

ORDINANCE NO 10293 (NEW SERIES)

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENTS FOR THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 221

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

Section 1. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for job codes/classifications designated AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW as follows:

Effective December 27, 2013, all employees at Step 5 or above and all employees at the top of the range of a broadband job code/classification will receive a 1.5% increase; all employees at a step lower than step 5 or at a rate lower than the top of the range of a broadband job code/classification will receive a 0.40% increase; and

Effective June 9, 2017, all eligible employees shall receive a wage increase as an even exchange for the remaining offset elimination. The amount of this even exchange shall be based on the Fiscal Year 2016-17 Adopted Budget for the bargaining unit and will be determined by converting the amount appropriated for offset to a percentage of the total salaries and benefits. Total salaries and benefits shall include base salary, supplemental pay, employer retirement contributions, other post-employment benefits, OASDI and Medicare. The amount of this increase for employees will be cost neutral to the County and in no way shall it result in a cost increase to the County.

Section 2. Appendix One of the Compensation Ordinance is hereby amended by increasing compensation for the following job codes/classifications:

Effective January 10, 2014:

<u>Job Code</u>	<u>Job Title</u>	<u>Rate</u>
002563	Treasurer-Tax Collector Specialist	2%
004192	Sr. Physician	2.5%
004193	Physician	2.5%
004196	Psychiatrist	2%
004407	Recreational Therapist	1%
004525	Psychiatric Nurse	1%
004544	Supervising Nurse	1%
004570	Public Health Nurse Supervisor	2%
004565	Public Health Nurse	2%
004625	Licensed Vocational Nurse	1%
004626	Sheriff's Detentions LVN	1%
006148	Telecommunications Tech IV	1.5%
006149	Telecommunications Tech. III	1.5%
006415	Food Services Worker	2.5%

Effective January 9, 2015:

<u>Job Code</u>	<u>Job Title</u>	<u>Rate</u>
004192	Sr. Physician	2.5%
004193	Physician	2.5%
004196	Psychiatrist	2%

Section 3. Appendix One of the Compensation Ordinance is hereby amended by increasing compensation by 1.2% for job codes/classifications listed in Appendix C of the SEIU MOA, effective June 27, 2014.

Section 4. Appendix One of the Compensation Ordinance is hereby amended by increasing compensation by 2% for job codes/classifications designated AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW, effective June 26, 2015 and by 2% effective June 24, 2016.

Section 5. Appendix One of the Compensation Ordinance is hereby amended by establishing twelve (12) month probationary periods for job codes/classifications in the MM and PR bargaining units and job codes/classifications designated below effective October 8, 2013.

<u>Job Code</u>	<u>Job Code Title</u>	<u>Probation Period</u>
002457	Tax Payment Processor	12
002458	Sr Tax Payment Processor	12
002711	Sheriff's Prop & Evid Spec I	12
002782	Legal Support Assistant I	12
002783	Legal Support Assistant II	12
003832	Housing Spec III	12
003930	Litigation Investigator	12
003933	Sr Litigation Investigator	12
004707	Environmental Health Tech	12
004759	Vector Control Aide	12
004760	Vector Control Tech I	12
005031	Chaplain – Coordinator	12
005530	Audit-Appraiser IV	12
005793	Sheriff's Property & Evid Cust	12

Section 6. Subsection (e) of Section 1.4.3 of the Compensation Ordinance is hereby added to read as follows:

SECTION 1.4.3: ADVANCEMENT WITHIN RANGE: BIWEEKLY RATE EMPLOYEES.

- (e) Employed October 8, 2013 or subsequently. Persons appointed on October 8, 2013 or subsequently, paid at a biweekly rate, having an appointment as the result of suspension of competitive examination, or certification from an eligible list, and who have served in his/her class for at least the number of hours equivalent to fifty-two (52) weeks of full-time service at any step in the range shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed for the class.

Eligible Classes: Classes designated AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW

Section 7. Subsection (f) of Section 1.4.4 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.4.4: ADVANCEMENT WITHIN RANGE: HOURLY RATE EMPLOYEES.

- (f) Employed October 8, 2013 or subsequently. Persons appointed on October 8, 2013 or subsequently, paid at an hourly rate, having an appointment as the result of suspension of competitive examination, or certification from an eligible list, and who have served in class for at least the number of hours equivalent to fifty-two (52) weeks of full-time service at any step in the range shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed for the class.

Eligible Classes: Classes designated AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW

- (g) Equivalent Hours. For the purposes of this section, the equivalent number of hours are:

<u>Biweekly Schedule</u>	<u>26-Week Schedule</u>	<u>52-Week Schedule</u>
80 hours	1040 hours	2080 hours
84 hours	1092 hours	2184 hours

Biweekly Schedule	26-Week Schedule	52-Week Schedule
85 hours	1105 hours	2210 hours
144 hours	1872 Hours or 72 24-hr. days	3774 hours or 156 24-hr. days
10 24-hr. days	3120 hours or 130 24-hr days	6240 hours or 260 24-hr. days

Section 8. Subsections (b) and (i) of Section 1.6.2 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 1.6.2: OVERTIME AND FLSA/NON-FLSA COMPENSATORY TIME.

(b) Overtime Designators and Compensation for Overtime. The following describes each overtime designator and the compensation for overtime in accordance with the overtime designator. The Salary Schedule contains a list of all classes. Each class is assigned an overtime designator in the column entitled "Overtime Eligibility." The designator identifies eligibility for overtime as one of the following types:

(2) Designator "E" - Straight Cash or Compensatory Time Off.

(d) The decision to pay for overtime worked in cash or compensatory time off shall be at the reasonable discretion of the appointing authority with consideration for the employees' choice. Employees may request in advance their preference for cash or compensatory time off. The appointing authority shall grant the request if it meets the operational and/or funding needs of the department. The decision of the Appointing Authority or designee is final. An employee shall not be denied overtime opportunities due to requested preferences made pursuant to this section.

Eligible Classes: Classes Designated AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW

(3) Non-Exempt Designator "N" - Premium Cash or Compensatory Time.

(f) The decision to pay for overtime worked in cash or compensatory time off shall be at the reasonable discretion of the appointing authority with consideration for the employees' choice. Employees may request in advance their preference for cash or compensatory time off. The appointing authority shall grant the request if it meets the operational and/or funding needs of the department. The decision of the Appointing Authority or designee is final. An employee shall not be denied overtime opportunities due to requested preferences made pursuant to this section.

Eligible Classes: Classes Designated AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW

(i) Accrual Limits.

(1) To the extent the appointing authority authorized overtime and an employee is allowed to accrue and accumulate compensatory time off, such accumulation shall be limited to the following maximum number of hours at the beginning of any biweekly pay period:

Maximum Accrual Limit				
Overtime Code	Eligible Classes	FLSA	Non-FLSA	Floating Holiday
Classes designated "N" Nonexempt (FLSA)	AE, CE, CEM ^(c) , CL, CM, CR, FS, HS, MA ^(c) , MM ^(c) , PO, PR ^(c) , PS, RN, SO, SS,	120	40	24

Maximum Accrual Limit				
Overtime Code	Eligible Classes	FLSA	Non-FLSA	Floating Holiday
Overtime)	SW			
	MM Classes: 006342 (Sr Park Ranger), 006343 (Supv Park Ranger) and PS Class: 006332 (Park Ranger)	120	64	24
	DS	120	40	25.5
	DI, DM ^(a)	160		NA
Classes designated "E" Exempt (Straight Cash or Comp)	CEM ^(c) , MA ^(c) , MM ^(c) , PR ^(c)	N/A	40	24
	SM	N/A	N/A	25.5
Classes designated "X" Exempt (Not Elig for Overtime)	AM, AS, DA, PD, PM ^(b)	N/A	N/A	24
	CC, CS	N/A	200	24
	CEM ^(c) , EM, MA ^(c) , NA, NE, NM, NS, UM	N/A	N/A	24

Notes:
N/A = Classifications in that union code cannot accrue hours in that comp time bucket.
^(a) DI and DM have their comp time balances placed into a consolidated bucket which has a total limit of 160 Comp Time hours. Employees who have accumulated compensatory time off balances in excess of 160 hours shall be paid in cash for FLSA overtime actually worked in excess of the authorized 160 hours.
^(b) **Exception:** Classes designated AM, AS, DA, PD and PM were reassigned to OT Code "X" from "E" on July 1, 2001. Employees with existing (Non-FLSA) comp time balances at that time were allowed to retain their comp time hours.
^(c) Job Codes/Classifications in this Union Code may have an E, N, or X Overtime Code. You should verify you are using the correct row of information.

Section 9. Subsection (c) of Section 1.7.36 of the Compensation Ordinance is hereby added to read as follows:

SECTION 1.7.36: FIELD TRAINING OFFICER PREMIUM.

- (c) Employees in the class listed below shall be paid an additional one dollar and twelve cents (\$1.12) per hour for time spent providing on the job training to Animal Control Officer Academy recruits. This premium shall not apply towards paid time off or terminal payoff.

Eligible Classes:

005703 Animal Control Officer

Section 10. Section 1.10.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.10.6: TEMPORARY ASSIGNMENT TO HIGHER CLASS.

- (a) When the appointing authority determines it is necessary to cover a position from which the incumbent is absent or which is temporarily vacant for any reason, the appointing authority may assign an employee in a lower class to temporarily perform the duties of the higher class position under the following conditions:
- (1) The Director has approved.
 - (2) For employees designated CM, CR, DS, and SM, the Director must approve a written request from the appointing authority prior to the appointment or within five (5) days after an emergency appointment.
 - (3) For employees designated AE, CL, FS, HS, MM, PR, PS, RN, SS and SW, upon written assignment employees who are assigned to perform the duties of a class which is compensated at a rate higher than such employee's class when such position is temporarily vacant or from which the

incumbent is absent, shall be eligible to receive temporary assignment compensation.

- (4) The employee proposed to be assigned is qualified to perform the duties of the higher class.
- (5) The employee will remain in his/her current class during the time so assigned.
- (6) The assignment shall be for:
 - (a) Over four (4) weeks, but shall not exceed twenty-six (26) weeks for employees in classes designated AM, AS, DA, DI, DM, DS, PD, PM, and SM;
 - (b) Over three (3) weeks, but shall not exceed twenty-six (26) weeks for employees in classes designated CE, CEM, CM, CR, MA, PO, and SO.
 - (c) Over two (2) weeks, but not over twenty-six (26) weeks for employees in classes designated AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW. Employees on temporary assignments, after two (2) weeks, will be compensated from the first day of appointment.
- (b) The employee so assigned shall be compensated by receiving a "bonus rate". This bonus rate shall be the difference between the rate of compensation for the employee's current class and that of the higher class, determined by utilizing the provisions of Section 1.3.5 (Promotion). At the conclusion of the temporary assignment, the employee's compensation shall return to the normal rate for the employee's current class. An employee temporarily assigned to the duties of a higher class who terminates or is terminated from County service during such assignment, shall be paid terminal benefits at the rate appropriate to such employee's current class.

Section 11. Subsections (c) of Section 1.13.9 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.9: UNIFORM ALLOWANCE (INITIAL ISSUE AND MAINTENANCE).

- (c) Uniform Allowance - Other.
 - (1) Initial Issue. Eligible employees in classifications listed in subsection 1.13.9 (c)(4) (Initial Issue and Uniform Maintenance/Replacement Rates by Class) below, when hired or newly assigned to a position requiring them to wear a uniform, shall receive, within thirty (30) days of hire or assignment, an initial allowance toward the purchase of required uniforms in the amount provided in subsection 1.13.9 (c) (4) below.
 - (2) Exception. Employees who are furnished uniforms at no cost shall not be covered by this uniform provision.
 - (3) Annual Payment Schedule – Maintenance and Replacement.
 - (a) If an employee in an eligible bargaining unit listed below is on leave (paid or unpaid) during Payroll 4 and has sufficient hours in the previous year to qualify for a Uniform Allowance maintenance payment in accordance with the chart below that payment will be made when the employee returns to active County service. If an eligible employee is active in Payroll 4 but on leave (paid or unpaid) in Payroll 5 the maintenance payment will be made when the employee returns to active County service. If an employee is in an eligible Bargaining Unit in Payroll 4 but terminates County service or transfers to an ineligible Bargaining Unit in Payroll 5 that employee is not entitled to receive the maintenance payment, as that employee is no longer required to wear a uniform.

Eligible Classes: AE, CL, FS, HS, MM, PR, PS, RN, and SS
 - (b) For eligible employees in classifications listed in subsection 1.13.9(c)(4) below (Initial Issue and Uniform Maintenance/Replacement Rates by Class), for maintaining and/or replacing required uniforms and equipment, the County shall, on the payday for Payroll 05 of each year, pay a uniform maintenance allowance in the amount also listed in 1.13.9(c)(4) to employees

who are in any eligible class in Payroll 04 of that year. This allowance will be included in the paycheck of the appropriate period as defined in (a) above. The amount of the allowance shall be computed as follows, based on the amount of paid service in an eligible class:

% of Required Service in Paid Status	Allowance	
Over 75%	Three-thirds	(3/3)
Over 50% through 75%	Two-thirds	(2/3)
Over 25% through 50%	One-third	(1/3)
25% and less	Zero	(-0-)

- (4) Initial Issue and Uniform Maintenance/Replacement Rates by Class. Employees who receive a uniform allowance are required to wear a uniform at all times. For purposes of computing the correct payment amount, three-thirds (3/3) of the uniform allowance is as follows for the listed eligible classes:

Class No.	Title	Three-Thirds (3/3) Allowance
004548	Sheriff's Detentions Nurse	300
004615	Nurses Assistant	300
004618	Psychiatric Technician	300
004625	Licensed Vocational Nurse	300
004626	Sheriff's Detentions LVN	300
005700	Animal Care Attendant	650
005702	Supervising Animal Care Attendant	650
005703	Animal Control Officer	650
005710	Registered Veterinary Technician	650
005711	Supervising Animal Control Officer	650
005748	Community Service Officer	650
006019	Road Crew Supervisor	400
006023	Road Maintenance Worker	400
006025	Road Structure Worker I	400
006026	Road Structure Worker II	400
006027	Road Structure Worker III	400
006028	Road Structures Supervisor (T)	400
006035	Equipment Operator	400
006036	Senior Equipment Operator	400
006332	Park Ranger	800
006342	Senior Park Ranger	800
006343	Supervising Park Ranger	800
006410	Senior Cook	400
006411	Cook	400
006415	Food Services Worker	400
007089	Solid Waste Site Supervisor	400
007518	Public Works Trainee	400

Section 12. Subsection (a) of Section 1.13.10 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.10: UNIFORM ALLOWANCE (INITIAL ISSUE AND MAINTENANCE / REPLACEMENT).

(a) Hard Toe Shoes/Non-slip Safety Shoes:

(1) Employees in the following classes shall be reimbursed:

One hundred dollars (\$100) upon proof of purchase of departmental approved hard-toe shoes or non-slip safety shoes. If hard-toe shoes or non-slip safety shoes are deemed appropriate by the department for employees in other classes, these employees shall also be reimbursed. Employees may accrue up to three (3) years' worth of reimbursement for the purchase of safety footwear. Employees who do not spend one hundred dollars (\$100) in the previous fiscal year shall have up to two hundred dollars (\$200) available in the second year. Employees who do not spend one hundred dollars (\$100) in each of the two (2) previous fiscal years shall have up to three hundred dollars (\$300) available in the third year. Maintenance after purchase and reimbursement will be the responsibility of the employee. A portion of the reimbursement allowance can also be used for shoe repair.

(a) Hard Toe Shoes.

Eligible Classes:

006035	Equipment Operator
006036	Senior Equipment Operator
006305	Gardener
006310	Supervising Gardener
006345	Senior Park Maintenance Worker
006347	Park Maintenance Worker
007070	Wastewater Plant Operator II
007071	Wastewater Plant Operator I
007515	Stores Delivery Driver
007518	Public Works Trainee
007540	Construction & Services Worker

(b) Non Slip Safety Shoes.

And classes designated: CM when deemed appropriate by the department.

(2) Employees in the following classes shall be reimbursed:

One hundred and fifty-five dollars (\$155) upon proof of purchase of departmental approved hard-toe shoes or non-slip safety shoes. If hard-toe shoes or non-slip safety shoes are deemed appropriate by the department for employees in other classes, these employees shall also be reimbursed. Employees may accrue up to three (3) years' worth of reimbursement for the purchase of safety footwear. Employees who do not spend one hundred and fifty-five dollars (\$155) in the previous fiscal year shall have up to three hundred and ten dollars (\$310) available in the second year. Employees who do not spend one hundred and fifty-five dollars (\$155) in each of the two (2) previous fiscal years shall have up to four hundred and sixty-five dollars (\$465) available in the third year. Maintenance after purchase and reimbursement will be the responsibility of the employee. A portion of the reimbursement allowance can also be used for shoe repair.

(a) Hard Toe Shoes.

Eligible Classes:

002660	Storekeeper
002664	Pharmacy Stock Clerk (Jail)
002666	Property & Salvage Worker
002667	Sr Property & Salvage Worker
002713	Sheriff's Property & Evidence Specialist II

Eligible Classes:

003587 Code Enforcement Officer I
003588 Code Enforcement Officer II
003589 Code Enforcement Coordinator
003715 Building/Enforcement Supervisor
004260 Pharmacy Technician (Jail Pharmacies only)
005785 Sheriff's Property Investigators
005787 Sheriff's Property & Evidence Manager
005793 Sheriff's Property & Evidence Custodian
006019 Road Crew Supervisor
007068 Wastewater Facilities Supervisor
007069 Wastewater Plant Operator III
007083 Sewer Construction & Maintenance Worker

(b) Non Slip Safety Shoes.

Eligible Classes:

004230 Veterinary Pathologist
004317 Disease Research Scientist
004318 Histology Technician
004319 Senior Histology Technician
005710 Registered Veterinary Technician

And classes designated: AE, CL, FS, MM, PR or PS when deemed appropriate by the department.

(3) Employees in the following classes shall be issued a voucher for:

One hundred fifty-five dollars (\$155) upon proof of purchase of departmental approved hard-toe shoes or non-slip safety shoes. Employees may accrue up to three (3) years' worth of reimbursement for the purchase of safety footwear. Employees who do not spend one hundred fifty-five dollars (\$155) in the previous fiscal year shall have up to three hundred ten dollars (\$310) available in the second year. Employees who do not spend one hundred fifty-five dollars (\$155) in each of the two (2) previous fiscal years shall have up to four hundred sixty-five dollars (\$465) available in the third year. Maintenance after purchase and reimbursement will be the responsibility of the employee. A portion of the reimbursement allowance can also be used for shoe repair or for the purchase of inserts.

Eligible Classes: Classes designated CR

Section 13. Subsection (c) of Section 2.1.7 of the Compensation Ordinance is hereby added to read as follows:

SECTION 2.1.7: LUMP SUM PAYMENTS FISCAL YEAR 2013/2014.

(c) Fiscal Year 2013/2014. A one-time monetary payment equivalent to 2% of individual annualized compensation shall be paid over six (6) pay periods to all regular employees in eligible classes listed below in addition to the regular compensation for work performed. The 2% one-time payment shall be paid out in six equal payments, to be paid with the first payday of each month. Part-time employees shall receive a pro-rated amount according to their standard hours.

(1) Eligibility. All regular employees in eligible classes listed below who have paid service during the pay period of September 6, 2013 to September 19, 2013 of Fiscal Year 2013/2014. In no event shall an employee be entitled to these provisions if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year or if they are no longer employed on the date of payment.

Eligible Classes. All classes designated: AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW.

- (2) Payroll Calculation. Such one-time monetary payment equivalent to 2% annualized compensation shall:
 - (a) Be subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not continue beyond Fiscal Year 2013/2014.
- (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 paid out in six equal payments beginning with November 22, 2013. The remaining payments are to be paid with the first payday of each following month.

Section 14. Subsection (b) of Section 2.1.8 of the Compensation Ordinance is hereby added to read as follows:

SECTION 2.1.8: LUMP SUM PAYMENTS FISCAL YEAR 2014/2015.

- (b) Fiscal Year 2014/2015. A one-time monetary payment equivalent to 2% of individual annualized compensation shall be paid over six (6) pay periods to all regular employees in eligible classes listed below in addition to the regular compensation for work performed. The 2% one-time payment shall be paid out in six equal payments, to be paid with the first payday of each month. Part time employees shall receive a pro-rated amount according to their standard hours.
 - (1) Eligibility. All regular employees in eligible classes listed below who have paid service during the twenty-sixth payroll period of Fiscal Year 2014/2015. In no event shall an employee be entitled to these provisions if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year or if they are no longer employed on the date of payment.

Eligible Classes. All classes designated: AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW.
 - (2) Payroll Calculation. Such one-time monetary payment equivalent to 2% annualized compensation shall:
 - (a) Be subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not continue beyond Fiscal Year 2014/2015.
 - (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. The 2% one-time payment shall be paid out in six equal payments to be paid with the first payday of each month.

Section 15. Subsection (d) of Section 4.2.12 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.12: ADMINISTRATIVE LEAVE.

- (d) Duration.
 - (1) Administrative leave may be authorized for up to ten (10) working days for each occurrence. At the request of the appointing authority and when more time is needed to complete an investigation, up to twenty (20) additional work days may be authorized, and may be extended beyond a total of twenty (20) work days in cases of criminal investigations by law enforcement agencies or pending Skelly hearings, upon approval of the Director; provided, however, that the duration of administrative leave shall not continue beyond the day the appointing authority determines, through an investigation, that the employee's absence is no longer essential.

Eligible Classes: Classes designated CM, DS, and SM.

- (2) Administrative leave may be authorized for up to ten (10) work days for each occurrence and may be extended for additional working days if more time is needed to complete the investigation, subject to the approval of the Director. The duration of administrative leave shall not continue beyond the day the appointing authority determines, through an investigation, that the employee's absence is no longer essential.

Eligible Classes: Classes designated AE, AM, AS, CC, CE, CEM, CL, CR, CS, DA, DI, DM, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PO, PR, PS, RN, SO, SS, SW and UM.

Section 16. 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, 2013:</u>	<u>Monthly</u>
Employee Only	\$ 531.00
Employee + 1 Dependent	756.00
Employee + 2 or More Dependents	1,040.00
<u>Effective January 1, 2014:</u>	<u>Monthly</u>
Employee Only	\$ 558.00
Employee + 1 Dependent	794.00
Employee + 2 or More Dependents	1,092.00
<u>Effective January 1, 2015:</u>	<u>Monthly</u>
Employee Only	\$ 586.00
Employee + 1 Dependent	850.00
Employee + 2 or More Dependents	1,190.00

- (2) Employees in classes designated CE under the CNM and CEM, MA, and NM under the MGT Benefit Programs.

<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
<u>Effective January 1, 2014:</u>	<u>Monthly</u>
Employee Only	\$ 507.00
Employee + 1 Dependent	743.00
Employee + 2 or More Dependents	1,038.00
<u>Effective January 1, 2015:</u>	<u>Monthly</u>

Employee Only	\$ 532.00
Employee + 1 Dependent	795.00
Employee + 2 or More Dependents	1,131.00

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

<u>Effective January 1, 2013:</u>	<u>Monthly</u>
Employee Only	\$ 441.00
Employee + 1 Dependent	658.00
Employee + 2 or More Dependents	939.00

<u>Effective January 1, 2014:</u>	<u>Monthly</u>
Employee Only	\$ 463.00
Employee + 1 Dependent	691.00
Employee + 2 or More Dependents	986.00

<u>Effective January 1, 2015:</u>	<u>Monthly</u>
Employee Only	\$ 486.00
Employee + 1 Dependent	739.00
Employee + 2 or More Dependents	1,075.00

<u>Effective January 1, 2016:</u>	<u>Monthly</u>
Employee Only	\$ 510.00
Employee + 1 Dependent	776.00
Employee + 2 or More Dependents	1,129.00

<u>Effective January 1, 2017:</u>	<u>Monthly</u>
Employee Only	\$ 536.00
Employee + 1 Dependent	815.00
Employee + 2 or More Dependents	1,185.00

(4) Employees in classes designated CM

<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

(5) Employees in classes designated DS and SM under the SHRF Benefit Program.

<u>Effective January 1, 2013:</u>	<u>Monthly</u>
Employee Only	\$390.00
Employee + 1 Dependent	597.00
Employee + 2 or More Dependents	870.00

<u>Effective January 1, 2014:</u>	<u>Monthly</u>
Employee Only	\$442.00
Employee + 1 Dependent	658.00
Employee + 2 or More Dependents	944.00

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

<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
<u>Effective January 1, 2014:</u>	<u>Monthly</u>
Employee Only	\$ 502.00
Employee + 1 Dependent	721.00
Employee + 2 or More Dependents	1,010.00
<u>Effective January 1, 2015:</u>	<u>Monthly</u>
Employee Only	\$ 527.00
Employee + 1 Dependent	771.00
Employee + 2 or More Dependents	1,101.00

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

<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
<u>Effective January 1, 2014:</u>	<u>Monthly</u>
Employee Only	\$ 478.00
Employee + 1 Dependent	691.00
Employee + 2 or More Dependents	977.00
<u>Effective January 1, 2015:</u>	<u>Monthly</u>
Employee Only	\$ 502.00
Employee + 1 Dependent	739.00
Employee + 2 or More Dependents	1,065.00

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

<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
<u>Effective January 1, 2014:</u>	<u>Monthly</u>
Employee Only	\$ 507.00
Employee + 1 Dependent	743.00
Employee + 2 or More Dependents	1,038.00
<u>Effective January 1, 2015:</u>	<u>Monthly</u>
Employee Only	\$ 532.00

Employee + 1 Dependent	795.00
Employee + 2 or More Dependents	1,131.00

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

Effective January 1, 2013: Monthly

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

Effective January 1, 2014: Monthly

Employee Only	\$ 442.00
Employee + 1 Dependent	658.00
Employee + 2 or More Dependents	944.00

Effective January 1, 2015: Monthly

Employee Only	\$ 464.00
Employee + 1 Dependent	704.00
Employee + 2 or More Dependents	1029.00

(10) Employees in classes designated AE, CL, FS, HS, MM, PR, PS, RN and SS.

Effective January 1, 2013: Monthly

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

Effective January 1, 2014: Monthly

Employee Only	\$ 453.00
Employee + 1 Dependent	675.00
Employee + 2 or More Dependents	968.00

Effective January 1, 2015: Monthly

Employee Only	\$ 486.00
Employee + 1 Dependent	739.00
Employee + 2 or More Dependents	1,075.00

Effective January 1, 2016: Monthly

Employee Only	\$ 510.00
Employee + 1 Dependent	776.00
Employee + 2 or More Dependents	1,129.00

Effective January 1, 2017: Monthly

Employee Only	\$ 536.00
Employee + 1 Dependent	815.00
Employee + 2 or More Dependents	1,185.00

(11) Employees in classes designated CR.

Effective January 1, 2013: Monthly

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

Effective January 1, 2014: Monthly

Employee Only	\$ 442.00
Employee + 1 Dependent	658.00
Employee + 2 or More Dependents	944.00

Effective January 1, 2015: Monthly

Employee Only	\$ 464.00
Employee + 1 Dependent	704.00
Employee + 2 or More Dependents	1,029.00

- (12) Employees in classes designated NS.

Effective January 1, 2013: Monthly

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

Effective January 1, 2014: Monthly

Employee Only	\$ 442.00
Employee + 1 Dependent	658.00
Employee + 2 or More Dependents	944.00

Effective January 1, 2015: Monthly

Employee Only	\$ 464.00
Employee + 1 Dependent	704.00
Employee + 2 or More Dependents	1,029.00

- (13) Employees in classes designated AE, AM, AS, CC, CE, CEM, CL, CR, CS, DA, DI, DM, EM, EO, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PO, PR, PS, RN, SO, SS, SW and UM who have flex credits not designated for eligible services shall have such credits placed in the employee's health Flexible Spending Account (FSA). IRS regulations establish annual maximum limits for flexible credits which may be rolled over to a FSA. An employee is not entitled to flexible credits that, when rolled over to an FSA, exceed the maximum limits allowed by law. Any employee who is expected to have flexible credits rolled over to an FSA that will exceed the maximum limits shall have their bi-weekly flex credit contributions adjusted to an amount, that when calculated on an annual basis, will be equal to the maximum allowed by law.

- (14) Notwithstanding the above paragraph, if an employee experiences a "qualifying event" as defined by IRS and HIPAA Regulation, or has a triggering event that impacts flex credits, that employee will be allowed to change their status and have their flex benefits recalculated so as to maximize or recoup any retroactive flex benefits previously adjusted, in order to realize the maximum value of the flex benefit contribution, subject to IRS limitations.

Section 17. 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 13, 2012:

Tier A Effective July 13, 2012		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. 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%

(b) Effective December 27, 2013:

Tier A Effective December 27, 2013		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:
AM, AS, CC, CS, DA, PD, PM	0.75%	3.0%
SS	1.17%	2.33%
AE, CE, CEM, CL, CR, FS, HS, MA, MM, PR, PS, RN, SW	1.5%	3.0%
PO, SO	1.0%	2.0%

Tier A Effective December 27, 2013		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:
EM, EO, NA, NE, NM, NS, UM	4.67%	4.67%
DI, DM	0%	0%

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

(a) Effective July 13, 2012:

Tier B Effective July 13, 2012		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. 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	6.0%	6.0%
DI, DM	9.5%	10.755%

(b) Effective July 1, 2013:

Tier B Effective July 1, 2013

Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. 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%

(c) Effective December 27, 2013:

Tier B Effective December 27, 2013		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:
AM, AS, CC, CS, DA, PD, PM	0.25%	2.0%
SS	0.83%	1.67%
CL, FS, HS, SW	1.0%	2.0%
AE, CE, CEM, CR, MA, MM, PR, PS, RN	1.17%	2.33%
PO, SO	.67%	1.34%
EM, EO, NA, NE, NM, NS, UM	4.0%	4.0%
DI, DM	0.0%	0.0%

(3) The prescribed rate of contribution for Employees who are in Tier C shall be 50 percent of the "Normal Cost Rate" as defined in Government Code §7522.30 (b).

- (4) Effective June 9, 2017, the County's retirement contribution offset shall be eliminated for bargaining units designated AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW.

Section 18. Section 5.7.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.7.2: METHOD OF CALCULATION.

Thirty-year (30) Employees. The County shall provide a payment once annually to employees who have no contribution to the retirement fund. To be eligible for this payment, the employee must have attained thirty (30) years of qualifying retirement service credit, in accordance with the law, rules and regulations governing such credit on the last day of Payroll 02. Such one-time payment shall be made on the payday of Payroll 04 as follows:

Eligible Classes Designated	Amount
DS, and SM	\$ 1,500
CM	\$ 1,000

Section 19. Effective Date. This ordinance affects 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.

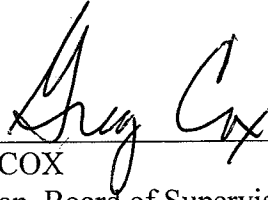
Section 20. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	12/27/2013 & 6/9/2017
Section 2	1/10/2014 & 1/9/2015
Section 3	6/27/2014
Section 4	6/26/2015 & 6/24/2016
Section 5	10/8/2013
Section 6	10/8/2013
Section 7	10/8/2013
Section 8	10/8/2013
Section 9	10/8/2013
Section 10	10/8/2013
Section 11	10/8/2013
Section 12	10/8/2013
Section 13	10/8/2013
Section 14	10/8/2013
Section 15	10/8/2013
Section 16	10/8/2013
Section 17	10/8/2013
Section 18	10/8/2013

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL BY:

Dennis I. Floyd, Senior Deputy County Counsel

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 8th day of October, 2013.



GREG COX
Chairman, Board of Supervisors
County of San Diego, State of California

The above Ordinance was adopted by the following vote:

AYES: Cox, Jacob, D. Roberts, R. Roberts, Horn

ATTEST my hand and the seal of the Board of Supervisors this 8th day October, 2013.

THOMAS J. PASTUSZKA
Clerk of the Board of Supervisors

By 
Nancy Vizcarra, Deputy

Ordinance No. 10293 (N.S.)

10-08-2013 (9)

