

**FOURTH SIDE LETTER AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF SANTA ANA AND
THE CONFIDENTIAL ASSOCIATION OF SANTA ANA
FOR FISCAL YEARS 2010 - 2012**

The City of Santa Ana ("City") and the Confidential Association of Santa Ana ("CASA") agree to the following:

AMENDED ARTICLE V, SALARIES - 5.3D

Effective as soon as practicable, CASA members agree to defer the scheduled January 1, 2012 salary increase (approximately 2%) until such time as negotiations on the successor MOU are completed.

This non-precedent-setting, one-time modification of the MOU, Article V, Section 5.3.D Salaries shall not be considered a re-opener nor shall it be considered in any way a permanent loss of the scheduled 2.0% salary increase.

AMENDED ARTICLE XIII, RETIREMENT - 13.3


Miscellaneous CASA members covered by this MOU currently contribute 7.3% of the employer cost of the 2.7% at 55 retirement benefit. Effective the first full pay period of January 2012, CASA members agree to pay an additional .7% of their salary (for a total contribution of 8%) of the employer contribution. All employer contributions to CalPERS for their retirement benefits shall be implemented as cost-sharing pursuant to Government Code section 20516(f). To the extent permitted by CalPERS and the Internal Revenue Service, this additional .7% shall be implemented through payroll deductions on a pre-tax basis.



Edward S. Raya
Executive Director
Personnel Services Department

1-11-12

Date



Waldo Barela, President
Confidential Association
of Santa Ana

1-11-12

Date