

11/17/09BAM

RETIREMENT PLAN MODIFICATION AGREEMENT
BETWEEN
THE DEPUTY SHERIFFS' ASSOCIATION
AND
THE COUNTY OF ALAMEDA

The County of Alameda and the Deputy Sheriffs' Association hereby agree that the safety retirement plan for employees covered by this Memorandum of Understanding and hired after April 17, 2010 by the Sheriff's Office shall be modified as follows:

1. The 3% at age 50 standard safety retirement plan will not be available.
2. The employee shall be enrolled into the 2% at age 50 safety retirement plan (Govt. Code 31644) unless the employee chooses to select the alternative 3% at age 55 plan (Govt. Code 31644.2) as specified in #3 below.
3. The new employee may, at his or her option, select an alternative 3% at age 55 safety retirement plan providing that the following conditions are met:
 - a) The option to select or reject the 3% at 55 plan must be made by the employee at the point of membership into the Alameda County Retirement System and, once made, is irrevocable.
 - b) The new employee agrees to pay an additional five percent (5%) of their pensionable wages as specified by the Alameda County Employees' Retirement Association.
 - c) Once the employee is fully vested in the Alameda County Employees' Retirement System at the conclusion of five years of full-time service, the additional pensionable wage cost as specified by the Alameda County Employees' Retirement Association will be reduced to three percent (3%) of pensionable wages and shall remain as such unless modified by mutual agreement of the County of Alameda and the Association or until the employee's retirement or Alameda County service is otherwise terminated.

The Association agrees to jointly support any State legislative and/or Alameda County Employee's Retirement Association changes necessary to accomplish the above modifications. Subsequent to such good faith efforts, should the County determine that required legislation is not forthcoming the Association agrees to meet and confer in good faith within 30 days from the date the County notifies the Association of such determination regarding an alternative retirement plan option.

For the County:

Scott Adams
St. Luciani

For the Deputy Sheriff's Association:

DATE: 12/17/09, 2009