

Meeting Date: 1/7/14 (18)

**ORDINANCE NO. 10316 (NEW SERIES)**

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENT WITH THE ASSOCIATION OF SAN DIEGO COUNTY EMPLOYEES-CR UNIT**

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 CR as follows:

2.2% effective December 27, 2013; 2% effective June 26, 2015; 2% effective June 24, 2016; 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 2016/2017 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.** Subsections (b)(2)(d) and (b)(3)(f) 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, CM, CR, 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, CM, CR, FS, HS, MM, PR, PS, RN, SS, and SW

**Section 3.** Subsection (a)(6) of 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:
- (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, MA, PO, and SO.
  - (c) Over two (2) weeks, but not over twenty-six (26) weeks for employees in classes designated AE, CL, CM, CR, 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.

**Section 4.** Subsection (a) 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.**

- (a) Fiscal Year 2014/2015. A one-time lump sum payment of 2% of individual annualized compensation shall be paid to all eligible County employees in addition to the regular compensation for work performed during the payout pay period.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during pay-period 26 of Fiscal Year 2013/2014 (June 13, 2014 to June 26, 2014).
- Eligible Classes. All classes designated AM, AS, CC, CE, CEM, CM, CR, CS, DA, EM, MA, NA, NE, NM, NS, PD, PM, PO, SO and UM.
- (2) Payroll Calculation. Such one-time payment of 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;
  - (d) Deduct \$250 from employees in classes designated CR.
- (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 made on July 18, 2014.

**Section 5.** Subsection (d)(11) 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:

(11) Employees in classes designated CR.

<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
<u>Effective January 1, 2014:</u>	<u>Monthly</u>
Employee Only	\$453.00
Employee + 1 Dependent	675.00
Employee + 2 or More Dependents	968.00
<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

**Section 6.** Subsection (b)(4) 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.

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

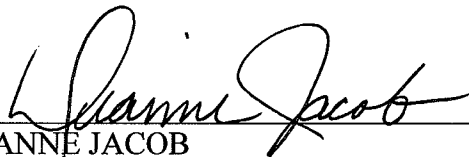
**Section 7. Effective Date.** This ordinance affects compensation and shall take effect upon adoption. Within fifteen days after the date of adoption of this ordinance, a summary shall be published once with the name of those members voting for and against the same in the newspaper of general circulation 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	12/27/2013, 6/26/2015, 6/24/2016 & 6/9/2017
Section 2	1/7/2014
Section 3	1/7/2014
Section 4	1/7/2014
Section 5	1/7/2014
Section 6	1/7/2014

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 7<sup>th</sup> day of January, 2014.

  
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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 7<sup>th</sup> day of January, 2014.

THOMAS J. PASTUSZKA  
Clerk of the Board of Supervisors

By   
\_\_\_\_\_  
Sarah Panfil, Deputy



Ordinance No. 10316 (N.S.)

01-07-14 (18)