



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
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 221, CLC
(PR UNIT)**

LATERAL INCENTIVE PAY

This attests to and records the agreement of the County of San Diego and the Service Employees International Union (SEIU), Local 221, CLC to add lateral incentive pay for the Civil Engineer classification (003635). The 2022-2025 Joint MOA is hereby amended to add the following subsection:

ARTICLE 5. HOURS OF WORK, PREMIUMS AND BONUSES

Section 39. Civil Engineer New Hire Lateral Incentive Pay

New hires who come to the County from another public agency on or after September 23, 2022 through September 12, 2024 with external State Licensure-related Professional Engineer (PE) experience in one or both Civil Engineering sub-branches of Structural Engineering and Geotechnical Engineering will receive lateral incentive pay from the County of San Diego up to a maximum of \$5,000. The lateral incentive pay will be paid out as follows:

Lateral incentive pay with a minimum of three years of prior Civil Engineer experience in the enumerated sub-branches is:

\$3,000 – Upon completion of the hiring process, ONCE HIRED

Lateral incentive pay with a minimum of four years of prior Civil Engineer experience in the enumerated sub-branches includes the above and:

\$1,000 – At the successful completion of the applicable probationary period

Lateral incentive pay with a minimum of five years of prior Civil Engineer experience in the enumerated sub-branches includes all of the above and:

\$1,000 – On the anniversary date of the third year of employment

This lateral incentive pay shall expire on September 12, 2024 and shall not apply to any person hired after September 12, 2024, unless extended by mutual written agreement of the parties and approved by the Board of Supervisors by amendment to the Compensation Ordinance.

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.

FOR THE COUNTY OF SAN DIEGO:

**FOR THE SERVICE EMPLOYEE
INTERNATIONAL UNION, LOCAL 221, CLC
(PR UNIT):**



CLINT OBRIGEWITCH
Labor Relations Manager

CRYSTAL IRVING
President

Date: 8/1/23

Date: 8/01/2023