



County of San Diego

SUSAN BRAZEAU
DIRECTOR

DEPARTMENT OF HUMAN RESOURCES
LABOR RELATIONS
1600 PACIFIC HIGHWAY, ROOM 201, SAN DIEGO, CA 92101-2463
(619) 531-5160 / FAX (619) 685-2313

**LETTER OF UNDERSTANDING
BETWEEN THE
COUNTY OF SAN DIEGO
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 221, CLC
(PR UNIT)**

RECRUITMENT BONUS

This attests to and records the agreement of the County of San Diego and the Service Employees International Union (SEIU), Local 221, CLC regarding the establishment of a recruitment bonus for eligible classifications. The 2022-2025 Joint MOA is hereby amended to add the following subsection:

Recruitment Bonus

New employees hired in the below listed eligible classifications between September 9, 2022 and September 9, 2023 qualify for a recruitment bonus to be paid as follows:

\$1,250	Upon completion of the hiring process
\$1,250	After successful completion of the probation period

Eligible Classifications

003635	Civil Engineer
004158	Deputy Medical Examiner I
004159	Deputy Medical Examiner II

Current employees do not qualify under this program.

This lateral incentive pay shall expire on September 24, 2023 and shall not apply to any person hired on or after September 24, 2023, unless extended by mutual written agreement of the parties and approved by the Board of Supervisors by amendment to the Compensation Ordinance.

This agreement constitutes the entire agreement between the parties concerning the subject matter covered herein. It supersedes any prior agreement, either oral or written, and may only be changed or modified in writing signed by all parties. The implementation of these changes is contingent upon the adoption of an amendment to the County Compensation Ordinance by the County Board of Supervisors.

FOR THE COUNTY OF SAN DIEGO:

FOR THE SERVICE EMPLOYEE
INTERNATIONAL UNION, LOCAL 221, CLC
(AE, CL, FS, MM, PR, PS and SS UNITS)

Clint Obrigewitch 08/05/2022

CLINT OBRIGEWITCH
Labor Relations Manager

Crystal Irving 08/05/2022

CRYSTAL IRVING
President