

**TENTATIVE AGREEMENT BETWEEN THE COUNTY OF SAN DIEGO AND ASDCE
(CM & CR UNITS) FOR MOA EXTENSION FOR NEW SUCCESSOR AGREEMENT**

The parties agree to extend the current MOA for five additional years effective June 23, 2017, through June 23, 2022, under the following conditions:

1. **Article 4, Section 1: Wages:**

Fiscal Year 2017-2018: 3% wage increase effective June 23, 2017
Fiscal Year 2018-2019: 3% wage increase effective June 22, 2018
Fiscal Year 2019-2020: 3% wage increase effective June 21, 2019
Fiscal Year 2020-2021: 2% wage increase effective June 19, 2020
Fiscal Year 2021-2022: 2% wage increase effective June 18, 2021

2. One -Time Monetary Payments each year of the MOA:

- **Effective June 23, 2017:** One-time lump sum monetary payment of **\$750** for all regular employees who have paid service during Fiscal Year 2016-2017. Payment to be paid on the payday of payroll 02 (July 28, 2017). Part-time employees shall receive a pro-rated amount according to their standard hours.
- **Effective June 22, 2018:** One-time lump sum monetary payment of **\$750** for all regular employees who have paid service during Fiscal Year 2017-2018. Payment to be paid on the payday of payroll 02 (July 27, 2018). Part-time employees shall receive a pro-rated amount according to their standard hours.
- **Effective June 21, 2019:** One-time lump sum monetary payment of **\$750** for all regular employees who have paid service during Fiscal Year 2018-2019. Payment to be paid on the payday of payroll 02 (July 26, 2019). Part-time employees shall receive a pro-rated amount according to their standard hours.

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COUNTY OF SAN DIEGO:

THE ASSOCIATION OF SAN DIEGO
COUNTY EMPLOYEES (CM & CR Units):

 DATE: 12/22/16
BRAD RANKIN, Deputy Director, HR

 DATE: 12-22-16
KAY RYAN, Executive Director, ASDCE

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- **Effective June 19, 2020:** One-time lump sum monetary payment of **\$1,500** for all regular employees who have paid service during Fiscal Year 2019-2020. Payment to be paid on the payday of payroll 02 (July 24, 2020). Part-time employees shall receive a pro-rated amount according to their standard hours.
- **Effective June 18, 2021:** One-time lump sum monetary payment of **\$1,500** for all regular employees who have paid service during Fiscal Year 2020-2021. Payment to be paid on the payday of payroll 02 (July 23, 2021). Part-time employees shall receive a pro-rated amount according to their standard hours.
- The one-time lump sum payments will be included in the employees' regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminated 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.

3. Article 9, Section 2(A)(3): County Contribution Toward Flexible Benefits Plan:

Effective January 1, 2018: 7% increase

	Per Month	Approximate Annual
Employee Only	\$574.00	\$6,888.00
Employee + 1	\$872.00	\$10,464.00
Employee + 2 or more	\$1,268.00	\$15,216.00

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Effective January 1, 2019: 7% increase

	Per Month	Approximate Annual
Employee Only	\$614.00	\$7,368.00
Employee + 1	\$933.00	\$11,196.00
Employee + 2 or more	\$1,357.00	\$16,284.00

Effective January 1, 2020: 7% increase

	Per Month	Approximate Annual
Employee Only	\$657.00	\$7,884.00
Employee + 1	\$998.00	\$11,976.00
Employee + 2 or more	\$1,452.00	\$17,424.00

Effective January 1, 2021: 7% increase

	Per Month	Approximate Annual
Employee Only	\$703.00	\$8,436.00
Employee + 1	\$1,068.00	\$12,816.00
Employee + 2 or more	\$1,554.00	\$18,648.00

Effective January 1, 2022: 7% increase

	Per Month	Approximate Annual
Employee Only	\$752.00	\$9,024.00
Employee + 1	\$1,143.00	\$13,716.00
Employee + 2 or more	\$1,663.00	\$19,956.00

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4. Article 8, Section 4(B)(2): Parking Reimbursement

Increase reimbursement from fifty dollars (\$50) to **three-hundred dollars (\$300)** per month for each eligible employee who incurs parking expenses at applicable downtown locations as outlined under Article 8, Section 4(B).

5. 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 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" 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 all general members newly hired into County positions on or after a date specified in the applicable resolution, which positions require membership in the San Diego County Employees Retirement Association.

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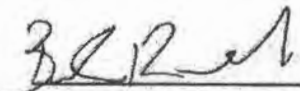
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6. This tentative agreement is contingent upon adoption by the Board of Supervisors.
7. If ASDCE fails to ratify this tentative agreement by 5:00 p.m. on January 27, 2016, the entire offer is withdrawn. Rejection of any portion of this complete package constitutes rejection of the entire package agreement.

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