

**SIDELETTER BETWEEN THE
SAN DIEGO COMMUNITY COLLEGE DISTRICT AND
POLICE OFFICERS ASSOCIATION (POA) BARGAINING UNIT
REGARDING BENEFITS AND
NEGOTIATIONS FOR A SUCCESSOR RESOURCE ALLOCATION FORMULA**

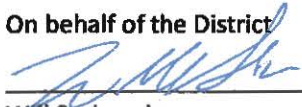
The parties agree to the following terms respective to the impending \$98.41 increase on the Health Benefit cost above the District's cap, per covered employee, which is slated to begin January 1, 2021.

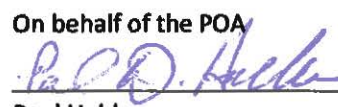

The representatives for the District and the POA agree, by signing this document, that the following fiscal related elements will be included in the successor 2020-2023 Resource Allocation Formula agreement (RAF), which the parties will negotiate in the Spring of 2021, once negotiations are concluded with the Classified and Faculty bargaining units.

- The District cap for employee paid health benefit costs will increase effective January 1, 2021 to \$1,321.88.
- New Continuous and One-time Revenues, other than COLA (cost of living adjustment), considered in the successor RAF, will not be included in the disbursement calculation until the final apportionment report for each fiscal year is published by the CCCC (usually in February or March of the following fiscal year, known as the "final recalc report"). However, any COLA included in the state's enacted annual adopted budget will be disbursed as of the following January 1 of the fiscal year in which it is authorized, after increases in compensation costs have been calculated and deducted in accordance with the past practice of the previous RAF.
- A one-time payment equal to the amount of the COLA as calculated in the preceding paragraph based on gross earnings from the period July 1 thru December 31 will be paid to POA unit members each February in fiscal years in which the District has met its goals for its reserves and all set aside obligations included in the previous year's District's adopted budget and as reflected in the end of year actuals.
- Other additional continuous revenue earned and funded as reported by the state on the applicable fiscal year's "Apportionment Recalc" report as referred to above, which is normally published in February or March following the end of a fiscal year will be distributed along with the following January's RAF calculations and COLA (if applicable).

It is the intent of the parties to negotiate and reach agreement on a successor Resource Allocation Formula (RAF) and to amend the POA Collective Bargaining Agreement as necessary to implement the economic changes (if any) from the Resource Allocation Formula.

The fiscal related elements identified above are predicated on the parties reaching agreement as part of a fully executed RAF by June 30, 2021. If such final agreement is not reached, the \$98.41 increase to the Health Benefit cap will be addressed by covered employees paying the increase costs through payroll deductions beginning July 1, 2021. The payroll deduction will include a prorated amount *in three (3) equal monthly installments*, to address the increase in coverage cost which began on January 1, 2021.

On behalf of the District

 Will Surbrook
 Vice Chancellor HR SDCCD
 Date 11/30/2020

On behalf of the POA

 Paul Hubka
 President POA
 Date 11/30/2020

 Bradley Fields Esq.
 SDCCPOA Legal Counsel
 Date 12/2/2020