



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
DEPUTY SHERIFFS' ASSOCIATION OF SAN DIEGO COUNTY
(DS and SM)**

WELLNESS COMPENSATION PAYMENT

This attests to and records the agreement of the County of San Diego and the Deputy Sheriffs' Association of San Diego County (DSA) regarding the establishment of a Wellness Compensation payment.

- I. One-time payments for DSA-represented employees paid as follows based upon the employee's health plan level of enrollment for Calendar year 2024:
 1. **Employee plus Family: \$925 each**
Employees who receive compensation under Employee plus One, Employee Only, or Waive are not eligible for Employee plus Family payment.
 2. **Employee plus One: \$600 each**
Employees who receive compensation under Employee plus Family, Employee Only, or Waive are not eligible for Employee plus One payment.
 3. **Employee Only: \$275 each**
Employees who receive compensation under Employee plus Family, Employee plus One, or Waive are not eligible for Employee Only payment.
 4. **Waive: \$100 each**
Employees who receive compensation under Employee plus Family, Employee plus One, or Employee Only are not eligible for Waive payment.

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.

- II. In order to be eligible for one of the compensation Categories above, the employee must meet all of the following criteria:

1. Employee is not eligible to receive any of the one-time lump sum payments above if they terminate before the first day of the pay period prior to the lump sum payment.
2. Employee was employed by the County on or before December 29, 2023.
3. 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 Wellness compensation payment.

III. This proposal is further contingent upon:

The adoption of an amendment to the County Compensation Ordinance by the County Board of Supervisors.

IV. No portion of this proposed Wellness compensation framework shall be subject to the grievance procedures contained in the DSA Memoranda of Agreement.

~~V. The one-time payment will be included in a separate paycheck.~~

VI. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.

FOR THE COUNTY OF SAN DIEGO:

**FOR THE DEPUTY SHERIFFS'
ASSOCIATION OF SAN DIEGO COUNTY
(DS & SM UNITS):**

Clint Obrigewitch

CLINT OBRIGEWITCH
Labor Relations Manager

[Signature]

MICHAEL O'DEANE
President

Date: _____
2/29/2024

Date: 02/29/24