

\$750

Early Signing/Extension Incentive Payment

Effective April 21, 2017 -- CR & CM Units

**Thursday
March 2**

Letter of Understanding -- "TIER D" RETIREMENT & EARLY SIGNING/EXTENSION INCENTIVE PAY
 ASDCE (CR & CM Units) signed a Letter of Understanding (LOU) with the County of San Diego 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 - MOA Extension Package Offer signed on December 22, 2016. The purpose of this amendment is to delete an incorrect citation for "Tier D" and to authorize an additional early signing/extension incentive payout of \$750.

"Tier D" Amendment: (NOTE: "Tier D" Retirement Must Be Ratified By All Employee Bargaining Units To Be Put Into Effect)
 In the Letter of Understanding (LOU), ASDCE and the County of San Diego agree to amend the signed and ratified Tentative Agreement language relating to the "Tier D" Retirement to correct an incorrect citation. The correct citation is **Government Code 31676.01** which allows for an earlier minimum retirement age of 52 with 10 years of service credit. (Please see the signed LOU attachment for details)

**Friday
April 12**

Effective April 21, 2017 -- \$750 Early Signing/Extension Incentive Payment:
 In the Letter of Understanding (LOU), ASDCE and the County of San Diego agree to authorize an additional **\$750** one-time monetary payment to be received by all regular employees on the April 21, 2017 paycheck (CR & CM Bargaining Units). (Please see the signed LOU attachment for details & eligibility)

Tentative Agreement -- MOA Extension Package Offer & LOU Amendment Summary			
(1) Fiscal Year 2017-2018	3% Wage Increase (Effective 6-23-17)	\$750 One-Time Money (Effective 4-21-17) + \$750 One-Time Money (Effective 6-23-17)	7% Flex Benefit Increase (Effective Jan. 1, 2018)
(2) Fiscal Year 2018-2019	3% Wage Increase	\$750 One-Time Money	7% Flex Benefit Increase
(3) Fiscal Year 2019-2020	3% Wage Increase	\$750 One-Time Money	7% Flex Benefit Increase
(4) Fiscal Year 2020-2021	2% Wage Increase	\$1500 One-Time Money	7% Flex Benefit Increase
(5) Fiscal Year 2021-2022	2% Wage Increase	\$1500 One-Time Money	7% Flex Benefit Increase
TOTALS:	13% Wage Increases	* NEW TOTAL: \$6000 One-Time Money	35% Flex Benefit Increases