

Meeting Date: 10/30/18 (24)

ORDINANCE NO. 10569 (NEW SERIES)

AMENDMENTS TO THE COMPENSATION ORDINANCE RELATING TO THE TENTATIVE AGREEMENT FOR THE SAN DIEGO COUNTY PROBATION OFFICERS' ASSOCIATION.

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 PO as follows:

Fiscal Year 2018-2019:	2% wage increase effective the pay period following adoption by the Board of Supervisors
Fiscal Year 2019-2020:	3% wage increase effective June 21, 2019
Fiscal Year 2020-2021:	3% wage increase effective June 19, 2020
Fiscal Year 2021-2022:	3% wage increase effective June 18, 2021
Fiscal Year 2022-2023:	2% wage increase effective July 1, 2022

Section 2. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for job codes/classifications designated PO as follows:

- Effective the pay period following adoption by the Board of Supervisors, establish a new 2.5% top step for the PO classifications.
- Effective June 19, 2020, increase the top step to 5% for the PO classifications.

Section 3. Subsections (e) and (f) of section 2.1.7 of the Compensation Ordinance are hereby added to read as follows:

SECTION 2.1.7: LUMP SUM PAYMENTS: FISCAL YEARS 2013/2014, 2019/2020 AND 2021/2022.

(e) Effective June 21, 2019. 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 2018/2019.

Eligible Classes. All classes designated: PO.

(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 26, 2019) for all eligible classes.

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

(f) Effective June 18, 2021. A one-time lump sum payment of \$1,000.

(1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2020/2021.

Eligible Classes. All classes designated: PO.

- (2) Payroll Calculation. Such one-time payment of \$1,000 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 4. Subsection (d)(8) of 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:

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

<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
 <u>Effective March 1, 2019:</u>	 <u>Monthly</u>
Employee Only	\$ 575.00
Employee + 1 Dependent	872.00
Employee + 2 or More Dependents	1,274.00
 <u>Effective January 1, 2020:</u>	 <u>Monthly</u>
Employee Only	\$ 615.00
Employee + 1 Dependent	933.00
Employee + 2 or More Dependents	1,363.00
 <u>Effective January 1, 2021:</u>	 <u>Monthly</u>

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Employee Only	\$ 658.00
Employee + 1 Dependent	998.00
Employee + 2 or More Dependents	1,458.00

Effective January 1, 2022: Monthly

Employee Only	\$ 704.00
Employee + 1 Dependent	1,068.00
Employee + 2 or More Dependents	1,560.00

Effective January 1, 2023: Monthly

Employee Only	\$ 753.00
Employee + 1 Dependent	1,143.00
Employee + 2 or More Dependents	1,669.00

Section 5. 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. 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.
 - 1. Retirement benefits for employees in classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, EM, EO, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PR, PS, RN, SS, SW, or UM 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.

2. Retirement benefits for employees in classes designated DI, DM, DS, PO, SO or SM who are “New Members,” as defined in Government Code section 7522.04(f), and are hired on or after July 1, 2020, 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, 2020 shall be “Tier D” members of the “Safety” Member Retirement Program administered by SDCERA.

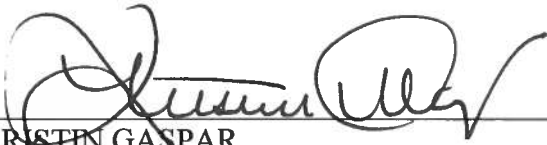
Section 6. Effective Date. This ordinance affects compensation and shall take effect upon adoption. Within fifteen days after the date of adoption of this ordinance, a summary shall be published once with the name of those members voting for and against the same in the newspaper of general circulation published in the County of San Diego.

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

Section Number	Operative Date
Section 1	Upon Adoption June 21, 2019 June 19, 2020 June 18, 2021 July 1, 2022
Section 2	Upon Adoption June 19, 2020
Section 3	June 21, 2019 June 18, 2021
Section 4	March 1, 2019 January 1, 2020 January 1, 2021 January 1, 2022 January 1, 2023
Section 5	July 1, 2020

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 30th day of October, 2018.


KRISTIN GASPAR
Chairwoman, Board of Supervisors
County of San Diego, State of California

The above Ordinance was adopted by the following vote:

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

ATTEST my hand and the seal of the Board of Supervisors this 30th day of October, 2018.

DAVID HALL
Clerk of the Board of Supervisors

By C. Rodriguez
Chrystal Rodriguez, Deputy



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