recommend jointly to the County Board of Supervisors that pursuant to Section 31581.1 of the California Government Code, said Board adopt a resolution that effective July 1, 2011, and for the term of this agreement only, provides that the County shall pay to the Retirement Fund the amount necessary which, based on actuarial determination, is sufficient to fund the difference between:

- a. The employee contributions that would be paid to said Retirement Fund during the term of this agreement if the employee contribution rates set forth in the Fringe Benefit MOU costs based on the June 30, 2010 Actuarial Valuation dated February 28, 2011, by Milliman USA, were implemented, and

- b. The employee contribution that would be paid to said Retirement Fund during the term of this agreement if the employee contribution rates set forth in Section 2 of this Article were implemented in lieu of the contribution rates set forth in said Fringe Benefit MOU costs based on June 30, 2010 Actuarial Valuation.

Section 2.

The parties agree that, contingent upon action by the Board of Supervisors to adopt a resolution to implement the provision of Section 1 of this article, the negotiated employee contribution rates for the term of this agreement for employees who entered

the Los Angeles County Employees Retirement Association on and after January 4, 1982.

1. The negotiated employee contribution rates listed below shall apply to the retirement plan for employees who became General Members of the Los Angeles County Employees Retirement Association on or before August 31, 1977 (hereinafter referred to as Plan A for General Members):

PLAN A FOR GENERAL MEMBERS

Negotiated Employee Contribution Rates

Effective July 1, 2011

<u>NEAREST YEAR OF AGE AT MEMBERSHIP</u>	<u>EMPLOYEE CONTRIBUTION RATE</u>
16	4.01%
17	4.07%
18	4.12%
19	4.18%
20	4.21%
21	4.26%
22	4.30%
23	4.37%
24	4.45%
25	4.47%
26	4.56%
27	4.64%
28	4.76%
29	4.83%
30	4.95%
31	5.10%
32	5.19%
33	5.34%
34	5.47%
35	5.65%
36	5.82%
37	5.99%
38	6.19%
39	6.37%
40	6.55%
41	6.73%
42	6.93%
43	7.14%
44	7.31%
45	7.50%
46	7.70%
47	7.86%
48	8.05%
49	8.18%
50	8.25%
51 and above	8.29%

2. The negotiated employee contribution rates listed below shall apply to the retirement plan for employees who became General Members of Los Angeles County Employees Retirement Association between September 1, 1977 and September 30, 1978 (hereinafter referred to as Plan B for General Members):

PLAN B FOR GENERAL MEMBERS

Negotiated Employee Contribution Rates

Effective July 1, 2011

<u>NEAREST YEAR OF AGE AT MEMBERSHIP</u>	<u>EMPLOYEE CONTRIBUTION RATE</u>
16	5.91%
17	6.03%
18	6.16%
19	6.29%
20	6.41%
21	6.55%
22	6.68%
23	6.83%
24	6.96%
25	7.11%
26	7.25%
27	7.40%
28	7.56%
29	7.72%
30	7.87%
31	8.03%
32	8.20%
33	8.37%
34	8.56%
35	8.74%
36	8.92%
37	9.12%
38	9.31%
39	9.50%
40	9.69%
41	9.89%
42	10.07%
43	10.25%
44	10.43%
45	10.60%
46	10.78%
47	10.93%
48	11.08%
49	11.20%
50	11.30%
51 and above	11.36%

3. The negotiated employee contribution rates listed below shall apply to the retirement plan for employees who became Safety Members of the Los Angeles County Employees Retirement Association on or before August 31, 1977 (hereinafter referred to as Plan A for Safety Members):

SAFETY MEMBER CONTRIBUTION RATES

Retirement Plan A

Negotiated Employee Contribution Rates
Effective July 1, 2011

<u>NEAREST YEAR OF AGE AT MEMBERSHIP</u>	<u>EMPLOYEE CONTRIBUTION RATE</u>
18	7.44%
19	7.46%
20	7.47%
21	7.51%
22	7.64%
23	7.76%
24	7.87%
25	8.03%
26	8.15%
27	8.28%
28	8.48%
29	8.68%
30	8.86%
31	9.05%
32	9.25%
33	9.45%
34	9.69%
35	9.92%
36	10.14%
37	10.35%
38	10.53%
39	10.71%
40	10.89%
41	11.07%
42	11.23%
43	11.37%
44	11.51%
45	11.61%
46 and above	11.67%

4. The negotiated employee contribution rates listed below shall apply to the retirement plan for employees who became Safety Members of the Los Angeles County Employees Retirement Association on or after September 1, 1977 (hereinafter referred to as Plan B for Safety Members):

SAFETY MEMBER CONTRIBUTION RATES

Retirement Plan B

Negotiated Employee Contribution Rates
Effective July 1, 2011

<u>NEAREST YEAR OF AGE AT MEMBERSHIP</u>	<u>EMPLOYEE CONTRIBUTION RATE</u>
18	6.39%
19	6.56%
20	6.74%
21	6.92%
22	7.10%
23	7.30%
24	7.49%
25	7.68%
26	7.89%
27	8.09%
28	8.31%
29	8.51%
30	8.73%
31	8.97%
32	9.20%
33	9.45%
34	9.69%
35	9.95%
36	10.20%
37	10.46%
38	10.69%
39	10.94%
40	11.17%
41	11.39%
42	11.60%
43	11.80%
44	11.97%
45	12.10%
46 and above	12.18%

Section 3.

The parties further agree that, for the term of this agreement, the employee contribution rates listed below shall apply to the retirement plan for employee who became General Members of the Los Angeles County Employees Retirement Association between October 1, 1978 and May 31, 1979 and, to the retirement plan for employees who became General Members of said Retirement Association on or after June 1, 1979 (hereinafter referred to as Plans C and D, for General Members, respectively); provided, however, such contribution rates shall not apply to employees who are covered by Plan E.

PLAN C FOR GENERAL MEMBERS
Negotiated Employee Contribution Rates
Effective July 1, 2011

<u>NEAREST YEAR OF AGE AT MEMBERSHIP</u>	<u>EMPLOYEE CONTRIBUTION RATE</u>
16	5.07%
17	5.19%
18	5.28%
19	5.40%
20	5.51%
21	5.63%
22	5.74%
23	5.86%
24	5.99%
25	6.11%
26	6.23%
27	6.36%
28	6.49%
29	6.63%
30	6.77%
31	6.90%
32	7.05%
33	7.20%
34	7.35%
35	7.49%
36	7.65%
37	7.82%
38	7.98%
39	8.15%
40	8.32%
41	8.49%
42	8.68%
43	8.86%
44	9.05%
45	9.22%
46	9.41%
47	9.58%
48	9.77%
49	9.93%
50	10.10%
51	10.25%
52	10.41%
53	10.54%
54	10.67%
55	10.77%
56 and above	10.82%

PLAN D FOR GENERAL MEMBERS
Negotiated Employee Contribution Rates
Effective July 1, 2011

<u>NEAREST YEAR OF AGE AT MEMBERSHIP</u>	<u>EMPLOYEE CONTRIBUTION RATE</u>
16	4.99%
17	5.09%
18	5.19%
19	5.30%
20	5.41%
21	5.53%
22	5.64%
23	5.76%
24	5.88%
25	6.00%
26	6.13%
27	6.25%
28	6.38%
29	6.51%
30	6.65%
31	6.78%
32	6.93%
33	7.07%
34	7.22%
35	7.36%
36	7.52%
37	7.68%
38	7.84%
39	8.01%
40	8.18%
41	8.35%
42	8.53%
43	8.71%
44	8.89%
45	9.06%
46	9.24%
47	9.41%
48	9.59%
49	9.75%
50	9.92%
51	10.07%
52	10.23%
53	10.36%
54	10.48%
55	10.58%
56 and above	10.63%