

TITLE: MOA Extension For DS and SM Units

Tentative Agreement: 12/6/06

The parties agree to extend the current MOA and all of its provisions for two additional years effective June 22, 2007 through June 18 2009. The conditions listed below will become effective as of June 22, 2007, unless otherwise indicated:

1) Article 4, Section 1, Subsection A - Wages:

8. Fiscal Year 2007-08: 5% wage increase effective June 22, 2007.

9. Fiscal Year 2008-09: 3% wage increase effective June 21, 2008.

2) Article 9, Section 2, Subsection A.3 - Contribution towards Flexible Benefit Plan:

Effective January 1, 2008:

	Per Month	Approximate* Annual
Employee Only	up to \$266.00	\$3,192.00*
Employee + 1	\$422.00	\$5,064.00*
Employee + 2 or More	\$625.00	\$7,500.00*

Effective January 1, 2009:

	Per Month	Approximate* Annual
Employee Only	up to \$293.00	\$3,516.00*
Employee + 1	\$464.00	\$5,568.00*
Employee + 2 or More	\$688.00	\$8,256.00*

* Based on 12 Months of Employment

TENTATIVE AGREEMENT

COUNTY OF SAN DIEGO:

DEPUTY SHERIFF'S ASSOCIATION

Susan M. Brazeau
SUSAN M. BRAZEAU

DATE: 12-8-06

James Duffy
JAMES DUFFY

DATE: 12-8-06

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3) Article 9, Section 1, Subsection B - Retirement Offset:

~~4. Unless modified by subsection C.2. hereinbelow. Notwithstanding the above, the County will offer a portion of the employee's prescribed rate. The County shall contribute up to nine and one-half percent (9.5%) of each employee's prescribed amount, but no more than the employee's established rate. In the event that the employee's rate is less than nine and one-half percent (9.5%), the employee shall not be credited with the difference.~~

~~2. a. For Employees hired on or after March 29, 1996, no retirement offset shall be paid until that employee qualifies by having completed at least twenty six (26) months of continuous service in the County retirement system shall receive four and three quarter percent (4.75%) retirement offset until that employee qualifies for up to a nine and one half percent retirement offset by having completed at least five (5) years of continuous service in the County retirement system.~~

~~b. Upon completion of at least twenty six (26) months of continuous service in the County retirement system, Employees covered by "a" above, shall receive four and three quarter percent (4.75%) retirement offset until that employee qualifies by having completed at least five (5) years of continuous service in the County retirement system. Upon completion of at least five (5) years of continuous service in the County retirement system, subsection C.1. hereinabove shall apply.~~

~~c. Notwithstanding subsection C.2.a. hereinabove, The County has the right to:~~

~~i. determine which classification(s), if any, shall be exempted from this provision;~~

~~ii. implement such determinations as the County deems advisable.~~

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4) Article 8, Section 5, Subsection B – Parking:

2. ~~Twenty five dollars (\$25)~~ **Fifty dollars (\$50)** reimbursement per month for each eligible employee who incurs parking expenses at the below locations:

Applicable locations for 2. and 3. above: San Diego Courthouse, Hall of Justice, Jail, 1027 10th St., Ash Street Facility, Center City Building, the Beech Street Office, the Wells Fargo Building, 1350 Front Street, Family Law Court and 1501 Sixth Ave. Eligibility for 2. and 3. above is to be determined through certification by the appointing authority that the employee has incurred either, a) parking expense of at least ~~twenty five dollars (\$25)~~ **fifty dollars (\$50)**; or b) expense as a participant in the County Ride-Sharing Program of at least ten dollars (\$10) per month, subject to the rules and regulations of the Auditor and Controller. The administration of the reimbursement to employees for purchased transit passes shall be subject to the rules and regulations of the Auditor and Controller and the Employee Benefits Office.

5) Article 4, Section 1, Subsection C – Quality First Program; Employee Eligibility Criteria:

~~Effective June 27, 2003,~~ Eligibility to participate in the Quality First Program requires that, during each applicable plan year:

1. The employee must have begun his/her employment with the County on or before December 31st.
2. The employee must not have received a sub-standard performance evaluation or equivalent rating; and
3. The employee must not have received final disciplinary action, which includes any County appeal or County review procedures including the Civil Service Commission. *(Disciplinary actions are defined as those formal actions that are recognized by the Civil Service Rules, Section 7.3, but shall not include written reprimands.)*

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