

**RESOLUTION BETWEEN THE
COUNTY OF SAN DIEGO
AND
THE ASSOCIATION OF SAN DIEGO COUNTY EMPLOYEES (ASDCE)**

As a result of the arbitration decision in ASDCE v. County of San Diego, PERB case #LA-CE-1182-M, the following recalculation and actions will be taken:

1. Retroactive to 6/09/2017 the following percentage of hourly salary, which will be a pensionable retirement offset exchange¹, will be implemented for all applicable retirement Tier A & B ASDCE CR & CM Unit employees:

CM

- | | | |
|----|-------------------|------|
| 1. | Tier A < 30 years | 2.08 |
| 2. | Tier B < 5 years | 0.69 |
| 3. | Tier B > 5 years | 1.39 |

CR

- | | | |
|----|-------------------|------|
| 1. | Tier A < 30 years | 2.08 |
| 2. | Tier B < 5 years | 0.81 |
| 3. | Tier B > 5 years | 1.61 |

2. There shall be a simultaneous "Stop Pay/Freeze Date" on or about April 12, 2019 for all ASDCE CR & CM Unit employees in retirement Tiers A, B, C & D as discussed at the December 14, 2018 meet & confer. Any or all pay increases or decreases on the Stop Pay/ Freeze date paycheck shall be reflected and paid on May 03, 2019 or at a mutually agreeable date. To implement the recalculation:
 - a. Salaries for all ASDCE CR & CM Unit, Tier A, B, C, and D members shall revert back to June 9, 2017 negotiated hourly wage retroactively.
 - b. All applicable CR & CM Unit retirement Tier A & B employees shall receive pensionable retirement offset exchange as stated above as well as all negotiated salary increases retroactive to June 9, 2017.
 - c. All CR & CM Unit retirement Tier A >30 years employees shall not receive a retirement offset exchange. Tier A >30 years employees shall receive all

¹ Pensionable retirement offset exchange allows variable rates of pay to be made to CR & CM bargaining unit employees in each of the different retirement tiers.

negotiated salary increases retroactive to June 9, 2017.

- d. All CR & CM Unit retirement Tier C employees shall not receive a retirement offset exchange. Tier C employees shall receive all negotiated salary increases retroactive to June 9, 2017.
 - e. All CR & CM Unit retirement Tier D employees are those employees hired on or after July 1, 2018. Tier D employees shall not receive a retirement offset exchange. Tier D employees shall receive all negotiated, salary increases retroactive to June 9, 2017.
3. All affected employees (Tier A > 30 years, Tier B < 5 years, Tier C, and Tier D employees) will be given the following repayment option:
- a. Apply the next \$750 stipend (effective June 21, 2019 stipend) to the overpayment and pay the balance (if any) by payments over the following twenty-six (26) pay periods.
 - b. All impacted members will be provided amended W2 forms for the years 2017 and 2018.

Prior to the change in Tier A, B, C & D compensation amounts, ASDCE will be given notice and an opportunity to communicate to their membership before the payroll change.

4. The final calculations as to the retroactive salary increases and/or decreases will be completed prior to June 30th, 2019 with an update on the progress to be provided to ASDCE on or about March 28th, 2019.
5. The final calculations as to the retroactive payment will be completed on or about December 13, 2019, with an update on the progress to be provided to ASDCE on or about September 13, 2019.
6. ASDCE will be given two weeks prior to the implementation of the new Tier offset amounts to confirm the accuracy of the calculations. All data used to formulate the calculations will be provided to ASDCE in an excel spread sheet.

As soon as practicable after the agreement is signed by all parties, the agreed upon actions will be implemented unless otherwise specified.

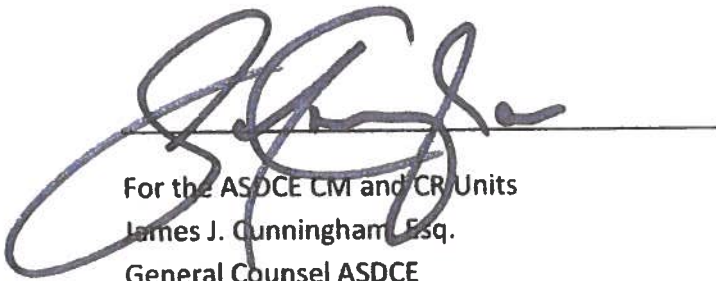
This agreement is subject to review and approval by the Board of Directors of ASDCE which shall take place prior to April 1, 2019.

If no agreement is reached by 4:00 p.m. on April 1, 2019 this resolution will expire.

Date: 3/7/19



For the County of San Diego
Brad Rankin
Deputy Director, Human Resources



For the ASDCE CM and CR Units
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