

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

ORDINANCE NO 10181 (NEW SERIES)

AMENDMENTS TO THE COMPENSATION ORDINANCE RELATING TO A TENTATIVE AGREEMENT FOR ONE EMPLOYEE BARGAINING UNIT (CR) REPRESENTED BY THE ASSOCIATION OF SAN DIEGO COUNTY EMPLOYEES.

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

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

SECTION 2.1.6: LUMP SUM PAYMENT.

(d) A one-time lump sum payment of 1.5% 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 10 of Fiscal Year 2011-2012 (November 4, 2011 to November 17, 2011).

Eligible Classes: All classes designated: CR.

(2) Payroll Calculation: Such one-time payment of 1.5% 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 December 9, 2011.

(5) In no event shall an employee be entitled to (d) 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 or if they received a \$750 one-time payment on October 28, 2011 (prorated amount according to standard hours for part time employees).

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:

(11) Employees in classes designated CR.

<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 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. of continuous service is:</u>	Approximate % of the County contribution toward retirement for employees who have <u>at least 5 yrs. of</u> <u>continuous service is:</u>
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 November 18, 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:
CR	3.0%	6.0%

(d) 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	2.25%	4.5%
CL, CM, FS, HS, SW	1.5%	3.0%
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 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 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 November 18, 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:
CR	2.75%	5.5%

(d) 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	1.75%	3.5%

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:
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%

(e) 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	1.75%	3.5%
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	11/18/11
Section 2	11/18/11
Section 3	11/18/11

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

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL

BY Dennis Floyd, Senior Deputy County Counsel