

The parties agree to extend the current MOA for two additional years effective June 19, 2009 through June 16, 2011 under the following conditions:

1. Article 4, Section 1: Wages:

Fiscal Year 2009 - 2010: No wage increase.

Fiscal Year 2010 - 2011: 2% wage increase effective June 18, 2010.

2. Article 9, Section 2 (A)(3) County Contribution towards Flexible Benefit Plan:

Effective January 1, 2010: 5% Increase

	Per Month	Approximate Annual
Employee Only	\$364.00	\$4,368.00
Employee + 1	\$542.00	\$6,504.00
Employee + 2 or More	\$776.00	\$9,312.00

Effective January 1, 2011: 5% Increase


	Per Month	Approximate Annual
Employee Only	\$382.00	\$4,584.00
Employee + 1	\$569.00	\$6,828.00
Employee + 2 or More	\$815.00	\$9,780.00

TENTATIVE AGREEMENT

COUNTY OF SAN DIEGO:

SERVICE EMPLOYEES INTL. UNION,
LOCAL 221 (AE, CL, CM, CR, FS, HS, MM,
PR, PS, RN & SS Units):

 DATE: 2-27-09
SUSAN M. BRAZEAU

 DATE: 2-27-09
SHARON-FRANCES MOORE

3. Retirement:

Retirement benefits for employees hired on or after a date determined by the Board of Supervisors shall be those established for a new "Tier B" program for eligible employees.

"Tier B" shall consist of the following benefits:

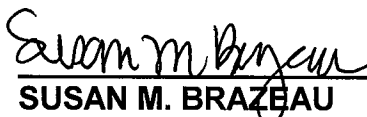
Formula	2.6% @ 62 (Gov. Code § 31676.12)
Final Average Compensation	Highest 3 Year Average
Minimum Retirement Age	55
COLA	Maximum 2%

4. The implementation of Section 3 of this extension, relating to "Retirement," is contingent upon the adoption of resolutions and an ordinance by the Board of Supervisors which implement the provisions of Tier B (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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SUSAN M. BRAZEAU DATE: 2-27-09


SHARON-FRANCES MOORE DATE: 2-27-09