

ORDINANCE NO10495 (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 amending the compensation for the following non-represented and classified job codes/classifications, effective December 22, 2017:

Job Code No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Approx Minimum	Annual Salary Maximum	
000737	General Support Aide							
	11.04						\$22,963.20	
	883.20							
005236	Departmental Aide							
				11.42	12.13	\$23,753.60 - \$25,230.40		
				913.60	970.40			

Section 2. Appendix One of the Compensation Ordinance is hereby amended by designating the following job code/classification as “Terminal” effective October 27, 2017:

<u>Job Code No.</u>	<u>Job Code Title</u>
005236	Departmental Aide (T)

Section 3. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job code/classification, effective October 27, 2017:

<u>Job Code No.</u>	<u>Job Code Title</u>
000780	Election Worker II

Section 4. Subsection (b) of Section 4.2.9 of the Compensation Ordinance is hereby amended as follows:

SECTION 4.2.9: SICK LEAVE – TEMPORARY EMPLOYEES.

(b) Eligibility to Earn: Employees are eligible to earn sick leave under this section if they work in one of the following temporary classifications for 30 days or more within a twelve month period.

Eligible Classes:

<u>Class No.</u>	<u>Title</u>
000735	Park Attendant (Seasonal)
000777	Election Worker IV
000779	Election Worker III
000790	Election Worker Specialist
000904	Student Worker – High School

000905	Student Worker – Undergraduate
000906	Student Worker – Graduate/Technical
000896	Temporary Expert Professional Employee
000918	Temporary Expert Professional Employee – Psychiatrist Special
000919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
002910	Graduate Law Clerk

Section 5. Section 5.1.2 of the Compensation Ordinance is hereby amended as follows:

SECTION 5.1.2: BENEFIT PROGRAMS. Unless additional or different benefits are provided by federal or state law (e.g. Unemployment Insurance and Workers' Compensation) the benefits of all employees, officers, boards, commissions, assistants, deputies, clerks and attaches, including elected officials and department heads and their deputies and assistants, are set forth in the following "Benefit Programs," which determine the benefits applicable to persons in each type. The Salary Schedule contains a list of all classes. Each class is assigned a "Benefit Plan Designator" in the column headed "Ben Pgm," which identifies eligibility for benefits as one of the following types, for all employees in that class except those on an "hourly" or "special rate" pay basis.

- (a) County Counsel (CC) Benefit Program. Employees in job codes designated as CC and CS are eligible for basic and management benefits in accordance with the conditions set forth in the following sections:

5.1.6	Flexible Benefits Plan
5.3	Basic Life Insurance
5.4	Long Term Disability
5.6	Retirement
5.9	Holidays
5.10	Suggestion Awards Program
5.11	Employee Recognition and Awards Program

- (b) Confidential Non-Management (CNM) Benefit Program. Employees in job codes designated as CE are eligible for basic benefits listed below plus State Disability Insurance (SDI). All employees in classes covered under CNM Benefit Program shall participate in SDI as the result of an election by the employees in the representation unit for that class. All premiums required by the State for SDI shall be automatically deducted from the pay of covered employees by the Auditor and Controller and forwarded to the State pursuant to the rules and regulations of the State of California in accordance with the conditions set forth in the following sections:

5.1.6	Flexible Benefits Plan
5.3	Basic Life Insurance
5.6	Retirement
5.9	Holidays
5.10	Suggestion Awards Program
5.11	Employee Recognition and Awards Program

- (c) District Attorney (DA) Benefit Program. Employees in job codes designated as DA, AS and AM are eligible for basic and management benefits in accordance with the conditions set forth in the following sections:

5.1.6	Flexible Benefits Plan
5.3	Basic Life Insurance
5.4	Long Term Disability
5.6	Retirement
5.9	Holidays
5.10	Suggestion Awards Program

- (d) District Attorney Investigator (DAI) Benefit Program. Employees in job codes designated as DI and DM are eligible for basic benefits in accordance with the conditions set forth in the following sections:

5.1.6	Flexible Benefits Plan
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- 5.3 Basic Life Insurance
- 5.6 Retirement
- 5.9 Holidays
- 5.10 Suggestion Awards Program
- 5.11 Employee Recognition and Awards Program

- (e) Management (MGT) Benefit Program. Employees in job codes designated as CEM, MA, and NM are eligible for basic and management benefits in accordance with the conditions set forth in the following sections:

- 5.1.6 Flexible Benefits Plan
- 5.3 Basic Life Insurance
- 5.4 Long Term Disability
- 5.6 Retirement
- 5.9 Holidays
- 5.10 Suggestion Awards Program
- 5.11 Employee Recognition and Awards Program

- (f) Non-Management (NMG) Benefit Program. Employees in job codes designated as AE, CL, CM, CR, FS, HS, MM, PO, PR, PS, RN and SS are eligible for basic benefits listed below, plus State Disability Insurance (SDI). All employees in classes covered under NMG Benefit Program shall participate in SDI as the result of an election by the employees in the representation unit for that class. All premiums required by the State for SDI shall be automatically deducted from the pay of covered employees by the Auditor and Controller and forwarded to the State pursuant to the rules and regulations of the State of California.

- 5.1.6 Flexible Benefits Plan
- 5.3 Basic Life Insurance
- 5.6 Retirement
- 5.9 Holidays
- 5.10 Suggestion Awards Program
- 5.11 Employee Recognition and Awards Program

- (g) Public Defender (PD) Benefit Program. Employees in job codes designated as PD and PM are eligible for basic and management benefits in accordance with the conditions set forth in the following sections:

- 5.1.6 Flexible Benefits Plan
- 5.3 Basic Life Insurance
- 5.4 Long Term Disability
- 5.6 Retirement
- 5.9 Holidays
- 5.10 Suggestion Awards
- 5.11 Employee Recognition and Awards Program

- (h) Sheriff (SHRF) Benefit Program. Employees in job codes designated as DS are eligible for basic benefits and SM are eligible for basic and management benefits in accordance with the conditions set forth in the following sections:

- 5.1.6 Flexible Benefits Plan
- 5.3 Basic Life Insurance
- 5.4 Long Term Disability (SM only)
- 5.6 Retirement
- 5.9 Holidays
- 5.10 Suggestion Awards Program

- (i) Social Worker (SW) Benefit Program. Employees in job codes designated as SW are eligible for basic benefits listed below plus State Disability Insurance (SDI). All employees in classes covered under SW Benefit Program shall participate in SDI as the result of an election by the employees in the representation unit for that class. All premiums required by the State for SDI shall be automatically deducted from the pay of covered employees by the Auditor and Controller and forwarded to the State pursuant to the rules and regulations of the State of California.

- 5.1.6 Flexible Benefits Plan
- 5.3 Basic Life Insurance
- 5.6 Retirement
- 5.9 Holidays
- 5.10 Suggestion Awards Program
- 5.11 Employee Recognitions and Awards Program

(j) Unclassified (UCL) Benefit Program.

- (1) Employees in job codes designated as EM, NA, NS, NE, and UM are eligible for basic and management benefits in accordance with the conditions set forth in the following sections:

- 5.1.6 Flexible Benefits Plan
- 5.3 Basic Life Insurance
- 5.4 Long Term Disability
- 5.5 Executive Management Physical Examination (excluding NA, NS and UM)
- 5.6 Retirement
- 5.9 Holidays
- 5.11 Employee Recognition and Awards Program

- (2) Employees in job codes designated as EO are eligible for basic and management benefits in accordance with the conditions set forth in the following sections:

- 5.1.6 Flexible Benefits Plan
- 5.3 Basic Life Insurance
- 5.4 Long Term Disability
- 5.5 Executive Management Physical Examination

(k) Supervising Probation Officer (SO) Benefit Program. Employees in job codes designated as SO are eligible for basic benefits listed below plus State Disability Insurance (SDI). All employees in classes covered under SO Benefit Program shall participate in SDI as the result of an election by the employees in the representation unit for that class. All premiums required by the State for SDI shall be automatically deducted from the pay of covered employees by the Auditor and Controller and forwarded to the State pursuant to the rules and regulations of the State of California in accordance with the conditions set forth in the following sections:

- 5.1.6 Flexible Benefits Plan
- 5.3 Basic Life Insurance
- 5.6 Retirement
- 5.9 Holidays
- 5.10 Suggestion Awards Program
- 5.11 Employee Recognition and Awards Program

(l) Hourly and Special Rate Employees. Notwithstanding appointment to a class with a Benefit Program Designator, hourly or special rate employees may be eligible for only the following benefits:

- Workers' Compensation coverage;
- Unemployment Insurance;
- Suggestion Awards Program
- Employee Recognition Award (cash only)
- Health Insurance Benefits as defined in Section 5.13.1

(m) Other Benefits. In addition to the benefits listed above in the Benefit Program, there are other benefits, which are elsewhere provided for:

- (1) Leaves of Absence. Benefits described and set forth in other sections of this ordinance are paid and unpaid leaves of absence set forth in Chapter 4. Chapter 4 also contains provisions relating to cash payoffs for unused sick and annual leave, and retirement credit for unused sick leave, which may be applicable.

- (2) Retirement. Refer to 5.6.1, Retirement Contribution.
- (3) Reimbursements and Allowances. Other reimbursements and allowances may be available under the County Administrative Code.
- (4) Optional Benefits. Some employees may also be eligible for other benefits not described or set forth in this ordinance. These benefits, subject to the employee's enrollment, and not contributed to by the County, are:
 - Dental Insurance
 - Vision Insurance
 - Supplemental Life Insurance
 - Supplemental Accidental Death and Dismemberment Insurance (AD&D)
 - Flexible spending accounts for pre-tax reimbursement of qualified medical and/or dependent day care expenses. Account credits must be used during the plan year in which they are earned for expenses incurred during the same plan year.
 - Healthcare Reimbursement Accounts for pre-tax reimbursement of qualified medical expenses. Account credits must be used during the plan year in which they are earned for expenses incurred during the same plan year.
- (5) Deferred Compensation Program. Employees shall be eligible to participate in the Deferred Compensation Program provided and administered by the County or the County's selected administrative agent (or agency). Notwithstanding any provisions to the contrary, the County as the employer may make deposits, to an employee's Participation Account and concomitant employee tax liability disbursements. The authority and discretion to approve such deposits and disbursements is delegated by the Board of Supervisors to the Chief Administrative Officer for the EM classifications.

Section 6. Section 5.6.1 of the Compensation Ordinance is hereby amended as follows:

SECTION 5.6.1: RETIREMENT CONTRIBUTION. 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 County Chief Financial Officer/General Manager.
 - (1) The County shall pay the rate prescribed for employer contributions into the General or Safety Retirement Fund in accordance with the law and the rules and regulations governing such employer contributions.
 - (2) In the event that the employee's rate is less than the prescribed amount below, the employee shall not be credited with the difference.
 - (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.
 - (a) Annual Actuarial Reviews. The employer and employee contribution rates are subject to annual San Diego County Employees Retirement Association actuarial reviews and establishment of rates.
 - (b) Tier I. Retirement benefits for employees hired on or prior to September 30, 1978, shall be those established for Tier I of the General Retirement Program or Tier I of the Safety

Retirement Program for eligible employees.

- (c) Tier II. Retirement benefits for employees (excluding DI, DM, DS and SM, see (d) below) hired on or after October 1, 1978, who did not elect into Tier A benefits, shall be those established for Tier II of the General Retirement Program
- (d) DI, DM, DS and SM Retirement Benefits.
 - (i) Retirement benefits for employees in classes designated DI, DM, DS and SM effective March 8, 2002, based upon their respective Tier II general and/or Tier II safety statuses, retirement benefits for employees hired on or after October 1, 1978, shall be respectively converted prospectively to those established for Tier I of the General Retirement Program and/or Tier I of the Safety Retirement Program for eligible employees.
 - (ii) The County shall pay the accrued liability for respective previous service before March 8, 2002 for the elimination of Tier II general and/or Tier II safety conversion to Tier I general and/or Tier I safety status and pay the respective rate prescribed for employer contributions into the General and/or Safety Retirement Fund for the Tier I program in accordance with the law and rules and regulations governing such employer contributions.
- (e) “Tier A” Retirement Benefits.
 - (i) Retirement benefits for employees hired between March 8, 2002 and August 27, 2009, shall be those established for “Tier A” of the General Retirement Program for eligible employees.
 - (ii) Employees hired before March 8, 2002 will receive “Tier A” retirement benefits unless the employee exercised the right to “opt out” of the “Tier A” program. Those who “opted out” of the “Tier A” program will receive Tier I retirement benefits.
- (f) “Tier B” Retirement Benefits.
 - (i) Retirement benefits for employees hired on or after August 28, 2009 but before December 1, 2012, shall be those established for “Tier B” of the General Retirement Program and “Tier B” of the Safety Retirement Program by ordinance and resolutions adopted by the board on July 21, 2009, for eligible employees. Therefore, the ordinance and resolutions apply to any person who commences employment for the County on or after August 28, 2009 but before December 1, 2012, including any employee who is appointed on or after August 28, 2009 but before December 1, 2012, to a position which makes that employee a new general member or a new safety member of SDCERA.
 - (ii) Employees who are hired on or after December 1, 2012 will receive Tier B retirement benefits if they are not “New Members” as defined in Government Code §7522.04(f).
- (g) “Tier C” Retirement Benefits.

Retirement benefits for employees who are hired on or after December 1, 2012 and are “New Members” as defined in Government Code §7522.04(f), shall be those established for “Tier C” of the General Retirement Program and “Tier C” of the Safety Retirement Program by resolutions adopted by the board on October 30, 2012, for eligible employees. Therefore, the resolutions apply to any “New Member” who commences employment for the County on or after December 1, 2012, including any employee who is appointed on or after December 1, 2012, to a position which makes that employee a new general member or a new safety member of SDCERA.

Meeting Date: 09/26/17 (12)

Section 7. Effective Date. Sections 5 and 6 of this ordinance affect compensation and shall take effect upon adoption and all other sections of this ordinance shall take effect thirty (30) days after its 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.

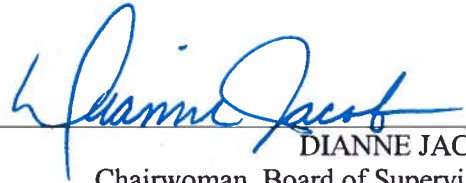
Section 8. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	12/22/2017
Section 2	10/27/2017
Section 3	10/27/2017
Section 4	10/27/2017
Section 5	9/29/2017
Section 6	9/29/2017

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 26th of September, 2017.



DIANNE JACOB
Chairwoman, Board of Supervisors
County of San Diego, State of California

The above Ordinance was adopted by the following vote:

AYES: Jacob, Gaspar, Horn
ABSENT: Cox, Roberts

ATTEST my hand and the seal of the Board of Supervisors this 26th day of September, 2017.



DAVID HALL
Clerk of the Board of Supervisors

By D. Lopez
Diana Lopez, Deputy

Ordinance No.10495 (N.S.)

09/26/17 (12)