

**AMENDMENT TO THE 2023 – 2025 MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COUNTY OF SAN LUIS OBISPO AND  
THE SAN LUIS OBISPO COUNTY DEPUTY SHERIFFS' ASSOCIATION LAW ENFORCEMENT UNIT,  
NON-SAFETY LAW ENFORCEMENT UNIT, AND DISPATCHER UNIT**

To ensure the contribution rate for Tier 3 members remains in compliance with the Public Employees' Pension Reform Act (PEPRA), in accordance with section 7.2.2.4 of the Bargaining Unit 03, 21, and 22 Memorandum of Understanding, the parties agree to amend section 7.2 Employee Pension Changes as follows:

**7.2 Employee Pension Changes**

**7.2.1** For subsequent years of the Agreement, any increases in pension contribution rates shall be split equally (50/50) by the parties for Tier 1, Tier 2 and Tier 3, as adopted by the Board of Supervisors after receipt of actuarial data. Any resulting pension contribution rate increase shall be implemented during the pay period including January 1 or July 1 during the year of the increase as determined by the County.

**7.2.2** For the term of this Agreement only, the following provisions shall apply regarding employee contributions:

**7.2.2.1** Effective the pay period including January 1, 2023 employees shall receive a pension equity adjustment of 1.5%, resulting in a net 1.5% reduction of the employee contribution rate. Employees' pension contribution shall not increase for the year 2023.


**7.2.2.2** Employees' pension contribution shall not increase for the year 2024.

**7.2.2.3** For Tier 1 and Tier 2 employees, effective the pay period including January 1, 2025, employees shall receive a pension equity adjustment of 1.0%, resulting in a net 1.0% reduction of the employee contribution rate. For Tier 3 employees, effective the start of the pay period including January 1, 2025, in lieu of a 1.0% pension equity adjustment, employees shall receive a 1.0% non-pensionable differential applied to their base wages. Employees' pension contribution shall not increase for the year 2025.

**7.2.2.4** To ensure compliance with PEPRA, the parties agree that the County will monitor the pension contribution rate for Tier 3 (PEPRA) members to ensure that the provisions of this section do not result in the Tier 3 contribution rate falling below 50% of normal costs based upon actuarial data. If the provision of this section would cause the Tier 3 member to contribution rate to fall below 50% of normal costs, the contribution rate shall be adjusted so that Tier 3 members will pay at a minimum 50%


of the normal cost rate, and the parties agree to meet and confer in order to address the impact of pension changes for Tier 3 members only.

For the County:

  
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Jamie Russell  
Human Resources Director

Dated: 12/4/24

For DSA:

  
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Adleno Cunha  
DSA President

Dated: 11/27/24

APPROVED AS TO FORM AND LEGAL EFFECT:

RITA L. NEAL  
County Counsel

  
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By: Jenna Morton, Chief Deputy County Counsel

Dated: December 3, 2024