



LABOR RELATIONS

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DIVISION

# County of San Diego

DEPARTMENT OF HUMAN RESOURCES

LABOR RELATIONS DIVISION

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**LETTER OF UNDERSTANDING  
BETWEEN THE  
COUNTY OF SAN DIEGO  
AND THE  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 221, CLC/  
SAN DIEGO PROBATION OFFICERS' ASSOCIATION  
(PO UNIT)**

**RETIREMENT**

This attests to and records the agreement of the County of San Diego and the Service Employees International Union, Local 221, CLC/San Diego Probation Officers' Association (PO Unit) regarding the change in retirement to a new "3% @ 55 Safety Retirement Tier".

**Retirement:**

Retirement benefits for employees hired on or after June 19, 2009 or a later date determined by the Board of Supervisors shall be those established for a new "3% @ 55 Safety Retirement Tier" program for eligible employees.

"3% @ 55 Safety Retirement Tier" shall consist of the following benefits:

Formula	3% @ 55 (Gov. Code § 31684.2)
Final Average Compensation	Highest 3 Year Average
COLA	Maximum 2%

The implementation of this Letter of Understanding, relating to "Retirement," is contingent upon the adoption of resolutions and an ordinance by the Board of Supervisors which implement the provisions of 3% @ 55 Safety Retirement Tier (described above) applicable to all safety 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.

Letter of Understanding between County of SD and SEIU, Local 221/ San Diego Probation Officers' Association  
Retirement  
Page 2 of 2

**FOR THE COUNTY OF SAN DIEGO**

**FOR THE SERVICE EMPLOYEES INT'L  
UNION, LOCAL 221, CLC/SAN DIEGO  
PROBATION OFFICERS' ASSOCIATION  
(PO UNIT)**



COURTNEY BARRETT  
Labor Relations Officer



JOSEPH CRISTARELLA  
President, POA

Date: 5/11/09

Date: 5-11-09