

**Ordinance No. 10121 (N.S.)
02/08/11 (9)**

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

ORDINANCE NO. 10121 (NEW SERIES)
02/08/11 (9)

AMENDMENTS TO THE COMPENSATION ORDINANCE RELATING TO TENTATIVE AGREEMENTS FOR ELEVEN EMPLOYEE BARGAINING UNITS, TEN RATIFIED AND ONE PENDING RATIFICATION, REPRESENTED BY SAN DIEGO COUNTY DEPUTY DISTRICT ATTORNEYS ASSOCIATION, DISTRICT ATTORNEY INVESTIGATORS ASSOCIATION, PUBLIC DEFENDER ASSOCIATION OF SAN DIEGO COUNTY, SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION, SAN DIEGO COUNTY PROBATION OFFICERS' ASSOCIATION, AND SUPERVISING PROBATION OFFICERS' ASSOCIATION.

The Board of Supervisors of the County of San Diego ordains as follows:

Section 1. Section 2.1.6 of the Compensation Ordinance is hereby added to read as follows:

SECTION 2.1.6: LUMP SUM PAYMENT. A one-time lump sum payment of 2% of individual annualized compensation shall be paid to all eligible County employees in addition to the regular compensation for work performed during the payout pay period.

- (a) Eligibility: All regular employees in eligible classes listed below who have paid service during pay period #1 of Fiscal Year 2011-2012 (July 1, 2011 to July 14, 2011).

Eligible Classes: All classes designated: AM, AS, CC, CS, DA, DI, DM, PD, PM, PO, and SO.

- (b) Payroll Calculation: Such one-time payment of 2% annualized compensation shall:

- (1) Be subject to normal tax deductions;
- (2) Not modify the salary base or computations of premiums, bonuses, or overtime compensation;
- (3) Not continue beyond Fiscal Year 2011-2012.

- (c) Conditions: This payment is made unconditionally to all eligible employees and is not related to the quality or quantity of the employee's past or future service.

- (d) Payment Date: This payment shall be made on August 5, 2011.

Section 2. Section 5.1.6, subsections (d) (6) through (d) (9), of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN

- (d) County Contributions Toward Flexible Benefit Plan. Insurance premium costs shall be borne by the employee excepting that the County shall make the following contribution toward the Flexible Benefits Plan (which includes health insurance). The employee's insurance premium costs will be reduced by the amount the employee elects to distribute to his or her insurance premium costs from the County's contribution toward the Flexible Benefits Plan. The County's contribution toward the Flexible Benefits Plan shall be:

- (6) Employees in classes designated DI and DM under the DAI Benefit Program.

<u>Effective January 1, 2011:</u>	<u>Monthly</u>
Employee Only	\$ 433.00
Employee + 1 Dependent	623.00
Employee + 2 or More Dependents	872.00
<u>Effective January 1, 2012:</u>	<u>Monthly</u>
Employee Only	\$ 455.00
Employee + 1 Dependent	654.00

Employee + 2 or More Dependents	916.00
<u>Effective January 1, 2013:</u>	<u>Monthly</u>
Employee Only	\$ 478.00
Employee + 1 Dependent	687.00
Employee + 2 or More Dependents	962.00

- (7) Employees in classes designated CC and CS under the CC Benefit Program: AM, AS and DA under the DA Benefit Program; and PD and PM under the PD Benefit Program.

<u>Effective January 1, 2011:</u>	<u>Monthly</u>
Employee Only	\$ 412.00
Employee + 1 Dependent	597.00
Employee + 2 or More Dependents	844.00
<u>Effective January 1, 2012:</u>	<u>Monthly</u>
Employee Only	\$ 433.00
Employee + 1 Dependent	627.00
Employee + 2 or More Dependents	886.00
<u>Effective January 1, 2013:</u>	<u>Monthly</u>
Employee Only	\$ 455.00
Employee + 1 Dependent	658.00
Employee + 2 or More Dependents	930.00

- (8) Employees in classes designated under the SO Benefit Program.

<u>Effective January 1, 2011:</u>	<u>Monthly</u>
Employee Only	\$ 438.00
Employee + 1 Dependent	642.00
Employee + 2 or More Dependents	897.00
<u>Effective January 1, 2012:</u>	<u>Monthly</u>
Employee Only	\$ 460.00
Employee + 1 Dependent	674.00
Employee + 2 or More Dependents	942.00
<u>Effective January 1, 2013:</u>	<u>Monthly</u>
Employee Only	\$ 483.00
Employee + 1 Dependent	708.00
Employee + 2 or More Dependents	989.00

- (9) Employees in classes designated under the PO Benefit Program.

<u>Effective January 1, 2011:</u>	<u>Monthly</u>
Employee Only	\$ 382.00
Employee + 1 Dependent	569.00
Employee + 2 or More Dependents	815.00
<u>Effective January 1, 2012:</u>	<u>Monthly</u>
Employee Only	\$ 401.00

Employee + 1 Dependent	597.00
Employee + 2 or More Dependents	856.00

Effective January 1, 2013: Monthly

Employee Only	\$ 421.00
Employee + 1 Dependent	627.00
Employee + 2 or More Dependents	899.00

Section 3. Subsections (a) and (b) of Section 5.6.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.6.2: METHOD OF CALCULATION.

- (a) The percentage of the employee's actual prescribed rate of contribution to the San Diego County Employees Retirement Association shall be as specified in subsection (b) Retirement Contribution Offset Provisions below.
- (b) Retirement Contribution Offset Provisions.
 - (1) Employees with regular status through June 30, 2011:

Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have <u>less than</u> <u>5 yrs.</u> of continuous service is:	Approximate % of the County contribution toward retirement for employees who have <u>at least 5 yrs.</u> of continuous service is:
PO, SO	2.75%	5.5%
SS	3.0%	6.0%
AE, AM, AS, CE, CEM, CC, CL, CM, CR, CS, DA, FS, HS, MA, MM, NM, NS, PD, PM, PR, PS, RN, SW	3.5%	7.0%
DS, EM, EO, NA, NE, SM, UM	9.5%	9.5%
DI, DM	Up to 9.5%	Full Amount upon completion of 5 yrs. in the DI or DM units.

- (2) Employees who are in Tier A or Tier I

- (a) Effective July 1, 2011:

Retirement Contribution Offset by Union Code

Union Code	Approximate % of the County contribution toward retirement for employees who have <u>less than 5 yrs.</u> of continuous service is:	Approximate % of the County contribution toward retirement for employees who have <u>at least 5 yrs.</u> of continuous service is:
PO, SO	2.25%	4.5%
SS	3.0%	6.0%
AE, CL, CM, CR, FS, HS, MM, PR, PS, RN, SW	3.5%	7.0%
AM, AS, CC, CS, DA, PD, PM	3.0%	6.0%
CE, CEM, MA, NM, NS	3.5%	7.0%
EM, EO, NA, NE, UM	9.5%	9.5%
DS, SM	9.5%	9.5%
DI, DM	9.5%	13.255%

(b) Effective July 13, 2012:

Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have <u>less than 5 yrs.</u> of continuous service is:	Approximate % of the County contribution toward retirement for employees who have <u>at least 5 yrs.</u> of continuous service is:
PO, SO	1.5%	3.0%
SS	3.0%	6.0%
AE, CL, CM, CR, FS, HS, MM, PR, PS, RN, SW	3.5%	7.0%
AM, AS, CC, CS, DA, PD, PM	2.25%	4.5%
CE, CEM, MA, NM, NS	3.5%	7.0%
EM, EO, NA, NE, UM	9.5%	9.5%
DS, SM	9.5%	9.5%
DI, DM	9.5%	11.755%

(3) Employees who are in Tier B, by Union Code

(a) Effective July 1, 2011:

Union Code	Approximate % of the County contribution toward retirement for employees who have <u>less than 5 yrs.</u> of continuous service is:	Approximate % of the County contribution toward retirement for employees who have <u>at least 5 yrs.</u> of continuous service is:
PO, SO	2.0%	4.0%
SS	3.0%	6.0%
AE, CL, CM, CR, FS, HS, MM, PR, PS, RN, SW	3.5%	7.0%
AM, AS, CC, CS, DA, PD, PM	2.75%	5.5%
CE, CEM, MA, NM, NS	3.5%	7.0%
EM, EO, NA, NE, UM	9.5%	9.5%
DS, SM	9.5%	9.5%
DI, DM	9.5%	12.755%

(b) Effective July 13, 2012:

Union Code	Approximate % of the County contribution toward retirement for employees who have <u>less than 5 yrs.</u> of continuous service is:	Approximate % of the County contribution toward retirement for employees who have <u>at least 5 yrs.</u> of continuous service is:
PO, SO	1.0%	2.0%
SS	3.0%	6.0%
AE, CL, CM, CR, FS, HS, MM, PR, PS, RN, SW	3.5%	7.0%
AM, AS, CC, CS, DA, PD, PM	1.75%	3.5%
CE, CEM, MA, NM, NS	3.5%	7.0%
EM, EO, NA, NE, UM	9.5%	9.5%
DS, SM	9.5%	9.5%
DI, DM	9.5%	10.755%

Section 4. Effective Date. Sections 1, 2 and 3 of this ordinance affect compensation and shall take effect upon adoption. Within fifteen days after the date of adoption of this ordinance, a summary shall be published once with the name of those members voting for and against the same in the newspaper of general circulation published in the County of San Diego.

Section 5. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	2/11/11
Section 2	2/11/11
Section 3	2/11/11

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL
BY
Dennis Floyd, Senior Deputy County Counsel

PASSED, APPROVED AND ADOPTED by the Board of Supervisors of the County of San Diego this 8th day of February, 2011.