

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

ORDINANCE NO. 10174 (NEW SERIES)

AMENDMENTS TO THE COMPENSATION ORDINANCE RELATING TO TENTATIVE AGREEMENTS FOR FIVE EMPLOYEE BARGAINING UNITS (CL, CM, FS, HS and SW), REPRESENTED BY SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 221, CLC.

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) 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.
- (1) 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.
- (2) Payroll Calculation: Such one-time payment of 2% annualized compensation shall:
- (a) Be subject to normal tax deductions;
- (b) Not modify the salary base or computations of premiums, bonuses, or overtime compensation;
- (c) Not continue beyond Fiscal Year 2011-2012.
- (3) 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.
- (4) Payment Date: This payment shall be made on August 5, 2011.
- (b) A one-time lump sum payment of \$750, which includes \$180 Employee Protective Program Settlement shall be paid to all eligible County employees in addition to the regular compensation for work performed during the payout pay period.
- (1) Eligibility: All regular employees in eligible classes listed below who have paid service during Pay Period 7 of Fiscal Year 2011-2012 (September 23, 2011 to October 6, 2011).
- Eligible Classes: All classes designated: CL, CM, FS, HS and SW.
- (2) Payroll Calculation: Such one-time payment of \$750 shall:
- (a) Be subject to normal tax deductions;
- (b) Not modify the salary base or computations of premiums, bonuses, or overtime compensation;
- (c) Not continue beyond Fiscal Year 2011-2012.

- (3) 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.
 - (4) Payment Date: This payment shall be made on October 28, 2011; and
 - (5) In no event shall an employee be entitled to (b) above if they received a 2% one-time lump sum payment (prorated amount according to standard hours for part time employees) on August 5, 2011.
- (c) A one-time lump sum payment of 1% 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.
- (1) Eligibility: All regular employees in eligible classes listed below who have paid service during Pay Period 1 of Fiscal Year 2012-2013 (June 29, 2012 to July 12, 2012).

Eligible Classes: All classes designated: CL, CM, FS, HS and SW.
 - (2) Payroll Calculation: Such one-time payment of 1% annualized compensation shall:
 - (a) Be subject to normal tax deductions;
 - (b) Not modify the salary base or computations of premiums, bonuses, or overtime compensation;
 - (c) Not continue beyond Fiscal Year 2012-2013.
 - (3) 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.
 - (4) Payment Date: This payment shall be made on August 3, 2012.
 - (5) In no event shall an employee be entitled to (c) above if they received a 2% one-time lump sum payment (prorated amount according to standard hours for part time employees) 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:

(3) Employees in classes designated under the SW Benefit Program.

<u>Effective January 1, 2011:</u>	<u>Monthly</u>
Employee Only	\$ 400.00
Employee + 1 Dependent	597.00
Employee + 2 or More Dependents	851.00

Effective January 1, 2012: Monthly

Employee Only	\$ 420.00
Employee + 1 Dependent	627.00
Employee + 2 or More Dependents	894.00

Effective January 1, 2013: Monthly

Employee Only	\$ 441.00
Employee + 1 Dependent	658.00
Employee + 2 or More Dependents	939.00

(4) Employees in classes designated CL, CM, FS, and HS.

Effective January 1, 2011: Monthly

Employee Only	\$ 382.00
Employee + 1 Dependent	569.00
Employee + 2 or More Dependents	815.00

Effective January 1, 2012: Monthly

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

(11) Employees in classes designated CR.

Effective January 1, 2011: Monthly

Employee Only	\$ 382.00
Employee + 1 Dependent	569.00
Employee + 2 or More Dependents	815.00

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 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, PD, PM, PR, PS, RN	3.0%	6.0%
EM, EO, NA, NE, NM, NS, UM	8.5%	8.5%
DS, SM	8.5%	8.5%
DI, DM	9.5%	13.255%

(b) Effective October 7, 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:
CL, CM, FS, HS, SW	2.5%	5.0%

(c) 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%
CR	3.5%	7.0%
CL, CM, FS, HS, SW	1.5%	3.0%

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:
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, PD, PM, PR, PS, RN	2.25%	4.5%
EM, EO, NA, NE, NM, NS, UM	7.0%	7.0%
DS, SM	7.0%	7.0%
DI, DM	9.5%	11.755%

(2) 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</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, PD, PM, PR, PS, RN	2.75%	5.5%
EM, EO, NA, NE, NM, NS, UM	8.0%	8.0%
DS, SM	8.0%	8.0%
DI, DM	9.5%	12.755%

(b) Effective October 7, 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:
CL, CM, FS, HS, SW	2.0%	4.0%

(c) 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%
CR	3.5%	7.0%
CL, CM, FS, HS, SW	1.0%	2.0%
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, PD, PM, PR, PS, RN	1.75%	3.5%
EM, EO, NA, NE, NM, NS, UM	6.0%	6.0%
DS, SM	6.0%	6.0%
DI, DM	9.5%	10.755%

(d) Effective July 1, 2013:

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%
CR	3.5%	7.0%
CL, CM, FS, HS, SW	1.0%	2.0%
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, PD, PM, PR, PS, RN	1.75%	3.5%
EM, EO, NA, NE, NM, NS, UM	6.0%	6.0%
DS, SM	Hired prior to 7/1/2013: 6.0% Hired on or after 7/1/2013: 3.0%	6.0%
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	10/07/11
Section 2	10/07/11
Section 3	10/07/11

PASSED, APPROVED AND ADOPTED by the Board of Supervisors of the County of San Diego this 11th day of October, 2011.

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