

Side Letter Agreement
 Between
 Conejo Recreation and Park District
 and
 Service Employees International Union Local 721
 Representing CRPD Employees

The Conejo Recreation and Park District (“District”) and the Service Employees International Union Local 721 (“SEIU”) have met and conferred in good faith concerning the retiree stipend in Article 31.F. of the Memorandum of Understanding dated July 1, 2017 – June 30, 2019 and have agreed to the following revised language of Article 31.F. which will become effective with the adoption of the Amended and Restated Conejo Recreation and Park District Retirement Plan.

F. Retiree Stipend

1. Length-of-service retirees shall receive a benefit as outlined below.

Eligibility for this payment is limited to those employees hired full-time prior to July 1, 2009, and who provide proof of having filed for retirement within 120 days of separation from active service with the District. “Proof” is defined as District receipt of a copy of the “Notice of Placement on the Retirement Roll” from PERS.

Separation From Service on or between	<u>Initial Monthly Benefit</u> Monthly benefit + (Monthly amount per year of completed full-time service)	Annual Increase to Monthly Benefit as of each Anniversary Date in retirement
July 1, 1991 and June 30, 1998	\$34 + (\$5 x Full-time Years of Service)	Lesser of CPI increase or \$2
July 1, 1999 and June 30, 2005	\$50 + (\$5 x Full-time Years of Service)	Lesser of CPI increase or \$10
July 1, 2005 and June 30, 2006	\$60 + (\$10 x Full-time Years of Service)	Lesser of CPI increase or \$10
July 1, 2006 - present	\$75 + (\$15 x Full-time Years of Service)	Lesser of CPI increase or \$15

The “CPI Increase” equals the monthly benefit amount multiplied by the Bureau of Labor Statistics Consumer Price Index – Urban Wage Earners & Clerical Workers – Los Angeles for the 12-month period ending on December 31 immediately preceding the relevant retirement Anniversary Date.

2. To account for the issue that the IRS does not allow annual increases in excess of the CPI and that the \$15 negotiated increase applied to the monthly benefit may exceed the CPI, the District shall calculate a one-time lump sum, a “CPI Excess” (present value of the excess) not later than each eligible employee’s 1st stipend payment.

3. Employees with a full-time hire date after June 30, 2009 are not eligible for the retiree stipend.

All other terms and conditions of the MOU shall remain in full force and effect.

This Side Letter will expire on June 30, 2019, and the changes listed herein will be incorporated into the successor MOU, unless otherwise negotiated by the parties.

SIGNATURE PAGE-SIDE LETTER

CONEJO RECREATION AND PARK DISTRICT



Jim Friedl, General Manager



Sheryl Lewanda, Administrator

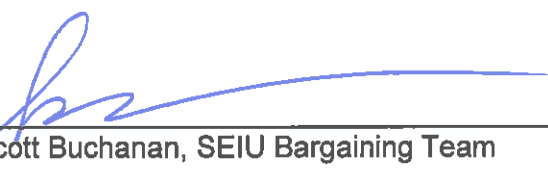


Shelly Howell, Human Resources

SEIU-CRPD EMPLOYEES ASSOCIATION



Aram Agdaian, SEIU Negotiator



Scott Buchanan, SEIU Bargaining Team



Jeff Johnson, SEIU Bargaining Team

Christopher Saffire, SEIU Bargaining Team



Kari Stav, SEIU Bargaining Team



Tamara Tornero, SEIU Bargaining Team



Kurt Gunning, SEIU Bargaining Team

Signed and dated this 4/11/18

SEIU-CRPD Employees Association
Ratified on March 14, 2018