

**2022 Side Letter Agreement**  
**By and between**  
**Superior Court of California, County of San Luis Obispo**  
**And**  
**Service Employees' International Union, Local 620**

This Agreement is a Side Letter to the Memorandums of Understanding, October 1, 2021, to September 30, 2023 (MOU) between the Superior Court of California, County of San Luis Obispo (Court) and Service Employees' International Union, Local 620, Miscellaneous and Technical Units (Union). All other terms of the October 1, 2021, through September 30, 2023, MOU will remain in full force and effect, except as modified herein.

The Court and Union agree to amend MOU Article 20 – Retirement Plan, as follows:

A. Tier I Benefits

For employees hired prior to January 1, 2013, the Court will continue to participate in a retirement plan, and will maintain the benefit of 2% @ 55 with an eighty percent (80%) cap on the maximum retirement benefit percentage. An employee's final average compensation will be the average of the monthly compensation of the employee's highest twelve (12) consecutive months of employment while a member of the SLO County Pension Trust.

Effective the pay period to include June 1, 2016, employees shall pay the entire employee share of pension contribution pursuant to the Public Employees' Pension Reform Act (PEPRA).

On a one-time, non-precedential basis, the January 2023 adjustment made to the retirement plan by the County Pension Board of Trustees and/or the County Board of Supervisors will be attributed one hundred percent (100%) to the Court's share. Future adjustments made to the retirement plan by the County Pension Trust Board of Trustees and/or the County Board of Supervisors will be attributed fifty percent (50%) to the Court's share and fifty percent (50%) attributed to the employee's share. An employee's share will not exceed in total a two percent of base pay increase during the term of this agreement, October 1, 2021, through September 30, 2023, with employee share limited to no more than 1% for year 1 and 1% for year 2. After the term of this agreement future adjustments will be shared at a 50/50 split between the Court and the employee. Any future adjustment to the pension obligation bond rate paid to the County will be borne by the Court.

B. Tier III Benefits

Employees hired on or after January 1, 2013, shall receive retirement benefits consistent with the Public Employee's Pension Reform Act (PEPRA) or other applicable legislation. For these new hires, the employee contributions through payroll deductions will be consistent with Pension Trust regulations, PEPRA, or other applicable legislation.

On a one-time, non-precedential basis, the January 2023 adjustment made to the retirement plan by the County Pension Board of Trustees and/or the County Board of Supervisors will be attributed one hundred percent (100%) to the Court's share. Future adjustments made to the retirement plan by the County Pension Trust Board of Trustees and/or the County Board of Supervisors will be

attributed fifty percent (50%) to the Court's share and fifty percent (50%) attributed to the employee's share. An employee's share will not exceed in totality a two percent of base pay increase during the term of this agreement, October 1, 2021, through September 30, 2023, with employee share limited to no more than 1% for year 1 and 1% for year 2. After the term of this agreement future adjustments will be shared at a 50/50 split between the Court and the employee. Any future adjustment to the pension obligation bond rate paid to the County will be borne by the Court.

The parties may execute this Side Letter Agreement in separate counterparts and will deem a facsimile or scanned copy of the signatures of the parties' authorized representatives as an original.

FOR THE UNION

  
\_\_\_\_\_  
Darryl Scheck  
Labor Relations Representative

  
\_\_\_\_\_  
Date

FOR THE COURT

  
\_\_\_\_\_  
Michael Powell  
Court Executive Officer

  
\_\_\_\_\_  
Date