

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 10, Section 2 (A)(3) County Contribution towards Flexible Benefit Plan:

Effective January 1, 2010: 5% Increase

	Per Month	Approximate Annual
Employee Only	\$381.00	\$4,572.00
Employee + 1	\$569.00	\$6,828.00
Employee + 2 or More	\$810.00	\$9,720.00

Effective January 1, 2011: 5% Increase

	Per Month	Approximate Annual
Employee Only	\$400.00	\$4,800.00
Employee + 1	\$597.00	\$7,164.00
Employee + 2 or More	\$851.00	\$10,212.00

TENTATIVE AGREEMENT

COUNTY OF SAN DIEGO:

SERVICE EMPLOYEES INTL. UNION,
LOCAL 221 (SW Unit):

 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:

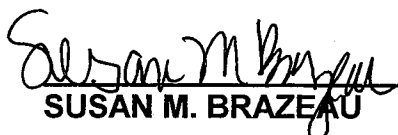
Formula	2.6% @ 62 (Gov. Code § 31676.12)
Final Average Compensation	Highest 3 Year Average
Minimum Retirement Age	55
COLA	Maximum 2%

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.

TENTATIVE AGREEMENT

COUNTY OF SAN DIEGO:

SERVICE EMPLOYEES INTL. UNION,
LOCAL 221 (SW Unit):


SUSAN M. BRAZEAU

DATE: 2-27-09


SHARON-FRANCES MOORE

DATE: 2-27-09