

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

Meeting Date: 07/24/18 (17)

ORDINANCE NO 10549 (NEW SERIES)

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENT WITH 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:

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:	3% wage increase effective June 19, 2020
Fiscal Year 2021-2022:	2% 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 DS or SM, effective June 22, 2018 as follows:

- Combine steps 10 & 11 for class 005757 Deputy Sheriff - Detentions/Court Services and Steps 9 & 10 for class 005746 Deputy Sheriff.
- Add an additional 2.5% top step to all classes.

Section 3. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for job codes/classifications designated DS or SM effective June 19, 2020 as follows: Increase the top step to 5% for all classifications.

Section 4. Section 1.4.12 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.4.12: ADVANCEMENT WITHIN RANGE, DEPUTY SHERIFF - DETENTIONS/COURT SERVICES. Every employee in class 5757, Deputy Sheriff – Detentions/Court Service, having graduated from an approved academy, shall advance within range as follows:

(a)	The employee shall enter at Step 1 on the first day of the first biweekly pay period following graduation from an approved Academy.
(b)	Following completion of twenty-six 26 weeks of full-time service at Step 1, the employee shall advance to Step 2.
(c)	Following completion of twenty-six 26 weeks of full-time service at Step 2, the employee shall advance to Step 3.
(d)	Following completion of at least fifty-two 52 weeks of full-time service at Step 3, 4, 5, or 6, the employee shall advance to the next higher step within the range prescribed for his or her class.
(e)	Following completion of service in his or her class of at least-fifty-two (52) weeks of continuous paid regular service at Step 7, shall advance to Step 8 of the range prescribed for his or her class.
(f)	Following completion of service in his/her class of at least fifty-two (52) weeks of continuous paid regular service at Step 8, shall advance to Step 9 of the range prescribed for his or her class.
(g)	Following completion of service in his/her class of at least fifty-two (52) weeks of full-time paid regular service at Step 9 or higher, shall advance to the next Step of the range prescribed for his or her class.

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Section 5. Section 2.1.19 of the Compensation Ordinance is hereby added to read as follows:

SECTION 2.1.19: RETENTION INCENTIVE PROGRAM.

Employees in classes designated DS or SM:

Effective June 21, 2019: all regular employees who have 20 years of service with the County of San Diego shall receive a 2.5% retention incentive premium.

Effective June 18, 2021: the retention incentive premium will be increased to 5%.

Effective for all “new members”, as defined by Government Code section 7522.04(f), hired into DS or SM bargaining units on or after implementation of Safety Tier D, shall receive an additional retention premium of 5% at 25 years of service with the County of San Diego.

Section 6. Subsection (h) of Section 4.2.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.2: SICK LEAVE.

(h) **Conversion of Sick Leave Credits to Cash or Retirement at Termination**

- (1) Except as otherwise provided, eligible employees, who have reached the age of fifty-five (55) (age fifty (50) for employees in classes designated SM or in classes 000260 and 000265) in the classes listed below, upon retirement, deferred retirement, disability retirement from County Service, or death, may elect to convert sick leave credits to cash or retirement service credit as follows:
 - (a) Eligible employees may convert all or a portion of their sick leave balance to cash at fifty percent (50%) of its value, except as otherwise provided in subsection 4.2.2(h)(2). One hundred percent (100%) of all sick leave credits that are paid to the employee in cash at fifty percent (50%) of their value will be removed from the employee’s sick leave balance.
 - (b) Eligible employees may, upon retirement, deferred retirement, disability retirement from County Service, or death, convert all or a portion of their sick leave balance into retirement service credits subject to the rules and regulations of the San Diego County Employees’ Retirement Association, provided that:
 - i. The employee has completed five (5) or more years of continuous service during that employee’s present employment; and
 - ii. The employee’s sick leave balance totals one hundred (100) hours or more.
 - (c) Eligible employees who have reached the age of fifty-five (55) (age fifty (50) for employees in the classes designated SM or in classes 000260 and 000265), but not satisfied (a) or (b) shall receive cash at fifty percent (50%) of the value of that employee’s accumulated sick leave credits.

Eligible Classes: Classes designated EM, NA, NE, NS, SM, and UM

- (2) Eligible employees who have not reached the age of fifty-five (55) (age fifty (50) for employees in the classes designated SM or in classes 000260 and 000265) in the classes listed below, who retire, voluntarily terminate, or die, shall receive cash at fifty percent (50%) of the value of that employee’s accumulated sick leave credits.

Eligible Classes: Classes designated EM, NA, NE, NS, SM, and UM

- (3) The entire amount of the advanced sick leave credits provided in section 4.2.2(c)(3) may not be eligible for retirement conversion upon separation from the County. Advanced sick leave hours will become convertible to cash pursuant to this section as they are earned under the provisions of 4.2.2(c).

Eligible Classes: Classes designated EM, NA, NE, NS, SM, and UM

(4) Terminal Pay Plan.

- (a) All employees shall participate in the County’s Terminal Pay Plan (Plan). However, only the terminal paychecks (including sick leave, if applicable) of those employees who have reached the age of fifty-five (55) (age fifty (50) for employees in classes designated DS, SM, and Classes 000160, 000260 and 000265) shall be placed into the Plan. These terminal paychecks shall be placed into the Plan on a pre-tax basis in accordance with the Plan, all applicable laws and all rules and regulations applicable to the Plan.
- (b) Notwithstanding subsections 4.2.2(f) (Payoff of Unused Sick Leave) and 4.2.2(h)(1) above, an eligible employee in classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DI, DM, DS, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PO, PR, PS, RN, SO, SS, SW and UM, who is a participant in the County of San Diego Defined Benefit Pension Plan, or the County of San Diego Defined Contribution Savings Plan, or both, on the date of his or her separation from County service, shall not be paid the monetary value of the sick leave balance otherwise payable under subsections 4.2.2(f) and 4.2.2(h)(1) above but, in lieu of such payment, shall receive the benefits provided for under the County of San Diego Defined Benefit Pension Plan and the County of San Diego Defined Contribution Savings Plan, if any.
- (c) Notwithstanding any other provision, a “new member” as defined in Government Code section 7522.04 (f) is not eligible to participate in the County’s Terminal Pay Plan and therefore is not eligible for the benefit provided under section 4.2.2(h)(1), but shall be entitled to receive the benefit provided under section 4.2.2(h)(2).

Section 7. Subsection (d)(4) 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:

- (4) Employees in classes designated DS and SM under the SHRF 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

Monthly

<u>Effective January 1, 2019:</u>	
Employee Only	\$575.00
Employee + 1 Dependent	872.00
Employee + 2 or More Dependents	1,274.00

Effective January 1, 2020 Monthly

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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>
Employee Only	\$658.00
Employee + 1 Dependent	998.00
Employee + 2 or More Dependents	1,458.00
<u>Effective January 1, 2022:</u>	<u>Monthly</u>
Employee Only	\$704.00
Employee + 1 Dependent	1,068.00
Employee + 2 or More Dependents	1,560.00
<u>Effective January 1, 2023:</u>	<u>Monthly</u>
Employee Only	\$753.00
Employee + 1 Dependent	1,143.00
Employee + 2 or More Dependents	1,669.00

Section 8. 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.
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 DS 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.

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Section 9. 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 10. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	June 22, 2018 June 21, 2019 June 19, 2020 June 18, 2021 July 1, 2022
Section 2	June 22, 2018
Section 3	June 19, 2020
Section 4	June 22, 2018
Section 5	June 21, 2019 June 18, 2021
Section 6	June 22, 2018
Section 7	January 1, 2019 January 1, 2020 January 1, 2021 January 1, 2022 January 1, 2023
Section 8	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 24th day of July, 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, Gaspar, Roberts, Horn
ABSENT: Jacob

ATTEST my hand and the seal of the Board of Supervisors this 24th day of July, 2018.

DAVID HALL
Clerk of the Board of Supervisors

By C. Rodriguez
Chrystal Rodriguez, Deputy



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