



COUNTY OF SAN DIEGO  
BOARD OF SUPERVISORS

2013 JUN 10 PM 1 14

# County of San Diego

THOMAS J. PASTUSZKA, CMC, CCB  
EXECUTIVE OFFICER/CLERK

CLERK OF THE BOARD OF SUPERVISORS

1600 PACIFIC HIGHWAY, ROOM 402, SAN DIEGO, CALIFORNIA 92104-2471

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**SPECIAL MEETING OF THE BOARD OF SUPERVISORS  
WEDNESDAY, JUNE 12, 2013 AT 9:00 A.M.  
COUNTY OF SAN DIEGO, CALIFORNIA**

**PLEASE TAKE NOTICE** in accordance with Government Code section 54956, the San Diego County Board of Supervisors will hold a special meeting on June 12, 2013, at 9:00 a.m., in Room 310 of the County Administration Center located at 1600 Pacific Highway, San Diego, California to consider the matters contained in the attached agenda.

**BY ORDER OF THE PRESIDING OFFICER.**

Dated: June 10, 2013

\_\_\_\_\_  
GREG COX  
Chairman of the Board of Supervisors

COUNTY OF SAN DIEGO BOARD OF SUPERVISORS  
SPECIAL MEETING  
MEETING AGENDA  
**WEDNESDAY, JUNE 12, 2013, 09:00 A.M**  
BOARD OF SUPERVISORS NORTH CHAMBER  
1600 PACIFIC HIGHWAY, ROOM 310, SAN DIEGO, CALIFORNIA

- A. Roll Call
- B. Public Communication: Opportunity for members of the public to speak to the Board on any subject matter within the Board's jurisdiction but not an item on today's agenda.

**NOTICE:** THE BOARD OF SUPERVISORS MAY TAKE ANY ACTION WITH RESPECT TO THE ITEMS INCLUDED ON THIS AGENDA. RECOMMENDATIONS MADE BY COUNTY STAFF DO NOT LIMIT ACTIONS THAT THE BOARD OF SUPERVISORS MAY TAKE. MEMBERS OF THE PUBLIC SHOULD NOT RELY UPON THE RECOMMENDATIONS IN THE BOARD LETTER AS DETERMINATIVE OF THE ACTION THE BOARD OF SUPERVISORS MAY TAKE ON A PARTICULAR MATTER.

Supporting documentation and attachments for items listed on this agenda can be viewed online at <http://www.sdcountry.ca.gov/cob/bosa/> or in the Office of the Clerk of the Board of Supervisors at the County Administration Center, 1600 Pacific Highway, Room 402, San Diego, CA 92101.

**Board of Supervisors' Agenda Items**

**Agenda #    Subject**

- 1.        MEMORANDUM OF AGREEMENT BETWEEN THE COUNTY OF SAN DIEGO AND THE COUNTY OF SAN DIEGO, SUPERIOR COURT REGARDING USE OF VIDEO TELECONFERENCING FOR CRIMINAL PROCEEDINGS AND IN-JAIL COURTROOMS
  
- 2.        AMENDMENTS TO THE COMPENSATION ORDINANCE AND THE ADMINISTRATIVE CODE RELATING TO TENTATIVE AGREEMENTS FOR THE SAN DIEGO COUNTY DEPUTY DISTRICT ATTORNEYS ASSOCIATION; THE ASSOCIATION OF SAN DIEGO COUNTY EMPLOYEES; THE SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION; AND THE DISTRICT ATTORNEY INVESTIGATORS ASSOCIATION  
[FUNDING SOURCE(S): COMBINATION OF GENERAL PURPOSE REVENUES, AVAILABLE GENERAL FUND FUND BALANCE, AND VARIOUS PROGRAM REVENUES]

1. **SUBJECT: MEMORANDUM OF AGREEMENT BETWEEN THE COUNTY OF SAN DIEGO AND THE COUNTY OF SAN DIEGO, SUPERIOR COURT REGARDING USE OF VIDEO TELECONFERENCING FOR CRIMINAL PROCEEDINGS AND IN-JAIL COURTROOMS (DISTRICTS: ALL)**

**OVERVIEW:**

Inmates at County jails are regularly transported to the San Diego Central Jail (SDCJ) for various court proceedings, including arraignment, status hearings, pretrial conferences and other hearings. Once downtown, the Sheriff moves the inmates between the jail and the courthouse via an above ground bridge. The State Administrative Office of the Courts (AOC) is preparing to construct a new courthouse and to subsequently demolish the old courthouse. The new courthouse included a tunnel from the SDCJ to the new courthouse which the Sheriff would have used to transport inmates to and from the SDCJ and courthouse. The AOC, for budget reasons, has eliminated the tunnel from its project. As a result, the Sheriff will have to transport inmates approximately one block via shuttle to and from the SDCJ and new courthouse. This will be costly to the County, may create public safety issues and will add to traffic congestion around the new courthouse.

In response to this problem, the County and the County of San Diego, Superior Court (Superior Court) entered into negotiations to develop ways to reduce the number of inmates that the Sheriff would need to move between the jail and courthouse, and in some instances, between outlying correctional facilities and the SDCJ. As a result of those negotiations, your Board is being asked to authorize the Chief Administrative Officer to enter into a memorandum of agreement with the Superior Court which would authorize the use, where legal and appropriate, of video teleconferencing for criminal proceedings, and would authorize the construction of up to two in-jail courtrooms at the SDCJ and one in-jail courtroom at the San Diego County Women's Detention Facility.

**FISCAL IMPACT:**

There will be no immediate fiscal impact from the memorandum of agreement. Staff will determine the appropriate time to begin construction of the in-jail courtrooms and video teleconferencing systems, and as needed, will return to your Board for authority to contract and for appropriations.

**BUSINESS IMPACT STATEMENT:**

N/A

**RECOMMENDATION:**

**CHIEF ADMINISTRATIVE OFFICER**

Authorize the Chief Administrative Officer to execute a memorandum of agreement between the County of San Diego and the County of San Diego, Superior Court for the use of teleconferencing for certain proceedings and for construction of courtrooms in County jails. Further authorize the Chief Administrative Officer, in consultation with the Sheriff, to amend the memorandum of agreement to expand the use of video teleconferencing and in-jail courtrooms, where it would not materially increase liability to the County.

2. **SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE AND THE ADMINISTRATIVE CODE RELATING TO TENTATIVE AGREEMENTS FOR THE SAN DIEGO COUNTY DEPUTY DISTRICT ATTORNEYS ASSOCIATION; THE ASSOCIATION OF SAN DIEGO COUNTY EMPLOYEES; THE SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION; AND THE DISTRICT ATTORNEY INVESTIGATORS ASSOCIATION (DISTRICTS: ALL)**

**OVERVIEW:**

These recommendations present amendments to the Compensation Ordinance for the first reading of negotiated provisions for successor Memoranda of Agreements (MOAs) between the County of San Diego and the San Diego County Deputy District Attorneys Association (DDAA), the Association of San Diego County Employees (ASDCE), the San Diego Deputy County Counsels Association (SDDCCA), and the District Attorney Investigators Association (DAIA). These successor agreements will replace existing agreements that are due to expire on June 27, 2013.

A summary of the proposed Compensation Ordinance amendments is as follows:

1. Reduces the County's portion of employees' paid retirement offset (*eliminates the County's portion entirely for the DAIA*) and increases salary to mitigate the effect of the offset reductions by labor group beginning December 27, 2013;
2. Eliminates the annual payment for employees who have attained 30 years of retirement service credit for ASDCE, DDAA, SDDCCA, and DAIA;
3. Increases salary to address inequities within classifications performing similar duties (includes DAIA, DDAA and SDDCCA);
4. Provides two one-time monetary payments equivalent to 2% of base pay in July 2013 and July 2014 (excluding DAIA);
5. Provides a one-time monetary payment of \$250 in July 2013 for ASDCE;
6. Increases eligible employees' flex credits in January 2014 and January 2015 for ASDCE, DAIA, DDAA, and SDDCCA;
7. Updates language for critical standby for the DAIA to reflect current operating procedures;
8. Amends the Anti-Terrorist Campaign Leave provision to extend its expiration to June 2015 for ASDCE, DAIA, DDAA, and SDDCCA;
9. Amends Administrative Leave by removing the 20-day investigative limit for ASDCE, DAIA, DDAA, and SDDCCA;
10. Amends step advancement from 26 weeks to 52 weeks at the first step for ASDCE, DAIA, and DDAA;
11. Establishes a 12-month probationary period for all step classes for ASDCE, DAIA, and DDAA;
12. Amends the education stipend to include security and increases the amount for DDAA;
13. Increases professional stipend for SDDCCA;
14. Establishes a premium for ASE certification and reimbursement for testing for one eligible ASDCE classification;

15. Increases safety glasses and safety shoe allowance for eligible ASDCE classifications;
16. Establishes floating holiday cap for DAIA;
17. Eliminates paid and unpaid leave from counting as time worked for the purposes of calculating overtime for DAIA; and
18. Updates language for work scheduling for DAIA to reflect current operating procedures.

Today's recommendations also amend section 495 of the Administrative Code relating to transportation and parking reimbursement.

Details of the tentative agreements by labor group are reflected in the background of this letter.

**FISCAL IMPACT:**

In Fiscal Year 2013-2014, the costs associated with today's recommendations are estimated to result in costs of \$4.8 million which includes one-time costs of \$2.0 million. The estimate includes ongoing base and supplemental pay net increases of \$2.7 million, one-time monetary payments of \$2.0 million, and flex credit increase of \$0.1 million.

Further, in Fiscal Year 2014-2015, the costs associated with today's recommendations are estimated to result in additional costs of \$2.4 million which includes one-time costs of \$1.9 million. The estimate includes further ongoing base pay net increases of \$0.2 million, additional one time monetary payments of \$1.9 million, and additional flex credit increases of \$0.3 million. In Fiscal Year 2015-2016, flex credits are estimated to increase by an additional \$0.2 million.

Funding to support today's recommendations is partially reflected in the CAO's Fiscal Year 2013-2015 Recommended Operational Plan. If approved, staff will return to your Board with recommendations to adjust the budget as necessary during a regular budget status report. The funding source is a combination of General Purpose revenues, available General Fund fund balance, and various program revenues.

**BUSINESS IMPACT STATEMENT:**

N/A

**RECOMMENDATION:  
CHIEF ADMINISTRATIVE OFFICER**

Approve introduction (first reading) of the following ordinances; read title and waive further reading of these ordinances (MAJORITY VOTE):

AMENDMENTS TO THE COMPENSATION ORDINANCE RELATING TO TENTATIVE AGREEMENTS FOR THE SAN DIEGO COUNTY DEPUTY DISTRICT ATTORNEYS ASSOCIATION; THE ASSOCIATION OF SAN DIEGO COUNTY EMPLOYEES; THE SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION; AND THE DISTRICT ATTORNEY INVESTIGATORS ASSOCIATION.

AN ORDINANCE AMENDING THE ADMINISTRATIVE CODE, SECTION 495, PERTAINING TO TRANSPORTATION REIMBURSEMENT.

If the Board takes the action recommended in item 1, then on June 18, 2013 (second reading):

Submit the Ordinances for further Board consideration and adoption (second reading on June 18, 2013). Approve the adoption of successor MOAs between the County of San Diego and the San Diego County Deputy District Attorneys Association; the District Attorney Investigators Association, the Association of San Diego County Employees; and, the San Diego Deputy County Counsels Association.



# COUNTY OF SAN DIEGO

## AGENDA ITEM

### BOARD OF SUPERVISORS

GREG COX  
First District

DIANNE JACOB  
Second District

DAVE ROBERTS  
Third District

RON ROBERTS  
Fourth District

BILL HORN  
Fifth District

**DATE:** June 12, 2013

**01**

**TO:** Board of Supervisors

**SUBJECT:** MEMORANDUM OF AGREEMENT BETWEEN THE COUNTY OF SAN DIEGO AND THE COUNTY OF SAN DIEGO, SUPERIOR COURT REGARDING USE OF VIDEO TELECONFERENCING FOR CRIMINAL PROCEEDINGS AND IN-JAIL COURTROOMS (DISTRICTS: ALL)

### Overview

Inmates at County jails are regularly transported to the San Diego Central Jail (SDCJ) for various court proceedings, including arraignment, status hearings, pretrial conferences and other hearings. Once downtown, the Sheriff moves the inmates between the jail and the courthouse via an above ground bridge. The State Administrative Office of the Courts (AOC) is preparing to construct a new courthouse and to subsequently demolish the old courthouse. The new courthouse included a tunnel from the SDCJ to the new courthouse which the Sheriff would have used to transport inmates to and from the SDCJ and courthouse. The AOC, for budget reasons, has eliminated the tunnel from its project. As a result, the Sheriff will have to transport inmates approximately one block via shuttle to and from the SDCJ and new courthouse. This will be costly to the County, may create public safety issues and will add to traffic congestion around the new courthouse.

In response to this problem, the County and the County of San Diego, Superior Court (Superior Court) entered into negotiations to develop ways to reduce the number of inmates that the Sheriff would need to move between the jail and courthouse, and in some instances, between outlying correctional facilities and the SDCJ. As a result of those negotiations, your Board is being asked to authorize the Chief Administrative Officer to enter into a memorandum of agreement with the Superior Court which would authorize the use, where legal and appropriate, of video teleconferencing for criminal proceedings, and would authorize the construction of up to two in-jail courtrooms at the SDCJ and one in-jail courtroom at the San Diego County Women's Detention Facility.

### Recommendation(s)

#### CHIEF ADMINISTRATIVE OFFICER

1. Authorize the Chief Administrative Officer to execute a memorandum of agreement between the County of San Diego and the County of San Diego, Superior Court for the use of teleconferencing for certain proceedings and for construction of courtrooms in

**SUBJECT: MEMORANDUM OF AGREEMENT BETWEEN THE COUNTY OF SAN DIEGO AND THE COUNTY OF SAN DIEGO, SUPERIOR COURT REGARDING USE OF VIDEO TELECONFERENCING FOR CRIMINAL PROCEEDINGS AND IN-JAIL COURTROOMS (DISTRICTS: ALL)**

County jails. Further authorize the Chief Administrative Officer, in consultation with the Sheriff, to amend the memorandum of agreement to expand the use of video conferencing and in-jail courtrooms, where it would not materially increase liability to the County.

**Fiscal Impact**

There will be no immediate fiscal impact from the memorandum of agreement. Staff will determine the appropriate time to begin construction of the in-jail courtrooms and video conferencing systems, and as needed, will return to your Board for authority to contract and for appropriations.

**Business Impact Statement**

N/A

**Advisory Board Statement**

N/A

**Background**

Inmates at County jails are regularly transported by the Sheriff to the SDCJ for various court proceedings, including arraignment, status hearings, pretrial conferences and other hearings. Once downtown, the Sheriff moves the inmates between the jail and the courthouse via an above ground bridge. The AOC is preparing to construct a new courthouse and to subsequently demolish the old courthouse.

The County and the AOC had an agreement whereby the AOC would construct a tunnel from the jail to the new courthouse. The cost of the tunnel, however, exceeded the AOC's budget, and therefore, the AOC eliminated it from its project. As a result, the Sheriff would have had to transport inmates to and from the jail and new courthouse by bus at a significant cost to the County. The need to transport the inmates back and forth is in part a result of the need to provide adequate meals and medical care; services for which the new courthouse was not designed to provide because a tunnel was available for the easy movement of inmates to and from the new courthouse. Transporting inmates a short distance by bus will be costly, will create additional traffic congestion around the courthouse, and could reduce public safety by moving the inmates between these secure facilities.

In response to this problem, the County and the Superior Court entered into negotiations to develop ways to reduce the number of inmates that would need to be moved between the jail and courthouse, and in some instances, between outlying correctional facilities and the SDCJ. As a result of those negotiations, your Board is being asked to authorize the Chief Administrative Officer to enter into a memorandum of agreement with the Superior Court which would authorize the use, where legal and appropriate, of video conferencing for criminal proceedings, and would authorize the construction of up to two in-jail courtrooms at the SDCJ and one in-jail courtroom at the San Diego County Women's Detention Facility.

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**Linkage to the County of San Diego Strategic Plan**

The proposed memorandum of agreement supports the County's Strategic Initiative of providing for Safe Communities in the County of San Diego's 2013-2018 Strategic Plan by reducing the number of inmates moved between secure facilities and by creating efficiencies in the criminal court proceedings for more cost effective and timely disposition of criminal matters.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Helen N. Robbins-Meyer". The signature is fluid and cursive, with a large initial "H" and "M".

HELEN N. ROBBINS-MEYER  
Chief Administrative Officer

ATTACHMENT(S)

N/A

**SUBJECT:** MEMORANDUM OF AGREEMENT BETWEEN THE COUNTY OF SAN DIEGO AND THE COUNTY OF SAN DIEGO, SUPERIOR COURT REGARDING USE OF VIDEO TELECONFERENCING FOR CRIMINAL PROCEEDINGS AND IN-JAIL COURTROOMS (DISTRICTS: ALL)

**AGENDA ITEM INFORMATION SHEET**

**REQUIRES FOUR VOTES:**      Yes    No

**WRITTEN DISCLOSURE PER COUNTY CHARTER SECTION 1000.1 REQUIRED**  
 Yes    No

**PREVIOUS RELEVANT BOARD ACTIONS:**  
N/A

**BOARD POLICIES APPLICABLE:**  
N/A

**BOARD POLICY STATEMENTS:**  
N/A

**MANDATORY COMPLIANCE:**  
N/A

**ORACLE AWARD NUMBER(S) AND CONTRACT AND/OR REQUISITION NUMBER(S):**  
N/A

**ORIGINATING DEPARTMENT:** County Counsel

**OTHER CONCURRENCES(S):** N/A

**CONTACT PERSON(S):**

David Smith, Senior Deputy County Counsel  
Name  
(619) 557-4076  
Phone  
david.smith@sdcounty.ca.gov  
E-mail

**Approval Log For:**

County Counsel Tunnel Board Letter.docx

Approver's Name	Approvers Job Title	Approver's Department	Time and Date of Final Approval
Rosemarie Degracia	Financial Policy & Planning Officer	A&C	6/7/2013 10:53:51 AM
David Smith	Senior Deputy County Counsel	County Counsel	6/7/2013 10:53:51 AM



# COUNTY OF SAN DIEGO

## AGENDA ITEM

### BOARD OF SUPERVISORS

GREG COX  
First District

DIANNE JACOB  
Second District

DAVE ROBERTS  
Third District

RON ROBERTS  
Fourth District

BILL HORN  
Fifth District

**DATE:** June 12, 2013 and June 18, 2013

**02**

**TO:** Board of Supervisors

**SUBJECT:** AMENDMENTS TO THE COMPENSATION ORDINANCE AND THE ADMINISTRATIVE CODE RELATING TO TENTATIVE AGREEMENTS FOR THE SAN DIEGO COUNTY DEPUTY DISTRICT ATTORNEYS ASSOCIATION; ~~THE ASSOCIATION OF SAN DIEGO COUNTY EMPLOYEES;~~ THE SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION; AND THE DISTRICT ATTORNEY INVESTIGATORS ASSOCIATION (DISTRICTS: ALL)

### Overview

These recommendations present amendments to the Compensation Ordinance for the first reading of negotiated provisions for successor Memoranda of Agreements (MOAs) between the County of San Diego and the San Diego County Deputy District Attorneys Association (DDAA), the Association of San Diego County Employees (ASDCE), the San Diego Deputy County Counsels Association (SDDCCA), and the District Attorney Investigators Association (DAIA). These successor agreements will replace existing agreements that are due to expire on June 27, 2013.

A summary of the proposed Compensation Ordinance amendments is as follows:

1. Reduces the County's portion of employees' paid retirement offset (*eliminates the County's portion entirely for the DAIA*) and increases salary to mitigate the effect of the offset reductions by labor group beginning December 27, 2013;
2. Eliminates the annual payment for employees who have attained 30 years of retirement service credit for ASDCE, DDAA, SDDCCA, and DAIA;
3. Increases salary to address inequities within classifications performing similar duties (includes DAIA, DDAA and SDDCCA);
4. Provides two one-time monetary payments equivalent to 2% of base pay in July 2013 and July 2014 (excluding DAIA);
5. Provides a one-time monetary payment of \$250 in July 2013 for ASDCE;
6. Increases eligible employees' flex credits in January 2014 and January 2015 for ASDCE, DAIA, DDAA, and SDDCCA;
7. Updates language for critical standby for the DAIA to reflect current operating procedures;
8. Amends the Anti-Terrorist Campaign Leave provision to extend its expiration to June

**SUBJECT:** AMENDMENTS TO THE COMPENSATION ORDINANCE AND THE ADMINISTRATIVE CODE RELATING TO TENTATIVE AGREEMENTS FOR THE SAN DIEGO COUNTY DEPUTY DISTRICT ATTORNEYS ASSOCIATION; THE ASSOCIATION OF SAN DIEGO COUNTY EMPLOYEES; THE SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION; AND THE DISTRICT ATTORNEY INVESTIGATORS ASSOCIATION (DISTRICTS: ALL)

- 2015 for ASDCE, DAIA, DDAA, and SDDCCA;
9. Amends Administrative Leave by removing the 20-day investigative limit for ASDCE, DAIA, DDAA, and SDDCCA;
  10. Amends step advancement from 26 weeks to 52 weeks at the first step for ASDCE, DAIA, and DDAA;
  11. Establishes a 12-month probationary period for all step classes for ASDCE, DAIA, and DDAA;
  12. Amends the education stipend to include security and increases the amount for DDAA;
  13. Increases professional stipend for SDDCCA;
  14. Establishes a premium for ASE certification and reimbursement for testing for one eligible ASDCE classification;
  15. Increases safety glasses and safety shoe allowance for eligible ASDCE classifications;
  16. Establishes floating holiday cap for DAIA;
  17. Eliminates paid and unpaid leave from counting as time worked for the purposes of calculating overtime for DAIA; and
  18. Updates language for work scheduling for DAIA to reflect current operating procedures.

Today's recommendations also amend section 495 of the Administrative Code relating to transportation and parking reimbursement.

Details of the tentative agreements by labor group are reflected in the background of this letter.

**Recommendation(s)**

**CHIEF ADMINISTRATIVE OFFICER**

1. Approve introduction (first reading) of the following ordinances; read title and waive further reading of these ordinances (MAJORITY VOTE):

AMENDMENTS TO THE COMPENSATION ORDINANCE RELATING TO TENTATIVE AGREEMENTS FOR THE SAN DIEGO COUNTY DEPUTY DISTRICT ATTORNEYS ASSOCIATION; THE ASSOCIATION OF SAN DIEGO COUNTY EMPLOYEES; THE SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION; AND THE DISTRICT ATTORNEY INVESTIGATORS ASSOCIATION.

AN ORDINANCE AMENDING THE ADMINISTRATIVE CODE, SECTION 495, PERTAINING TO TRANSPORTATION REIMBURSEMENT.

If the Board takes the action recommended in item 1, then on June 18, 2013 (second reading):

1. Submit the Ordinances for further Board consideration and adoption (second reading on June 18, 2013). Approve the adoption of successor MOAs between the County of San Diego and the San Diego County Deputy District Attorneys Association; the District Attorney

**SUBJECT:** AMENDMENTS TO THE COMPENSATION ORDINANCE AND THE ADMINISTRATIVE CODE RELATING TO TENTATIVE AGREEMENTS FOR THE SAN DIEGO COUNTY DEPUTY DISTRICT ATTORNEYS ASSOCIATION; THE ASSOCIATION OF SAN DIEGO COUNTY EMPLOYEES; THE SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION; AND THE DISTRICT ATTORNEY INVESTIGATORS ASSOCIATION (DISTRICTS: ALL)

Investigators Association, the Association of San Diego County Employees; and, the San Diego Deputy County Counsels Association.

**Fiscal Impact**

In Fiscal Year 2013-2014, the costs associated with today's recommendations are estimated to result in costs of \$4.8 million which includes one-time costs of \$2.0 million. The estimate includes ongoing base and supplemental pay net increases of \$2.7 million, one-time monetary payments of \$2.0 million, and flex credit increase of \$0.1 million.

Further, in Fiscal Year 2014-2015, the costs associated with today's recommendations are estimated to result in additional costs of \$2.4 million which includes one-time costs of \$1.9 million. The estimate includes further ongoing base pay net increases of \$0.2 million, additional one time monetary payments of \$1.9 million, and additional flex credit increases of \$0.3 million. In Fiscal Year 2015-2016, flex credits are estimated to increase by an additional \$0.2 million.

Funding to support today's recommendations is partially reflected in the CAO's Fiscal Year 2013-2015 Recommended Operational Plan. If approved, staff will return to your Board with recommendations to adjust the budget as necessary during a regular budget status report. The funding source is a combination of General Purpose revenues, available General Fund fund balance, and various program revenues.

**Business Impact Statement**

N/A

**Advisory Board Statement**

N/A

**Background**

The proposed actions in this letter recommend changes to the Compensation Ordinance and Administrative Code as a result of labor agreements.

Details of the tentative agreements by labor group are summarized below.

**Successor Memoranda of Agreement (MOA) between the County of San Diego and the San Diego Deputy District Attorneys Association (DDAA):**

This agreement: 1) provides two one-time monetary payments each equivalent to 2% of base pay for all eligible regular employees in July 2013 and July 2014; 2) increases eligible employees' flex credits by 5% in January 2014 and 5%, 7% and 9% based on dependent coverage in January 2015; 3) amends the education stipend to include security and increases it to

**SUBJECT:** AMENDMENTS TO THE COMPENSATION ORDINANCE AND THE ADMINISTRATIVE CODE RELATING TO TENTATIVE AGREEMENTS FOR THE SAN DIEGO COUNTY DEPUTY DISTRICT ATTORNEYS ASSOCIATION; THE ASSOCIATION OF SAN DIEGO COUNTY EMPLOYEES; THE SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION; AND THE DISTRICT ATTORNEY INVESTIGATORS ASSOCIATION (DISTRICTS: ALL)

\$2,000 annually; 4) increases the transportation reimbursement to \$85 and parking reimbursement to \$200; 5) provides an equity increase of 1.5% to base pay effective June 28, 2013; 6) eliminates the annual \$500 payment for employees who have attained 30 years of retirement service credit; and 7) reduces the County's portion of the employee-paid retirement offset by 1.5% and provides a corresponding 1.5% increase to base pay to mitigate the effect of the offset reduction by labor group effective December 27, 2013.

Other changes to the DDAA MOA include the following: language clean up; increases the probationary period to 12 months for all employees hired on or after June 28, 2013, and effective the same date modifies the step advancement from 26 weeks to 52 weeks at the first step; modifies administrative leave to remove the 20-day investigative limit; revises the grievance procedure to shorten the time period for filing a grievance and eliminates the ability to arbitrate letters of reprimand; creates the opportunity for the DDAA to meet and confer over the County's Drug and Alcohol policy revisions; allows GPS data to be used for disciplinary purposes; and changes the manner that excess flex credits are handled so as not to exceed the IRS cap.

The tentative agreement for a two-year successor MOA with the DDAA, was ratified by the DDAA.

**Successor MOA between the County of San Diego and the Association of San Diego County Employees (ASDCE):**

This agreement: 1) provides two one-time monetary payments each equivalent to 2% of base pay for all eligible regular employees in July 2013 and July 2014 and an additional \$250 payment in July 2013; 2) increases eligible employees' flex credits by 5% in January 2014 and 5%, 7% and 9% based on dependent coverage in January 2015; 3) increases annual safety shoe allowance to \$155 and the annual safety glasses reimbursement to \$400; 4) increases the transportation reimbursement to \$85 and adds the County Operations Center as an eligible rideshare location; 5) creates an Automotive Service Excellence (ASE) certification premium for one class of \$0.25 per hour to a maximum of \$3.00 per hour and provides for 50% reimbursement for the cost of testing; 6) eliminates the annual \$1,000 payment for employees who have attained 30 years of retirement service credit; and 7) reduces the County's portion of the employee-paid retirement offset by one-third and provides a 1.2% increase to base pay to mitigate the effect of the offset reduction by labor group effective December 27, 2013.

Other changes to the ASDCE MOA include the following: language clean up; increases the probationary period to 12 months for all employees hired on or after June 28, 2013, and, effective the same date, modifies the step advancement from 26 weeks to 52 weeks at the first step; modifies administrative leave to remove the 20-day investigative limit; revises the grievance procedure to shorten the time period for filing a grievance and eliminates the ability to arbitrate letters of reprimand; creates the opportunity for the ASDCE to meet and confer over the

**SUBJECT:** AMENDMENTS TO THE COMPENSATION ORDINANCE AND THE ADMINISTRATIVE CODE RELATING TO TENTATIVE AGREEMENTS FOR THE SAN DIEGO COUNTY DEPUTY DISTRICT ATTORNEYS ASSOCIATION; THE ASSOCIATION OF SAN DIEGO COUNTY EMPLOYEES; THE SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION; AND THE DISTRICT ATTORNEY INVESTIGATORS ASSOCIATION (DISTRICTS: ALL)

County's Drug and Alcohol policy revisions; allows GPS data to be used for disciplinary purposes; and changes the manner excess flex credits are handled so as not to exceed the IRS cap.

The tentative agreement for a two-year successor MOA with the ASDCE, was ratified by the ASDCE.

**Successor MOA between the County of San Diego and the San Diego Deputy County Counsels Association (SDDCCA)**

This agreement: 1) provides for two one-time monetary payments each equivalent to 2% of base pay for all eligible regular employees in July 2013 and July 2014; 2) increases eligible employees' flex credits by 5% in January 2014 and 5%, 7% and 9% based on dependent coverage in January 2015; 3) increases education stipend to \$1,500 annually; 4) increases the transportation reimbursement to \$85 and clarifies qualifying transit systems; 5) modifies the salary band for the class of Deputy County Counsel and Senior Deputy County Counsel to address inequities with similar classifications and provides an equity increase of 1% to base pay effective June 28, 2013; 6) eliminates the \$500 annual payment for employees who have attained 30 years of retirement service credit; 7) increases the life insurance cap to \$200,000; and 8) reduces the County's portion of the employee-paid retirement offset by 1.5% and provides a corresponding increase of 1.5% to base pay to mitigate the cost of offset reductions by labor group effective December 27, 2013.

Other changes to the SDDCCA MOA include the following: language clean up; modifies administrative leave to remove the 20-day investigative limit; revises the grievance procedure to shorten the time period for filing a grievance and eliminates the ability to arbitrate letters of reprimand; allows the SDDCCA to conduct an election among its membership to initiate employee-paid State Disability Insurance (SDI); creates the opportunity for the SDDCCA to meet and confer over the County's Drug and Alcohol policy revisions; allows GPS data to be used for disciplinary purposes; and changes the manner excess flex credits are handled so as not to exceed the IRS cap.

The tentative agreement for a two-year successor MOA with the SDDCCA was ratified by the SDDCCA.

**Successor MOA between the County of San Diego and the District Attorney Investigators Association (DAIA)**

This agreement: 1) eliminates the County's portion of the employee paid retirement offset and provides for a base pay increase of 5.96% to mitigate the elimination of the offset for the labor group effective December 27, 2013; 2) eliminates the \$500 annual payment for employees who

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have attained 30 years of retirement service credit; 3) increases eligible employees' flex credits by 5% in January 2014 and 5%, 7% and 9% based on dependent coverage in January 2015; 4) updates language for critical standby for DAIA to reflect current operating procedures; 5) provides an equity increase of 2.5% to base pay effective June 28, 2013; 6) establishes a Retiree Medical Trust to be funded by employee contributions with a waiver of the right to negotiate employer contributions for a period of ten (10) years; and 7) eliminates paid and unpaid leave from counting as time worked for the purposes of calculating overtime.

Other changes to the DAIA MOA include the following: language clean up; increases the probationary period to 12 months for all employees hired on or after June 28, 2013, and, effective the same date, modifies the step advancement from 26 weeks to 52 weeks at the first step; modifies administrative leave to remove the 20-day investigative limit; revises the grievance procedure to shorten the time period for filing a grievance; caps the accrual of floating holidays at 24 hours; increases Quality First from 2% to 4% should the program be reinstated at a future date; updates language for work scheduling for the DAIA to reflect current operating procedures; creates the opportunity for the DAIA to meet and confer over the County's Drug and Alcohol policy revisions; allows GPS data to be used for disciplinary purposes; and changes the manner excess flex credits are handled so as not to exceed the IRS cap.

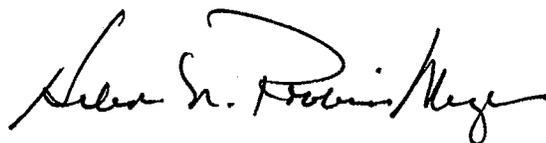
The tentative agreement for a two-year successor MOA with the DAIA, was ratified by the DAIA.

If approved this item will be presented to your Board on June 18, 2013 for second reading and upon approval at second reading the new agreements reached with ASDCE, DAIA, DDAA and SDDCCA will be implemented and Compensation Ordinance amendments pertaining to these agreements will become operative on June 28, 2013, December 27, 2013 and June 27, 2014.

**Linkage to the County of San Diego Strategic Plan**

These actions are aligned with the County of San Diego's Strategic Plan Initiatives for 2013-2018, of Safe Communities, Sustainable Environments and Healthy Families. Approval of the recommendation allows the County to maintain a skilled and competent workforce dedicated to sustaining operational excellence and serving as enablers to these Strategic Initiatives.

Respectfully submitted,



HELEN N. ROBBINS-MEYER  
Chief Administrative Officer

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**ATTACHMENT(S)**

Executive Summary

Compensation Ordinance and Administrative Code Clean Version

Summary of Proposed Ordinances

Compensation Ordinance and Administrative Code Strike-out Version

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**AGENDA ITEM INFORMATION SHEET**

**REQUIRES FOUR VOTES:**      Yes    No

**WRITTEN DISCLOSURE PER COUNTY CHARTER SECTION 1000.1 REQUIRED**  
 Yes    No

**PREVIOUS RELEVANT BOARD ACTIONS:**  
N/A

**BOARD POLICIES APPLICABLE:**  
N/A

**BOARD POLICY STATEMENTS:**  
N/A

**MANDATORY COMPLIANCE:**  
N/A

**ORACLE AWARD NUMBER(S) AND CONTRACT AND/OR REQUISITION NUMBER(S):**  
N/A

**ORIGINATING DEPARTMENT:** Department of Human Resources

**OTHER CONCURRENCES(S):** Office of Financial Planning and County Counsel

**CONTACT PERSON(S):**

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**Approval Log For:**

6\_12\_13\_COMP ORD CLEAN\_Ver\_ MOA Ratif ASDCE\_DDAA\_DAIA\_SDDCCA.docx

6\_12\_13\_COMP ORD STRIKEOUT Ver\_ MOA Ratif ASDCE\_DDAA\_DAIA\_SDDCCA.docx

6\_12\_13\_EXECUTIVE SUMMARY\_MOA Ratif ASDCE\_DDAA\_DAIA\_SDDCCA.docx

6\_12\_13\_Final BoardLetter\_MOA\_Ratif\_ASDCE\_DDAA\_DAIA\_SDDCCA.docx

6\_12\_13\_Summary of Proposed Ordinance MOAs only 06\_12\_2013.docx

Approver's Name	Approvers Job Title	Approver's Department	Time and Date of Final Approval
Kevin Pasali	Financial Policy & Planning Officer	A&C-OfP	6/10/2013 10:06:24 AM
Donald Turko	Director, Dept of Human Resources	Human Resources	6/9/2013 9:51:02 AM
Dennis Floyd	Senior Deputy County Counsel	County Counsel	6/8/2013 11:26:19 PM