



County of San Diego

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

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CLERK OF THE BOARD OF SUPERVISORS

1600 PACIFIC HIGHWAY, ROOM 402, SAN DIEGO, CALIFORNIA 92101-2471

SPECIAL MEETING OF THE BOARD OF SUPERVISORS TUESDAY, JULY 9, 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 July 9, 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: July 5, 2013

GREG COX
Chairman of the Board of Supervisors

COUNTY OF SAN DIEGO
2013 JUL 5 AM 9 20
THOMAS J. PASTUSZKA
CLERK OF THE BOARD OF SUPERVISORS

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COUNTY OF SAN DIEGO BOARD OF SUPERVISORS
REGULAR MEETING
MEETING AGENDA
TUESDAY, JULY 09, 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.sdcounty.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. AMENDMENTS TO THE COMPENSATION ORDINANCE AND THE ADMINISTRATIVE CODE RELATING TO THE TENTATIVE AGREEMENT FOR THE PUBLIC DEFENDER ASSOCIATION OF SAN DIEGO COUNTY
 [FUNDING SOURCE(S): COMBINATION OF GENERAL PURPOSE REVENUES, AVAILABLE GENERAL FUND FUND BALANCE, AND VARIOUS PROGRAM REVENUES]

- 2. AMENDMENTS TO THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENT FOR THE SAN DIEGO COUNTY SUPERVISING PROBATION OFFICERS' ASSOCIATION
 [FUNDING SOURCE(S): COMBINATION OF GENERAL PURPOSE REVENUES, AVAILABLE GENERAL FUND FUND BALANCE, AND VARIOUS PROGRAM REVENUES]

1. **SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE AND THE ADMINISTRATIVE CODE RELATING TO THE TENTATIVE AGREEMENT FOR THE PUBLIC DEFENDER ASSOCIATION OF SAN DIEGO COUNTY (DISTRICTS: ALL)**

OVERVIEW:

These recommendations present amendments to the Compensation Ordinance for the first reading of negotiated provisions for a successor Memorandum of Agreement (MOA) between the County of San Diego and the Public Defender Association of San Diego County (PDA). This successor agreement will replace the existing agreement that expired 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 and increases salary to mitigate the effect of the offset reductions by labor group beginning December 27, 2013;
2. Eliminates the \$500 annual payment for employees who have attained 30 years of retirement service credit;
3. Increases salary to address inequities within classifications performing similar duties;
4. Provides two one-time monetary payments equivalent to 2% of base pay in August 2013 and July 2014;
5. Increases eligible employees' flex credits in January 2014 and January 2015;
6. Increases the annual Educational Stipend from \$770 to \$1,500;
7. Increases the maximum life insurance cap to \$175,000;
8. Amends the Anti-Terrorist Campaign Leave provision to extend its expiration to June 2015;
9. Amends the Pandemic Advanced Credit Leave provision to extend its expiration to June 2015;
10. Amends Administrative Leave provisions by removing the 20-day investigative limit;
11. Amends step advancement from 26 weeks to 52 weeks at each step; and
12. Makes administrative changes in the way excess flex credits are handled to comply with IRS regulations.

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

Details of the tentative agreement 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 \$1.7 million which includes one-time costs of \$0.8 million. The estimate includes ongoing base and supplemental pay net increases of \$0.9 million, one-time monetary payments of \$0.8 million, and flex credit increases of \$0.04 million.

Further, in Fiscal Year 2014/2015, the costs associated with today's recommendations are estimated to result in additional costs of \$1.0 million which includes one-time costs of \$0.8 million. The estimate includes further ongoing base pay net increases of \$0.1 million, additional one time monetary payments of \$0.8 million, and additional flex credit increases of \$0.09 million. In Fiscal Year 2015/2016, flex credits are estimated to increase by an additional \$0.06 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

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

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENT FOR THE PUBLIC DEFENDER ASSOCIATION OF SAN DIEGO COUNTY.

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

If the Board takes the action recommended in item 1, then on July 16, 2013 (second reading):

Submit the Ordinances for further Board consideration and adoption (second reading on July 16, 2013. Approve the adoption of a successor MOA between the County of San Diego and the Public Defender Association of San Diego.

2. **SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENT FOR THE SAN DIEGO COUNTY SUPERVISING PROBATION OFFICERS' ASSOCIATION (DISTRICTS: ALL)**

OVERVIEW:

These recommendations present amendments to the Compensation Ordinance for the first reading of negotiated provisions for a successor Memoranda of Agreement (MOA) between the County of San Diego and the San Diego County Supervising Probation Officers' Association (SPOA). This successor agreement will replace the existing agreement that expired 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 and increases salary to mitigate the effect of the offset reductions by labor group beginning December 27, 2013;
2. Eliminates the \$1500 annual payment for employees who have attained 30 years of retirement service credit;
3. Provides two one-time monetary payments equivalent to 2% of base pay in August 2013 and July 2014;
4. Provides a one-time monetary payment of \$250 in August 2013;
5. Increases eligible employees' flex credits in January 2014 and January 2015;
6. Increases the Armed Unit differential to 5%;
7. Decreases and amends the uniform allowances;
8. Eliminates paid leave from counting as time worked for the purposes of calculating overtime when receiving the institution assignment premium;
9. Amends the Anti-Terrorist Campaign Leave provision to extend its expiration to June 2015;
10. Amends Administrative Leave provisions by removing the 20-day investigative limit;
11. Amends step advancement from 26 weeks to 52 weeks at each step; and
12. Makes administrative changes in the way excess flex credits are handled to comply with IRS regulations.

Details of the tentative agreement 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 \$1.7 million which includes one-time costs of \$0.8 million. The estimate includes ongoing base and supplemental pay net increases of \$0.9 million, one-time monetary payments of \$0.8 million, and flex credit increases of \$0.04 million.

Further, in Fiscal Year 2014/2015, the costs associated with today's recommendations are estimated to result in additional costs of \$1.0 million which includes one-time costs of \$0.8 million. The estimate includes further ongoing base pay net increases of \$0.1 million, additional one time monetary payments of \$0.8 million, and additional flex credit increases of \$0.09 million. In Fiscal Year 2015/2016, flex credits are estimated to increase by an additional \$0.06 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**

1. Approve introduction on July 9, 2013 (first reading) of the following ordinance; read title and waive further reading of this ordinance (MAJORITY VOTE):

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENT FOR THE SAN DIEGO COUNTY SUPERVISING PROBATION OFFICERS' ASSOCIATION.

If the Board takes the action recommended in item 1, then on July 16, 2013 (second reading):

Submit the Ordinance for further Board consideration and adoption (second reading on July 16, 2013). Approve the adoption of a successor MOA between the County of San Diego and the San Diego County Supervising Probation Officers' 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: July 9, 2013 and July 16, 2013

01

TO: Board of Supervisors

SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE AND THE ADMINISTRATIVE CODE RELATING TO THE TENTATIVE AGREEMENT FOR THE PUBLIC DEFENDER ASSOCIATION OF SAN DIEGO COUNTY (DISTRICTS: ALL)

Overview

These recommendations present amendments to the Compensation Ordinance for the first reading of negotiated provisions for a successor Memorandum of Agreement (MOA) between the County of San Diego and the Public Defender Association of San Diego County (PDA). This successor agreement will replace the existing agreement that expired 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 and increases salary to mitigate the effect of the offset reductions by labor group beginning December 27, 2013;
2. Eliminates the \$500 annual payment for employees who have attained 30 years of retirement service credit;
3. Increases salary to address inequities within classifications performing similar duties;
4. Provides two one-time monetary payments equivalent to 2% of base pay in August 2013 and July 2014;
5. Increases eligible employees' flex credits in January 2014 and January 2015;
6. Increases the annual Educational Stipend from \$770 to \$1,500;
7. Increases the maximum life insurance cap to \$175,000;
8. Amends the Anti-Terrorist Campaign Leave provision to extend its expiration to June 2015;
9. Amends the Pandemic Advanced Credit Leave provision to extend its expiration to June 2015;
10. Amends Administrative Leave provisions by removing the 20-day investigative limit;
11. Amends step advancement from 26 weeks to 52 weeks at each step; and
12. Makes administrative changes in the way excess flex credits are handled to comply with IRS regulations.

SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE AND THE ADMINISTRATIVE CODE RELATING TO THE TENTATIVE AGREEMENT FOR THE PUBLIC DEFENDER ASSOCIATION OF SAN DIEGO COUNTY (DISTRICTS: ALL)

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

Details of the tentative agreement 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):

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENT FOR THE PUBLIC DEFENDER ASSOCIATION OF SAN DIEGO COUNTY.

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

If the Board takes the action recommended in item 1, then on July 16, 2013 (second reading):

1. Submit the Ordinances for further Board consideration and adoption (second reading on July 16, 2013. Approve the adoption of a successor MOA between the County of San Diego and the Public Defender Association of San Diego

Fiscal Impact

In Fiscal Year 2013/2014, the costs associated with today's recommendations are estimated to result in costs of \$1.7 million which includes one-time costs of \$0.8 million. The estimate includes ongoing base and supplemental pay net increases of \$0.9 million, one-time monetary payments of \$0.8 million, and flex credit increases of \$0.04 million.

Further, in Fiscal Year 2014/2015, the costs associated with today's recommendations are estimated to result in additional costs of \$1.0 million which includes one-time costs of \$0.8 million. The estimate includes further ongoing base pay net increases of \$0.1 million, additional one time monetary payments of \$0.8 million, and additional flex credit increases of \$0.09 million. In Fiscal Year 2015/2016, flex credits are estimated to increase by an additional \$0.06 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.

SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE AND THE ADMINISTRATIVE CODE RELATING TO THE TENTATIVE AGREEMENT FOR THE PUBLIC DEFENDER ASSOCIATION OF SAN DIEGO COUNTY (DISTRICTS: ALL)

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 a labor agreement.

Details of the tentative agreement are summarized below.

Successor MOA between the County of San Diego and the Public Defender Association of San Diego County (PDA)

This agreement: 1) provides for two one-time monetary payments each equivalent to 2% of base pay for all eligible regular employees in August 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 parking reimbursement to \$200; 5) provides an equity increase of 1.5% to base pay effective July 12, 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 \$175,000; 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 PDA 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; creates the opportunity for the PDA to meet and confer over the County's Drug and Alcohol policy revisions; allows GPS data to be used for disciplinary purposes; effective July 30, 2013 changes the step advancement from 26 weeks to 52 weeks at each step; extends the Pandemic Advanced Credit Leave and Anti-Terrorist Campaign Leave provisions to June 2015; allows PDA to meet with new members during the Department's orientation process; upon the determination of the appointing authority, provides appropriate security when an employee is wounded or seriously injured in connection with his/her work duties; 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 PDA, was ratified by the PDA.

If approved this item will be presented to your Board on July 16, 2013 for second reading and upon approval at second reading the new agreement reached with PDA will be implemented and Compensation Ordinance amendments pertaining to these agreements will become operative on

SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE AND THE ADMINISTRATIVE CODE RELATING TO THE TENTATIVE AGREEMENT FOR THE PUBLIC DEFENDER ASSOCIATION OF SAN DIEGO COUNTY (DISTRICTS: ALL)

July 12, 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

ATTACHMENT(S)

Executive Summary

Compensation Ordinance and Administrative Code Clean Version

Summary of Proposed Ordinances

Compensation Ordinance and Administrative Code Strike-out Version

PD Future Salary Schedule

PM Future Salary Schedule

SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE AND THE ADMINISTRATIVE CODE RELATING TO THE TENTATIVE AGREEMENT FOR THE PUBLIC DEFENDER ASSOCIATION OF SAN DIEGO COUNTY (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:

A concurrent Board Letter is being presented to the Board on July 9, 2013 for first reading, for consideration of amendments to the Compensation Ordinance pertaining to a tentative agreement with the Supervising Probation Officers' Association (SPOA) which includes amendments in some of the same sections in this letter. The tentative agreement for the SPOA is pending ratification.

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): County Counsel and Office of Financial Planning

CONTACT PERSON(S):

Jeannine Seher, Labor Relations Manager

Name

619-531-5853

Phone

Jeannine.Seher@sdcounty.ca.gov

E-mail

Susan Brazeau, Deputy Director

Name

858-505-6511

Phone

Susan.Brazeau@sdcounty.ca.gov

E-mail

Approval Log For:

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7_9_13_COMP ORD Strikeout Version_PDA_PD_PM only.docx

7_9_13_EXECUTIVE SUMMARY_MOA Ratif PDA.docx

7_9_13_Summary of Proposed Ordinance MOA_PD_PM .docx

Approver's Name	Approver's Job Title	Approver's Department	Time and Date of Final Approval
Ebony Shelton	Financial Policy & Planning Director	Auditor & Controller	7/1/2013 8:55:06 AM
Donald Turko	Director, Dept of Human Resources	Human Resources	7/1/2013 8:31:05 AM
Dennis Floyd	Senior Deputy County Counsel	County Counsel	6/29/2013 12:13:58 PM



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: July 9, 2013 and July 16, 2013

02

TO: Board of Supervisors

SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENT FOR THE SAN DIEGO COUNTY SUPERVISING PROBATION OFFICERS' ASSOCIATION (DISTRICTS: ALL)

Overview

These recommendations present amendments to the Compensation Ordinance for the first reading of negotiated provisions for a successor Memoranda of Agreement (MOA) between the County of San Diego and the San Diego County Supervising Probation Officers' Association (SPOA). This successor agreement will replace the existing agreement that expired 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 and increases salary to mitigate the effect of the offset reductions by labor group beginning December 27, 2013;
2. Eliminates the \$1500 annual payment for employees who have attained 30 years of retirement service credit;
3. Provides two one-time monetary payments equivalent to 2% of base pay in August 2013 and July 2014;
4. Provides a one-time monetary payment of \$250 in August 2013;
5. Increases eligible employees' flex credits in January 2014 and January 2015;
6. Increases the Armed Unit differential to 5%;
7. Decreases and amends the uniform allowances;
8. Eliminates paid leave from counting as time worked for the purposes of calculating overtime when receiving the institution assignment premium;
9. Amends the Anti-Terrorist Campaign Leave provision to extend its expiration to June 2015;
10. Amends Administrative Leave provisions by removing the 20-day investigative limit;
11. Amends step advancement from 26 weeks to 52 weeks at each step; and
12. Makes administrative changes in the way excess flex credits are handled to comply with IRS regulations.

SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENT FOR THE SAN DIEGO COUNTY SUPERVISING PROBATION OFFICERS' ASSOCIATION (DISTRICTS: ALL)

Details of the tentative agreement are reflected in the background of this letter.

Recommendation(s)

CHIEF ADMINISTRATIVE OFFICER

1. Approve introduction on July 9, 2013 (first reading) of the following ordinance; read title and waive further reading of this ordinance (MAJORITY VOTE):

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENT FOR THE SAN DIEGO COUNTY SUPERVISING PROBATION OFFICERS' ASSOCIATION.

If the Board takes the action recommended in item 1, then on July 16, 2013 (second reading):

1. Submit the Ordinance for further Board consideration and adoption (second reading on July 16, 2013). Approve the adoption of a successor MOA between the County of San Diego and the San Diego County Supervising Probation Officers' Association.

Fiscal Impact

In Fiscal Year 2013/2014, the costs associated with today's recommendations are estimated to result in costs of \$0.41 million which includes one-time costs of \$0.29 million. The estimate includes ongoing base and supplemental pay net increases of \$0.1 million, one-time monetary payments of \$0.29 million, and flex credit increases of \$0.02 million.

Further, in Fiscal Year 2014/2015, the costs associated with today's recommendations are estimated to result in additional costs of \$0.32 million which includes one-time costs of \$0.25 million. The estimate includes further ongoing base pay net increases of \$0.02 million, additional one time monetary payments of \$0.25 million, and additional flex credit increases of \$0.05 million. In Fiscal Year 2015/2016, flex credits are estimated to increase by an additional \$0.03 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

SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENT FOR THE SAN DIEGO COUNTY SUPERVISING PROBATION OFFICERS' ASSOCIATION (DISTRICTS: ALL)

Advisory Board Statement

N/A

Background

The proposed actions in this letter recommend changes to the Compensation Ordinance as a result of a labor agreement.

Details of the tentative agreement are summarized below.

Successor MOA between the County of San Diego and the San Diego County Supervising Probation Officers' Association (SPOA)

This agreement: 1) provides for two one-time monetary payments each equivalent to 2% of base pay for all eligible regular employees in August 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 the armed unit differential to 5%; 4) 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 years; 5) eliminates the \$1500 annual payment for employees who have attained 30 years of retirement service credit; 6) eliminates paid leave from counting as time worked for the purposes of calculating overtime and terminal pay when an employee is receiving the institutional premium; 7) decreases both the uniform allowance and maintenance for one eligible assignment and adds clarifying language; and 8) reduces the County's portion of the employee-paid retirement offset by one-third and provides a corresponding increase of 0.94% to base pay to mitigate the cost of offset reductions by labor group effective December 27, 2013.

Other changes to the SPOA 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; creates the opportunity for the SPOA to meet and confer over the County's Drug and Alcohol policy revisions; allows GPS data to be used for disciplinary purposes; effective July 30, 2013 changes the step advancement from 26 weeks to 52 weeks at each step; extends the Anti-Terrorist Campaign Leave provision to June 2015; clarifies when an employee receives temporary assignment pay; 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 SPOA is pending ratification.

If approved this item will be presented to your Board on July 16, 2013 for second reading and upon approval at second reading the new agreement reached with SPOA will be implemented and Compensation Ordinance amendments pertaining to these agreements will become operative on July 12, 2013, December 27, 2013 and June 27, 2014.

**SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE SECTIONS
RELATING TO THE TENTATIVE AGREEMENT FOR THE SAN DIEGO
COUNTY SUPERVISING PROBATION OFFICERS' ASSOCIATION
(DISTRICTS: ALL)**

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

ATTACHMENT(S)

Executive Summary

Compensation Ordinance and Administrative Code Clean Version

Summary of Proposed Ordinance

Compensation Ordinance and Administrative Code Strike-out Version

Future dated Salary Schedules

SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENT FOR THE SAN DIEGO COUNTY SUPERVISING PROBATION OFFICERS' ASSOCIATION (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:

A concurrent Board Letter is being presented to the Board on July 9, 2013 for first reading, for consideration of amendments to the Compensation Ordinance pertaining to a tentative agreement with the Public Defenders Association of San Diego County (PDA) which includes amendments in some of the same sections in this letter. The tentative agreement for the PDA has been ratified.

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): County Counsel and Office of Financial Planning

CONTACT PERSON(S):

Jeannine Seher, Labor Relations Manager
Name
619-531-5853
Phone
Jeannine.Seher@sdcounty.ca.gov
E-mail

Susan Brazeau, Deputy Director
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858-505-6511
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Susan.Brazeau@sdcounty.ca.gov
E-mail

Approval Log For:

7_9_13_Board Letter_MOA_SPOA.docx

7_9_13_COMP ORD CLEAN Version_SPOA.docx

7_9_13_COMP ORD STRIKEOUT Version_SPOA.docx

7_9_13_EXECUTIVE SUMMARY_MOA Ratif SPOA.docx

7_9_13_Summary of Proposed Ordinance MOA_SPOA .docx

Approver's Name	Approver's Job Title	Approver's Department	Time and Date of Final Approval
Ebony Shelton	Financial Policy & Planning Director	Auditor & Controller	7/1/2013 4:54:27 PM
Donald Turko	Director, Dept of Human Resources	Human Resources	7/1/2013 4:37:27 PM
Dennis Floyd	Senior Deputy County Counsel	County Counsel	7/1/2013 4:37:27 PM