

ORDINANCE NO. 10326 (NEW SERIES)

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENT FOR THE DEPUTY SHERIFFS ASSOCIATION (DSA) FOR THE DS AND SM BARGAINING UNITS

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 DS or SM as follows:

Effective June 27, 2014, all eligible employees shall receive a wage increase in exchange for the two-thirds of the offset reduction. The amount of this exchange shall be 3.6%.

Effective the final pay period in FY2017/2018, 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 2017/2018 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 parties have determined this provision is cost neutral to the County.

Section 2. Appendix One of the Compensation Ordinance is hereby amended by increasing compensation by 2% for job codes/classifications designated DS or SM effective June 27, 2014; by 1% effective June 26, 2015; by 3% effective June 24, 2016; and by 2% effective June 23, 2017.

Section 3. Appendix One of the Compensation Ordinance is hereby amended by establishing a new step at the top of the range for job codes/classifications in the DS or SM bargaining units as follows:

Effective June 27, 2014, add a step to the top of the range that is 2.5% above the top step

Effective June 26, 2015, add a step to the top of the range that is 2.5% above the top step

Effective June 23, 2017, add a step to the top of the range that is 5% above the top step

Section 4. Subsection (g)(4) of Section 1.6.2 of the Compensation Ordinance is hereby amended to read as follows:

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

(g) **Method of Calculation.**

(4) **Hours Counted as Time Worked for Overtime Purposes.**

- (a) For employees in classes designated CE, CEM, MA, paid leave, holidays and compensatory time off shall count as hours worked for overtime purposes.
- (b) For employees in classes designated PO, SO and SW, investigation, preparation or presentation of a grievance and authorized release time for negotiations shall count as hours worked for overtime purposes.
- (c) For employees in classes designated DS, sick leave, bereavement leave, vacation, and holidays, compensatory time off and any other paid time off shall count as hours worked for overtime purposes except when an employee uses vacation (a full scheduled shift) or compensatory time off (a full scheduled shift) and on the same day works additional hours or a non-mandatory shift, the time worked will be compensated at straight time.
- (d) For employees in classes designated HS, bereavement leave shall count as hours worked for overtime purposes.

- (e) For employees in classes designated CM or CR, and for classes 007069 - Wastewater Plant Operator III, 005885 - Building Maintenance Supervisor, 005900 - Sheriff's Supervising Heli/Air Mechanic, 006163 - Sr. Electronic Security & Systems Technician, 006149 - Telecommunications Technician III, holidays shall count as hours worked for overtime purposes.
- (f) For employees in classes designated RN, jury duty and bereavement leave shall count as hours worked for overtime purposes.
- (g) The following shall count as hours worked for overtime purposes for nonexempt employees in classes designated below:

Hours Counted as Time Worked for Overtime Purposes for Nonexempt Employees								
	PO	SO	SW	CM	CR	HS	RN	<u>MM (Designated Classes Only)</u> 005885 Building Maintenance Supv 005900 Sheriff's Supv Heli/Air Mech 006163 Sr Electronic Security & Sys Tech 006149 Telecommunications Tech III 007069 Wastewater Plant Operator III
Bereavement						√	√	
Holidays				√	√			√
Jury Duty							√	
Grievance (Investigation, Preparation, Presentation)	√	√	√					
Negotiations (Authorized Release Time)	√	√	√					

Section 5. Subsection (b) of Section 1.6.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.6.6: NON-ROUTINE SHIFT CHANGE/CHANGES TO SHIFT ASSIGNMENT SCHEDULES.

(b) DS - Changes to Shift Assignment Schedules.

- (1) Where Shift Assignment Schedules are regularly and routinely used, changes to such schedules shall be posted at least fourteen (14) calendar days prior to the effective date of the change. A newly-posted assignment schedule will generally not be changed within fourteen (14) calendar days unless such action becomes necessary to overcome unexpected operational problems. An unanticipated reduction in the number of personnel available for assignment caused by such factors as resignations, terminations, emergency leaves, major illness or serious injury of an officer exemplify unexpected operational problems permitting a change in schedule. An employee's new work week begins at the time the employee commences to work under a shift assignment schedule.
- (2) Whenever an employee commences to work a new shift schedule which includes a day that would otherwise have been one of the employee's two (2) consecutive days of rest under the employee's former schedule, the employee shall receive overtime compensation for all time worked during either of the former schedule's two (2) days of rest.
- (3) Section (b) is not applicable:
 - (a) The first time the employee's shift schedule is changed in a calendar year as a result of the regularly scheduled annual shift change.
 - (b) When an employee begins a new shift schedule as a result of movement made pursuant to an internal affairs investigation where the employee is a subject of the investigation.

- (c) When a shift schedule change occurs as a result of the employee's request.

Section 6. Subsection (a) of Section 1.13.3 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.3: CHARGES FOR MAINTENANCE. In the following cases where full or part time maintenance is furnished, employees shall be charged the following amounts:

(a) Meals in County Facilities.

- (1) Charges to employees for meals furnished by County departments, except where employees are provided free meals while on duty, shall be:

- (a) \$2.10 per meal when individually purchased.
(b) \$2.00 per meal when purchased in books of ten.

(2) Sheriff's Department.

- (a) Only those employees who are assigned to work within the jail shall be able to obtain meals within the jail in order to maintain the security of this locked facility.

Eligible Classes: Classes designated AE, CL, CM, CR, FS, HS, MM, PR, PS and RN.

- (b) Employees assigned to a detention facility which provides meals for inmates and employees assigned to the associated transportation division shall be provided meals without charge at the assigned facility during normal meal service times.

Eligible Classes: Classes designated DS and SM.

- (c) If an employee works four (4) hours or more beyond his/her normal regular scheduled shift without a minimum of 24 hours advance notice, that employee shall be entitled to reimbursement for a meal per the current United States General Services Administration (GSA) reimbursement rates.

Eligible Classes: Classes designated DS and SM.

- (d) If an employee is required to remain at a crime scene or designated post for six (6) or more consecutive hours, the employee will be provided, at the Department's discretion, a meal or will be entitled to reimbursement for a meal per the current GSA reimbursement rates.

Eligible Classes: Classes designated DS and SM.

Section 7. Section 1.13.7 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.7: CANINE ALLOWANCE.

The appointing authority may designate an employee to keep and maintain a dog for use in the Probation Department's canine program and the Agricultural Weights and Measures' canine program. For employees so designated who do actually maintain a County owned dog, the County will pay all costs concerning veterinary costs, food, supplies, dog shelter and any other approved expense relating to the maintenance of the dog. Employees who are compensated under this provision shall keep all required immunizations and licenses current for the dog.

Eligible Classes: Classes designated PO and SO; and

005392 Agricultural Standards Inspector
005393 Sr Agricultural Standards Inspector

Section 8. Subsection (c) of Section 2.1.8 of the Compensation Ordinance is hereby amended to read as follows:

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

(c) Effective June 27, 2014. A one-time lump sum payment of \$750.

(1) Eligibility. All regular employees in eligible classes listed below who have paid service during pay period commencing June 13, 2014.

Eligible Classes. All classes designated: DS or SM.

(2) Payroll Calculation. Such one-time payment of \$750 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;

(d) Not be paid to an employee no longer employed by the County on the date of payment.

(3) Payment Date. This payment shall be made on July 18, 2014 for all eligible classes.

Section 9. Subsection (d)(5) 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:

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

<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

<u>Effective January 1, 2015:</u>	<u>Monthly</u>
Employee Only	\$464.00
Employee + 1 Dependent	704.00
Employee + 2 or More Dependents	1,029.00

<u>Effective January 1, 2016:</u>	<u>Monthly</u>
Employee Only	\$487.00
Employee + 1 Dependent	739.00
Employee + 2 or More Dependents	1,080.00

<u>Effective January 1, 2017:</u>	<u>Monthly</u>
Employee Only	\$511.00
Employee + 1 Dependent	776.00
Employee + 2 or More Dependents	1,134.00

<u>Effective January 1, 2018:</u>	<u>Monthly</u>
Employee Only	\$537.00
Employee + 1 Dependent	815.00
Employee + 2 or More Dependents	1,191.00

Section 10. 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 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%
EM, EO, NA, NE, NM, NS, UM	4.67%	4.67%
DI, DM	0%	0%

(c) Effective June 27, 2014:

Tier A Effective June 27, 2014		
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:
DS, SM	3.4%	3.4%

(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%

(d) Effective June 27, 2014:

Tier B Effective June 27, 2014		
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:
DS, SM	Hired prior to 7/1/2013: 2.4% Hired on or after 6/27/2014: 0%	2.4%

- (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, CM, FS, HS, MM, PR, PS, RN, SS, and SW.
- (5) Effective the final pay period in fiscal year 2017/2018, the County's retirement contribution offset shall be eliminated for bargaining units designated DS or SM.

Section 11. Article 5.7 of the Compensation Ordinance is hereby repealed.

Section 12. Subsection (d) of Section 5.9.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.9.1: HOLIDAYS.

(d) Holidays for Eligible County Employees Assigned to the Courts. The purpose of this provision is to achieve consistency in the scheduling of holidays for County employees assigned to work in the courts with those holidays observed by the courts and shall not be construed to provide greater or lesser compensation for, or number of holidays than that received by employees assigned to work in other County departments, each fiscal year.

(1) County employees assigned to the courts shall receive any holiday observed by the courts if that holiday is not observed by other County offices and departments.

Eligible Classes: Classes Designated DI or DM.

(2) County employees assigned to the courts shall not receive any holiday observed by County offices and departments which is not also observed by the courts.

Eligible Classes: Classes Designated DI, DM, PD or PM.

(3) County employees assigned to the courts shall receive any holiday observed by the courts if that holiday is not observed by other County offices and departments. In the event a holiday is observed by the Courts that is not also observed by the County, the appointing authority may require County employees to use paid or unpaid leave on the Court Holiday.

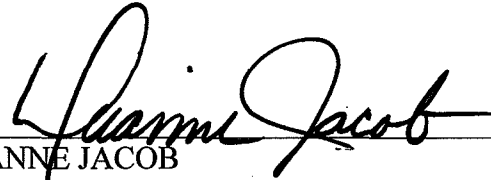
Eligible Classes: Classes Designated PD or PM.

Section 13. 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 14. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	6/27/2014 FY2017/2018
Section 2	6/27/2014 6/26/2015 6/24/2016 6/23/2017
Section 3	6/27/2014 6/26/2015 6/23/2017
Section 4	6/27/2014
Section 5	6/27/2014
Section 6	6/27/2014
Section 7	6/27/2014
Section 8	6/27/2014
Section 9	1/1/2015 1/1/2016 1/1/2017 1/1/2018
Section 10	6/27/2014 FY2017/2018
Section 11	6/27/2014
Section 12	6/27/2014

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 25th day February, 2014.



DIANNE JACOB
Chairwoman, 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 25th day of February, 2014.

THOMAS J. PASTUSZKA
Clerk of the Board of Supervisors

By


Christina Gomez, Deputy

Ordinance No. 10326 (N.S.)

02-25-14 (15)