

February 5, 2020

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE PALOMAR COMMUNITY COLLEGE DISTRICT
THE PALOMAR FACULTY FEDERATION AND THE COUNCIL OF CLASSIFIED
EMPLOYEES CCE/AFT #4522**

This Memorandum of Understanding (“MOU”) is entered by and between the Palomar Community College District (“District”), the Palomar Faculty Federation (“PFF”) and the Council of Classified Employees CCE/AFT #4522 (“CCE”), collectively the parties.

WHEREAS, the parties have discussed the current negative financial situation facing the District and have sought to identify solutions to mitigate the deficit expressed in the Fiscal Crisis and Management Assistance Team (“FCMAT”) report.


WHEREAS, the parties have agreed to implement an early retirement notification payout program to assist in determining future staffing costs for the 2020-21 year only.

THEREFORE, the following shall be implemented:

Any active, permanent employee represented by PFF or CCE who submits a signed retirement notice between January 1 – February 21, 2020, to Human Resources indicating their intent to retire no later than June 30, 2020, shall be entitled to a one-time payout of \$3,000. The early notification payout will be provided in a separate paycheck no later than thirty (30) days from separation of employment. The payout will be considered taxable special compensation for retirement purposes and shall not be included as a part of base salary or towards retirement.

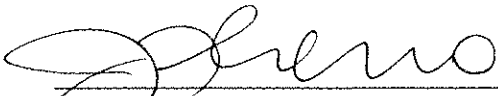
This MOU is set to expire no later than the stipulated dates above and is subject to ratification by the Board of Trustees.

Dated: 2/6/20



Lisa M. Norman, J.D., Ed.D.,
District Chief Negotiator

Dated: 2/5/2020

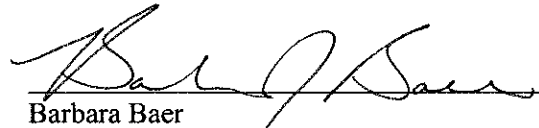


Jenny Fererro
Lead Negotiator, PFF

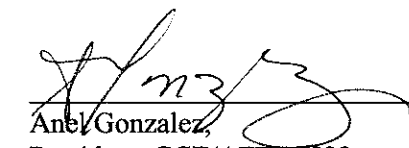
Dated: 2/5/2020


Teresa Laughlin
Co-President, PFF

Dated: 2/5/2020


Barbara Baer
Co-President, PFF

Dated: 2/5/2020


Anel Gonzalez,
President, CCE/AFT #4522