

**MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF SAN MATEO  
AND THE DEPUTY SHERIFF'S ASSOCIATION**

**WHEREAS**, the term of the current Memorandum of Understanding between the County and the Deputy Sheriff's Association (DSA) concludes on January 13, 2007 and permits reopeners to be negotiated within specified years; and

**WHEREAS**, the Deputy Sheriff's Association entered into negotiations and agreement has been reached agreement on the reopeners for 2000; and;

**WHEREAS**, additional agreements have been reached regarding the 2002 reopeners;

**WHEREFORE**, the parties agree as follows:

1. The County agrees to implement the 3% @ 55 retirement benefit consistent with Government Code section 31664.2 effective July 6, 2003.
2. The County agrees to implement the 3% @ 50 retirement benefit consistent with Government Code section 31664.1 effective January 2, 2005.
3. With respect to any benefit enhancement pursuant to this MOU, it is agreed that:
  - a. The benefit enhancement under Government Code section 31664.2 shall be applicable only to those safety employees who retire after the County's implementation of section 31664.2. The benefit enhancement under Government Code section 31664.1 shall be applicable only to those safety employees who retire after the County's implementation of section 31664.1.
  - b. The enhancement will apply to all future safety service and all safety service back to the date of employment pursuant to the Board of Supervisor's authority under to Government Code section 31678.2 (a).
  - c. Government Code section 31678.2(b) authorizes the collection, from employees, of all or part of the contributions by a member or employer or both, that would have been required if either section 31664.1 or 31664.2 had been in effect during the time period specified in the resolution adopting either section 31664.1 or 31664.2, and that the time period specified in the resolution will be all future and past safety service back to the date of employment. Based upon this understanding and agreement, the DSA agrees that all represented employees will share in the cost of the enhanced retirement benefits as follows:
    - Employees with more than 15 years of County service or who are age 45 or older will contribute 4.5%. This contribution will be phased in with contributions of 2% effective July 6, 2003, and additional 1% effective January 4, 2004 and an additional 1.5% effective January 2, 2005.
    - Employees with 5 to 15 years of County service will contribute 3.5%. This

contribution will be phased in with contributions of 1.5% effective July 6, 2003, and additional 1% effective January 2, 2005.

- Employees with 0 to 5 years of County service will contribute 3%. This contribution will be phased in with contributions of 1% effective July 6, 2003, and additional 1% effective January 4, 2004 and an additional 1% effective January 2, 2005.
- The above cost sharing shall be through payroll deduction and shall be a percentage of compensation earnable as defined by SamCERA regulations.

4. The County agrees to increase the Advanced POST differential from 5% to 7.5% effective January 2, 2005. DSA agrees to withdraw its reopener proposal for changes in POST differential and the County agrees to withdraw its proposal to eliminate shift differential.
5. The parties agree that the County's pick up of 15% of employee retirement contribution effective July 6, 2003.
6. Both the County and the DSA agree that each party will have only one reopener for 2002. The parties agree that the DSA may use its one remaining 2002 reopener to make a proposal regarding the retiree health fund, provided that the proposal results in no additional County cost.

APPROVED AND ACCEPTED THIS \_\_\_\_\_ DAY OF MAY, 2003:

DEPUTY SHERIFF'S ASSOCIATION

COUNTY OF SAN MATEO

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