

ORDINANCE NO. 10141 (NEW SERIES)

AMENDMENTS TO THE COMPENSATION ORDINANCE RELATING TO TENTATIVE AGREEMENTS FOR SIX EMPLOYEE BARGAINING UNITS (AE, MM, PR, PS, RN, AND SS), REPRESENTED BY SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 221, CLC AND FOR SPECIFIED UNREPRESENTED EMPLOYEES (CE, CEM, EM, EO, MA, NA, NE, NM, NS, AND UM).

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 amended 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: AE, AM, AS, CE, CEM, CC, CS, DA, DI, DM, EM, MA, MM, NA, NE, NM, NS, PD, PM, PO, PR, PS, RN, SO, SS, and UM.

- (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. Subsection (d) of Section 5.1.6 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:

- (1) Employees in classes designated EM, EO, NA, NE, and UM under the UCL Benefit Program.

<u>Effective January 1, 2011:</u>	<u>Monthly</u>
Employee Only	\$ 482.00
Employee + 1 Dependent	686.00
Employee + 2 or More Dependents	943.00
 <u>Effective January 1, 2012:</u>	 <u>Monthly</u>
Employee Only	\$ 506.00
Employee + 1 Dependent	720.00
Employee + 2 or More Dependents	990.00

	<u>Effective January 1, 2013:</u>	<u>Monthly</u>
	Employee Only	\$ 531.00
	Employee + 1 Dependent	756.00
	Employee + 2 or More Dependents	1,040.00
(2)	Employees in classes designated CE under the CNM and CEM, MA, and NM under the MGT Benefit Programs.	
	<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
(4)	Employees in classes designated CL, CM, CR, FS, and HS.	
	<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
(10)	Employees in classes designated AE, MM, PR, PS, RN, and SS.	
	<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
	<u>Effective January 1, 2013:</u>	<u>Monthly</u>
	Employee Only	\$ 421.00
	Employee + 1 Dependent	627.00
	Employee + 2 or More Dependents	899.00

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

SECTION 5.6.2: METHOD OF CALCULATION.

(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</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	2.25%	4.5%
SS	2.5%	5.0%
CL, CM, CR, FS, HS, SW	3.5%	7.0%
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, NM, NS, PD, PM, PR, PS, RN	3.0%	6.0%
EM, EO, NA, NE, UM	8.5%	8.5%
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</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	1.5%	3.0%
SS	1.75%	3.5%
CL, CM, CR, FS, HS, SW	3.5%	7.0%
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, NM, NS, PD, PM, PR, PS, RN	2.25%	4.5%
EM, EO, NA, NE, UM	7.0%	7.0%
DS, SM	9.5%	9.5%
DI, DM	9.5%	11.755%

(3) Employees who are in Tier B.

(a) Effective July 1, 2011:

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	2.0%	4.0%
SS	2.25%	4.5%
CL, CM, CR, FS, HS, SW	3.5%	7.0%
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, NM, NS, PD, PM, PR, PS, RN	2.75%	5.5%
EM, EO, NA, NE, UM	8.0%	8.0%
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	1.25%	2.5%
CL, CM, CR, FS, HS, SW	3.5%	7.0%
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, NM, NS, PD, PM, PR, PS, RN	1.75%	3.5%
EM, EO, NA, NE, UM	6.0%	6.0%
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	4/22/11
Section 2	4/22/11
Section 3	4/22/11

PASSED, APPROVED AND ADOPTED by the Board of Supervisors of the County of San Diego this 12th day of April, 2011.