

The parties mutually agree to modify the final year of the current (17/18) MOA and agree to a new MOA for an additional four years effective June 22, 2018 to June 23, 2022, with the following terms:

1. Article 4, A.: Wages:

Fiscal Year 2017-2018: \*3% wage increase effective June 23, 2017  
(\*increased from 2% of the final year in the current MOA)

Fiscal Year 2018-2019: 3% wage increase effective June 22, 2018

Fiscal Year 2019-2020: 3% wage increase effective June 21, 2019

Fiscal Year 2020-2021: 2% wage increase effective June 19, 2020

Fiscal Year 2021-2022: 2% wage increase effective June 18, 2021

2. If this tentative agreement is ratified by 11:59 pm on March 1, 2017, all regular employees shall receive the one-time lump sum monetary payments described below.

• Early Signing/Extension Incentive Pay: A one-time monetary payment of \$750 for all regular employees. To be eligible for this early signing/extension incentive pay, an employee must have paid service between June 24, 2016, and adoption by the Board of Supervisors. Payment to be made the pay period following ratification and approval by the Board of Supervisors. Part-time employees shall receive a pro-rated amount according to their standard hours.

• Effective June 23, 2017: A one-time monetary payment of \$750\* for all regular employees who have paid service during Fiscal Year 2016-2017. Payment to be paid on the payday of payroll 02 (July 28, 2017). Part-time employees shall receive a pro-rated amount according to their standard hours.  
(\*in addition to the 1% one-time payment in the current MOA)


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**TENTATIVE AGREEMENT**

COUNTY OF SAN DIEGO:

PUBLIC DEFENDER ASSOCIATION  
OF SAN DIEGO COUNTY:

 DATE: 3/1/17  
BRAD RANKIN, Deputy Director, HR

 DATE: 3/1  
JO E. SUPER, President, PDA

- **Effective June 22, 2018:** All regular employees shall receive a one-time monetary payment equivalent to 1% of the employee's annual salary who has paid service during Fiscal Year 2017-2018. Part-time employees shall receive a pro-rated amount according to their standard hours.
- **Effective June 21, 2019:** All regular employees shall receive a one-time monetary payment equivalent to 1% of the employee's annual salary who has paid service during Fiscal Year 2018-2019. Payment to be paid on the payday of payroll 02 (July 26, 2019). Part-time employees shall receive a pro-rated amount according to their standard hours.
- **Effective June 19, 2020:** All regular employees shall receive a one-time monetary payment equivalent to 2% of the employee's annual salary who has paid service during Fiscal Year 2019-2020. Payment to be paid on the payday of payroll 02 (July 24, 2020). Part-time employees shall receive a pro-rated amount according to their standard hours.
- **Effective June 18, 2021:** All regular employees shall receive a one-time monetary payment equivalent to 2% of the employee's annual salary who has paid service during Fiscal Year 2020-2021. Payment to be paid on the payday of payroll 02 (July 23, 2021). Part-time employees shall receive a pro-rated amount according to their standard hours.
- The one-time lump sum payments will be included in the employees' regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.

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3. Article 9, Section 2(A)(3): County Contribution Towards Flexible Benefits Plan:

Effective January 1, 2018: \*7% increase (\*increased by 2% in the final year of the current MOA)

	Per Month	Approximate Annual
Employee Only	\$592.00	\$7,104.00
Employee + 1	\$872.00	\$10,464.00
Employee + 2 or more	\$1,256.00	\$15,072.00

Effective January 1, 2019: 7% increase

	Per Month	Approximate Annual
Employee Only	\$633.00	\$7,596.00
Employee + 1	\$933.00	\$11,196.00
Employee + 2 or more	\$1,344.00	\$16,128.00

Effective January 1, 2020: 7% increase

	Per Month	Approximate Annual
Employee Only	\$677.00	\$8,124.00
Employee + 1	\$998.00	\$11,976.00
Employee + 2 or more	\$1,438.00	\$17,256.00

Effective January 1, 2021: 7% increase

	Per Month	Approximate Annual
Employee Only	\$724.00	\$8,688.00
Employee + 1	\$1,068.00	\$12,816.00
Employee + 2 or more	\$1,539.00	\$18,468.00


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Effective January 1, 2022: 7% increase

	Per Month	Approximate Annual
Employee Only	\$775.00	\$9,300.00
Employee + 1	\$1,143.00	\$13,716.00
Employee + 2 or more	\$1,647.00	\$19,764.00

4. **Article 8, Section 2(B)(2): Parking Reimbursement:**

Effective June 23, 2017, an increased reimbursement from two-hundred dollars (\$200) to three-hundred dollars (\$300) per month for each eligible employee who incurs parking expenses at applicable downtown locations as outlined under Article 8, Section 2(B).

5. **Article 9, Section 1: Retirement:**

Retirement benefits for employees hired on or after a date determined by the Board of Supervisors, but no sooner than July 1, 2018, shall be those established for a new "Tier D" program for eligible employees.

"Tier D" shall consist of the following benefits:

Effective	On or after July 1, 2018
Formula	1.62% @ 65 (Gov. Code § 31676.12)
Final Average Compensation	Highest 3-Year Average
COLA	Maximum 2%

6. The implementation of Number 5 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 D (described above) applicable to general members who become new members, as defined by Government Code section 7522.04(f), in County positions on or after a date specified in the applicable resolution.


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7. **Article 8. ALLOWANCES FOR WORK-RELATED EXPENDITURES, Section 5. Bar Fees and Dues, A. California State Bar Fee:** Employees in job classifications Deputy Public Defender I, II, III, IV, V who are required by his or her office or employment and the State Bar Act to be an active member of the California Bar in order to practice law on behalf of the County or to perform the duties of his or her office and employment, and is prohibited by the Charter or other regulation from private practice while so employed, shall be reimbursed by the County for such required annual active California Bar membership fee. An ~~employee employed after January 1 shall not be entitled to any reimbursement for the membership fee for the calendar year in which employed, nor shall there be any refund due the County upon an employee's termination after January 1.~~
8. This tentative agreement is contingent upon adoption by the Board of Supervisors.
9. This offer to modify and extend expires on March 1, 2017, at 11:59 p.m.


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