

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

ORDINANCE NO 10479 (NEW SERIES)

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE
AND ESTABLISHING COMPENSATION**

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 CE, CEM, or MA as follows:

Fiscal Year 2017-2018:	3% wage increase effective June 23, 2017
Fiscal Year 2018-2019:	3% wage increase effective June 22, 2018
Fiscal Year 2019-2020:	3% wage increase effective June 21, 2019
Fiscal Year 2020-2021:	2% wage increase effective June 19, 2020
Fiscal Year 2021-2022:	2% wage increase effective June 18, 2021

Section 2. Subsections (d), (e), (f), (g), and (h) of Section 2.1.8 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 2.1.8: LUMP SUM PAYMENTS - FISCAL YEARS 2014/2015; 2017/2018; 2018/2019; 2019/2020; 2020/2021; 2021/2022.

(d) Effective June 23, 2017. A one-time lump sum payment of \$750.

(1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2016/2017.

Eligible Classes. All classes designated: AM, AS, CC, CE, CEM, CM, CR, CS, DA, MA, PD, or PM.

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

(a) Be included in the employees regular paycheck and subject to normal deductions;

(b) Not modify the salary base or computations of premiums or bonuses;

(c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.

(3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 28, 2017) for all eligible classes.

(4) Part-time employees shall receive a pro-rated amount according to their standard hours.

(e) Effective June 22, 2018. A one-time lump sum payment of \$750.

(1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2017/2018.

Eligible Classes. All classes designated: CE, CEM, CM, CR, or MA.

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

(a) Be included in the employees regular paycheck and subject to normal deductions;

- (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.
- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 27, 2018) for all eligible classes.
- (4) Part-time employees shall receive a pro-rated amount according to their standard hours.
- (f) Effective June 21, 2019. A one-time lump sum payment of \$750.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2018/2019.
- Eligible Classes. All classes designated: CE, CEM, CM, CR, or MA.
- (2) Payroll Calculation. Such one-time payment of \$750 shall:
- (a) Be included in the employees regular paycheck and subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.
- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 26, 2019) for all eligible classes.
- (4) Part-time employees shall receive a pro-rated amount according to their standard hours.
- (g) Effective June 19, 2020. A one-time lump sum payment of \$1,500.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2019/2020.
- Eligible Classes. All classes designated: CE, CEM, CM, CR, or MA.
- (2) Payroll Calculation. Such one-time payment of \$1,500 shall:
- (a) Be included in the employees regular paycheck and subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.
- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 24, 2020) for all eligible classes.
- (4) Part-time employees shall receive a pro-rated amount according to their standard hours.

- (h) Effective June 18, 2021. A one-time lump sum payment of \$1,500.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2020/2021.
- Eligible Classes. All classes designated: CE, CEM, CM, CR, or MA.
- (2) Payroll Calculation. Such one-time payment of \$1,500 shall:
- (a) Be included in the employees regular paycheck and subject to normal deductions;
- (b) Not modify the salary base or computations of premiums or bonuses;
- (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.
- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 23, 2021) for all eligible classes.
- (4) Part-time employees shall receive a pro-rated amount according to their standard hours.

Section 3. Subsection (c) of Section 2.1.9 of the Compensation Ordinance is hereby added to read as follows:

SECTION 2.1.9: LUMP SUM PAYMENT YEARS 2015/2016; 2016/2017.

- (c) Effective April 28, 2017. A one-time lump sum payment of \$750.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service between June 24, 2016, and April 25, 2017. Part-time employees shall receive a pro-rated amount according to their standard hours.
- Eligible Classes. All classes designated: CE, CEM, or MA.
- (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 2016/2017;
- (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 paid on May 19, 2017.

Section 4. Subsection (d)(2) Section 5.1.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN. A flexible benefits plan, which is in accordance with Section 125 of the Internal Revenue Code, is authorized for eligible employees.

- (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:

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

<u>Effective January 1, 2017:</u>	<u>Monthly</u>
Employee Only	\$ 587.00
Employee + 1 Dependent	877.00
Employee + 2 or More Dependents	1,247.00
<u>Effective January 1, 2018:</u>	<u>Monthly</u>
Employee Only	\$ 628.00
Employee + 1 Dependent	938.00
Employee + 2 or More Dependents	1,334.00
<u>Effective January 1, 2019:</u>	<u>Monthly</u>
Employee Only	\$ 672.00
Employee + 1 Dependent	1,004.00
Employee + 2 or More Dependents	1,427.00
<u>Effective January 1, 2020:</u>	<u>Monthly</u>
Employee Only	\$ 719.00
Employee + 1 Dependent	1,074.00
Employee + 2 or More Dependents	1,527.00
<u>Effective January 1, 2021:</u>	<u>Monthly</u>
Employee Only	\$ 769.00
Employee + 1 Dependent	1,149.00
Employee + 2 or More Dependents	1,634.00
<u>Effective January 1, 2022:</u>	<u>Monthly</u>
Employee Only	\$ 823.00
Employee + 1 Dependent	1,229.00
Employee + 2 or More Dependents	1,748.00

Section 5. Subsections (d)(12), (d)(13), and (d)(14) of Section 5.1.6 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN. A flexible benefits plan, which is in accordance with Section 125 of the Internal Revenue Code, is authorized for eligible employees.

- (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:

- (12) Employees in classes designated NM under the MGT 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
 <u>Effective January 1, 2016:</u>	 <u>Monthly</u>
Employee Only	\$ 559.00
Employee + 1 Dependent	835.00
Employee + 2 or More Dependents	1,188.00
 <u>Effective January 1, 2017:</u>	 <u>Monthly</u>
Employee Only	\$ 587.00
Employee + 1 Dependent	877.00
Employee + 2 or More Dependents	1,247.00

- (13) Employees in classes designated AE, AM, AS, CC, CE, CEM, CL, CM, 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 Healthcare Reimbursement Account (HRA) and/or a health Flexible Spending Account (FSA). IRS regulations establish annual maximum limits for flexible credits which may be rolled over to an HRA and/or an FSA. An employee is not entitled to flexible credits that, when rolled over to an HRA and/or an FSA, exceed the maximum limits allowed by law. Any employee who is expected to have flexible credits rolled over to an HRA and/or 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 6. Subsection (a)(3)(h) of Section 5.6.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.6.1: RETIREMENT CONTRIBUTION OFFSET. The County shall adopt the employee contribution rates set as recommended by the Board of Retirement within ninety (90) days after the beginning of the immediately succeeding fiscal year from the date the recommendation is made. Each employee shall pay, via payroll deduction, the amount prescribed by the rate established for each employee's contribution for the appropriate General or Safety benefit Tier into the appropriate fund in accordance with the rules and regulations governing such employee contributions.

- (a) Contribution Rates. The County shall adopt the County contribution rates, including those not integrated with Social Security, as recommended each year by the Board of Retirement as set forth in a letter to the Board of Supervisors from the Deputy Chief Administrative Officer/Auditor and Controller.

- (3) The Board of Supervisors shall adopt the employee retirement contribution rates recommended by the Retirement Board within ninety (90) days after the beginning of the immediately succeeding fiscal year from the date the recommendation is made.

(h) “Tier D” Retirement Benefits.

Retirement benefits for employees in classes designated AM, AS, CC, CE, CEM, CM, CR, CS, DA, MA, PD, or PM who are “New Members,” as defined in Government Code section 7522.04(f), and are hired on or after July 1, 2018, and after a date specified in any applicable Board of Supervisor resolution establishing a new retirement tier adopted to take effect on or after July 1, 2018 shall be “Tier D” members of the General Member Retirement Program administered by SDCERA.

Section 7. 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 8. Operative Date. Operative dates by specified section are listed in the table below.

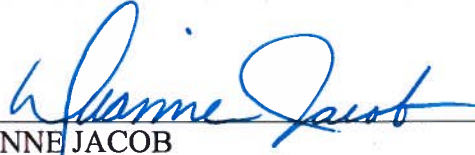
Section Number	Operative Date
Section 1	6/23/2017
	6/22/2018
	6/21/2019
	6/19/2020
	6/18/2021
Section 2	6/23/2017
	6/22/2018
	6/21/2019
	6/19/2020
	6/18/2021
Section 3	4/28/2017
Section 4	1/01/2018
	1/01/2019
	1/01/2020
	1/01/2021
	1/01/2022
Section 5	4/25/2017
Section 6	7/01/2018

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL

BY: Dennis I. Floyd, Senior Deputy County Counsel

Meeting Date: 04/25/17 (27)

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 25th day of April, 2017.



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, Gaspar, Roberts, Horn

ATTEST my hand and the seal of the Board of Supervisors this 25th day of April, 2017.

DAVID HALL
Clerk of the Board of Supervisors

By D. Lopez
Diana Lopez, Deputy



Ordinance No.10479 (N.S.)

04/25/17 (27)