

AGREEMENT BETWEEN THE BAY AREA AIR QUALITY MANAGEMENT DISTRICT AND THE BAY AREA AIR QUALITY MANAGEMENT DISTRICT EMPLOYEES' ASSOCIATION TO MODIFY MOU SECTION 7.02(2)

WHEREAS, the parties have met pursuant to Section 17.04, Interim Bargaining, to discuss amending Section 7.02 of the MOU; and

WHEREAS, the parties desire to clarify salary step placements for promotions; now therefore, the parties do hereby agree as follows:

The attached tentative agreement to modify the language in Section 7.02(2) of the MOU is incorporated into the MOU as though fully set forth therein and replaces the previous language in Section 7.02(2), provided, however, that such modification is subject to the approval of the Executive Officer, the District Board of Directors, and the Employees' Association membership.

FOR THE DISTRICT:

FOR THE ASSOCIATION:

Michael K. Reah

W. Saliz

DATE: 8-28-08

DATE: 8/28/08

## SECTION 7.02 SALARY STEPS

2. Unless special conditions warrant otherwise, an employee promoted to a higher position will receive the minimum salary for the higher position nearest a 5% increase (not less than 4.9%) above the employee's former position, whichever is higher, provided the increase is within the range of the higher position. If a promotion is awarded within thirty days of a scheduled step increase, the step increase and promotional increase will both be effective at the time of the change. Hiring at a higher salary step will require justification from the Hiring Manager and approval of the EO.