



County of San Diego

SUSAN BRAZEAU
DIRECTOR

DEPARTMENT OF HUMAN RESOURCES
LABOR RELATIONS
1600 PACIFIC HIGHWAY, ROOM 452, SAN DIEGO, CA 92101-2463
(619) 531-5160 / FAX (619) 685-2313

LETTER OF UNDERSTANDING BETWEEN THE COUNTY OF SAN DIEGO AND THE ASSOCIATION OF SAN DIEGO COUNTY EMPLOYEES (CM and CR UNITS)

“TIER D” RETIREMENT AND EARLY SIGNING/EXTENSION INCENTIVE PAY

The County of San Diego and the Association of San Diego County Employees (CM and CR) agree to amend the signed and ratified tentative agreement language relating to the Tier D retirement. This agreement supersedes what was previously agreed to in the Tentative Agreement signed on December 22, 2016. The purpose of this amendment is to delete an incorrect citation and to authorize the early signing/extension incentive pay.

ARTICLE 9, SECTION 1 – Retirement

Retirement benefits for employees hired on or after a date determined by the Board of Supervisors, but no sooner than July 1, 2018, shall be those established for a new “Tier D” program for eligible employees.

“Tier D” shall consist of the following benefits:

Effective	On or after July 1, 2018
Formula	1.62% @ 65 (Gov. Code § 31676.12)
Final Average Compensation	Highest 3-Year Average
Minimum Retirement Age	55 with 10 years of service credit
COLA	Maximum 2%

The implementation of Tier D, relating to “Retirement”, is contingent upon the adoption of resolutions and an ordinance by the Board of Supervisors, which implement the provisions of Tier D (described above) applicable to general members who become new members, as defined by Government Code section 7522.04(f), in County positions on or after a date specified in the applicable resolution.

Early Signing/Extension Incentive Pay: A one-time monetary payment of \$750 for all regular employees. To be eligible for this early signing/extension incentive pay, an

employee must have paid service between June 24, 2016, and adoption by the Board of Supervisors. Payment to be made on April 21, 2017. Part-time employees shall receive a pro-rated amount according to their standard hours.

- The one-time lump sum payment will be included in the employees' regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.

This agreement is effective upon signing by both parties.

FOR THE COUNTY OF SAN DIEGO



BRAD RANKIN
Deputy Director

**FOR THE ASSOCIATION OF SAN DIEGO
COUNTY EMPLOYEES (CM and CR UNITS)**



KAY RYAN
Executive Director

Date: 3/2/17

Date: 3-2-17