

**ORDINANCE NO 10268 (NEW SERIES)**

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENT FOR THE SAN DIEGO COUNTY SUPERVISING 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 classes designated SO effective July 12, 2013 and December 27, 2013.

**Section 2.** Section 1.4.3 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 1.4.3: ADVANCEMENT WITHIN RANGE: BIWEEKLY RATE EMPLOYEES.**

- (a) Employed before July 1, 1974. Persons employed as of June 30, 1974, paid at a biweekly rate, having an appointment as a result of blanketing-in, suspension of competitive examination, or certification from an eligible list, who have served in class for at least twenty-six (26) weeks at Step 1, 2, 3, or at least fifty-two (52) weeks at Steps 4, 5, or 6, shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed herein for the class. This provision shall apply as long as the employee has unbroken service, even though the employee may change class.
- (b) Employed between July 1, 1974 and June 27, 2013. Except for employees in eligible classes listed in (c) and (d) below, persons appointed between July 1, 1974 and June 27, 2013 paid at a biweekly rate, having an appointment as a result of suspension of competitive examination, or certification from an eligible list, and who have served in class for at least twenty-six (26) weeks at Step 1, or at least fifty-two (52) weeks at Step 2, 3, 4, 5, 6, 7 and 8 shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed herein for the class.
- (c) Employed June 28, 2013 or subsequently. Persons appointed on June 28, 2013 or subsequently, paid at a biweekly rate, having an appointment as the result of suspension of competitive examination, or certification from an eligible list, and who have served in class for at least the number of hours equivalent to fifty-two (52) weeks of full-time service at any step in the range shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed for the class.

Eligible Classes: Classes designated AM, AS, CE, CEM, CR, DA, DI, DM and MA

- (d) Employed July 30, 2013 or subsequently. Persons appointed on July 30, 2013 or subsequently, paid at a biweekly rate, having an appointment as the result of suspension of competitive examination, or certification from an eligible list, and who have served in class for at least the number of hours equivalent to fifty-two (52) weeks of full-time service at any step in the range shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed for the class.

Eligible Classes: Classes designated, PD, PM and SO

**Section 3.** Section 1.4.4 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 1.4.4: ADVANCEMENT WITHIN RANGE: HOURLY RATE EMPLOYEES.**

- (a) Employed Before July 1, 1974. Persons employed as of June 30, 1974, paid at an hourly rate, having an appointment as a result of blanketing-in, suspension of competitive examination, or certification from an eligible list, who have served in class for at least twenty-six (26) weeks at Step 1, 2, 3, or at least fifty-two (52) weeks at Steps 4, 5, or 6, shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed herein for the class. This provision shall apply as long as the employee has unbroken service, even though the employee may change class.

- (b) Employed between July 1, 1974 and June 27, 2013. Except for employees in eligible classes listed in (c) and (d) below, persons appointed between July 1, 1974 and June 27, 2013 paid at an hourly rate, having an appointment as a result of suspension of competitive examination, or certification from an eligible list, and who have served in class for at least twenty-six (26) weeks at Step 1, or at least fifty-two (52) weeks at Step 2, 3, 4, 5, 6, 7 and 8 shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed herein for the class.
- (c) Employed June 28, 2013 or subsequently. Persons appointed on June 28, 2013 or subsequently, paid at an hourly rate, having an appointment as the result of suspension of competitive examination, or certification from an eligible list, and who have served in class for at least the number of hours equivalent to fifty-two (52) weeks of full-time service at any step in the range shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed for the class.

Eligible Classes: Classes designated AM, AS, CE, CEM, CR, DA, DI, DM, and MA

- (d) Employed July 30, 2013 or subsequently. Persons appointed on July 30, 2013 or subsequently, paid at an hourly rate, having an appointment as the result of suspension of competitive examination, or certification from an eligible list, and who have served in class for at least the number of hours equivalent to fifty-two (52) weeks of full-time service at any step in the range shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed for the class.

Eligible Classes: Classes designated PD, PM and SO

- (e) Equivalent Hours. For the purposes of this section, the equivalent number of hours are:

Biweekly Schedule	26-Week Schedule	52-Week Schedule
80 hours	1040 hours	2080 hours
84 hours	1092 hours	2184 hours
85 hours	1105 hours	2210 hours
144 hours	1872 hours or 72 24-hr. days	3774 hours or 156 24-hr. days
10 24-hr. days	3120 hours or 130 24-hr. days	6240 hours or 260 24-hr. days

**Section 4.** Section 1.7.32 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 1.7.32 ARMED UNIT DIFFERENTIAL.** Eligible employees assigned to a position in an Armed Unit that requires the carrying of a firearm shall be paid as follows:

- (a) Two and one-half (2.5%) percent higher than their hourly rate. This premium shall be paid for time worked only and shall not apply towards terminal payoff.

Eligible Classes

5065 Deputy Probation Officer  
 5068 Correctional Deputy Probation Officer I  
 5069 Correctional Deputy Probation Officer II  
 5090 Senior Probation Officer

- (b) Five (5%) percent higher than their hourly rate. This premium shall be paid for time worked only and shall not apply towards terminal payoff.

Eligible Classes

5115 Supervising Probation Officer

**Section 5.** Section 1.8.4 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 1.8.4: PROBATION INSTITUTIONAL EMPLOYEES PREMIUM.**

- (a) Eligible employees with a normal full-time schedule of eighty (80) or eighty-four (84) working hours per biweekly pay period who works in a twenty four (24) hour institutional assignment shall be paid at a rate which is two and one-half percent (2.5%) higher than their hourly rate.

Eligible Classes

5065 Deputy Probation Officer  
 5068 Correctional Deputy Probation Officer I  
 5069 Correctional Deputy Probation Officer II  
 5090 Senior Probation Officer

- (b) Eligible employees with a normal full-time schedule of eighty (80) or eighty-four (84) working hours per biweekly pay period whose principal assignment is a twenty-four (24) hour institution shall be paid at a rate which is two and one-half percent (2.5%) higher than their hourly rate. This premium shall apply to time worked and shall not apply toward paid time off or to terminal pay.

Eligible Classes

5115 Supervising Probation Officer

**Section 6.** Subsection (b) of 1.13.9 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 1.13.9: UNIFORM ALLOWANCE (INITIAL ISSUE AND MAINTENANCE).**

- (b) Probation Uniform Allowance.

- (1) Initial Issue. Employees in classes designated PO or SO, newly hired or newly assigned to Camp Barrett, Work Project, East Mesa Juvenile Detention Facility, Kearny Mesa Juvenile Detention Facility, the Girls Rehabilitation Facility, Juvenile Ranch Facility, or Armed Units shall be reimbursed for an amount not to exceed the following:

<u>Facilities</u>	<u>Classes Designated</u>	
	<u>PO</u>	<u>SO</u>
Juvenile Ranch Facility	\$450	\$450
Camp Barrett	\$700	\$450
Work Project – CDPO I & II	\$700	\$700
Work Project – Senior Probation Officer	\$300	\$300
East Mesa Juvenile Detention Facility	\$300	\$300
Kearney Mesa Juvenile Detention Facility	\$300	\$300
Girls Rehabilitation Facility	\$300	\$300

Armed Units

\$250

\$250

(2) Special Qualifications.

- (a) Employees transferring from one work location to another work location where different uniforms are required, shall receive the initial uniform allowance described above, except that employees transferring from a Juvenile Camp Facility to East Mesa Juvenile Detention Facility, Kearny Mesa Juvenile Detention Facility or the Girls Rehabilitation Facility are not eligible for an initial allowance at the new work location.
- (b) Employees who are separated during the probationary period are required to return all uniforms and patches for which reimbursement was paid or issued to a place designated by the Chief Probation Officer.

(3) Maintenance. The appointing authority shall require employees to purchase and maintain uniforms and equipment as specified.

- (a) (i) For maintaining and/or replacing required uniforms and equipment, the County shall, on the payday for Payroll 05 of each fiscal year: pay a uniform maintenance allowance to an employee who is in an eligible class in Payroll 04 of the fiscal year, and is currently in an assignment requiring a uniform during all or a portion of the preceding twenty-six (26) pay periods in 1.13.9(b)(3)(b) below.

Eligible Classes: Classes designated PO

- (ii) If an employee in an eligible class is on leave (paid or unpaid) during Payroll 04, and has sufficient hours in the previous year to qualify for a Uniform Allowance maintenance payment, that payment will be made when the employee returns to active County service. If an eligible employee is active in Payroll 04, but on leave (paid or unpaid) in Payroll 05, the maintenance payment will be made when the employee returns to active County service. If an employee is in an eligible class in Payroll 04, but terminates County service, transfers to an ineligible class in Payroll 05, or is on leave (paid or unpaid) for more than twelve (12) months, that employee is not entitled to receive the maintenance payment as that employee is no longer required to wear a uniform, or was not required to purchase and/or maintain uniforms and equipment during the 12 months or longer when they were on leave. Payment will be included in the paycheck issued on the payday of Payroll 05 of each fiscal year.

Eligible Classes: Classes designated SO

- (b) For purposes of computing the correct prorated payment amount, three-thirds (3/3) of the maintenance allowance is as follows:

<u>Facilities</u>	<u>Classes Designated</u>	
	<u>PO</u>	<u>SO</u>
Juvenile Ranch Facility	\$350	\$350
Camp Barrett	\$550	\$350
Work Project – CDPO I & II	\$550	\$550
Work Project – Senior Probation Officer	\$300	\$300
East Mesa Juvenile Detention Facility	\$300	\$300
Kearny Mesa Juvenile Detention Facility	\$300	\$300
Girls Rehabilitation Facility	\$300	\$300
Armed Units	\$250	\$250

The amount of the allowance shall be computed on paid service as follows:

% of Required Service in Paid Status	Allowance
Over 75% through 100%	Three-thirds (3/3)
Over 50% through 75%	Two-thirds (2/3)
Over 25 % through 50 %	One-third (1/3)
25% or less	Zero (0/3)

Eligible Classes: Classes designated PO and SO.

**Section 7.** Section 2.1.7 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 2.1.7: LUMP SUM PAYMENTS FISCAL YEAR 2013/2014.**

(a) Fiscal Year 2013/2014. A one-time lump sum payment of 2% of individual annualized compensation shall be paid to all regular employees in eligible classes listed below 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 2012/2013 (June 14, 2013 to June 27, 2013).

Eligible Classes. All classes designated: AM, AS, CC, CE, CEM, CR, CS, DA, EM, MA, NA, NE, NM, NS, PD, PM, 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 2013/2014.

(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.

(a) This payment shall be made on July 19, 2013 to employees in classes designated: AM, AS, CC, CE, CEM, CR, CS, DA, EM, MA, NA, NE, NM, NS, and UM.

(b) This payment shall be made on August 2, 2013 to employees in classes designated: PD, PM, and SO

(b) Effective pay-period one (1) in Fiscal Year 2013/2014. A one-time lump sum payment of \$250.

(1) Eligibility. All regular employees in eligible classes listed below who have paid service during pay-period 26 of Fiscal Year 2012/2013 (June 14, 2013 to June 27, 2013).

Eligible Classes. All classes designated: CE, CEM, CR, EM, MA, NA, NE, NM, NS, SO, and UM.

(2) Payroll Calculation. Such one-time payment of \$250 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 2013/2014.
- (3) Payment Date. This payment shall be made on July 19, 2013 for all eligible classes designated above, except SO. Classes designated SO shall receive this payment on August 2, 2013.

**Section 8.** 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, CR, CS, DA, EM, MA, NA, NE, NM, NS, PD, PM, 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.
  - (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 9.** Subsection (d)(3) of section 4.2.6 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 4.2.6: MILITARY LEAVE.**

- (d) Anti-Terrorist Campaign Leave Provisions.
  - (3) Duration. This leave is provided as temporary relief from financial hardship due to loss of pay and benefits for employees on active military duty as a direct result of the September 11, 2001 attacks on the World Trade Center and Pentagon. This paid leave shall cease on the date the employee officially is released from the active military duty, or on:
    - (a) December 31, 2013, whichever occurs earlier.  
Eligible Classes: Classes designated AE, CL, CM, DS, FS, HS, MM, PO, PR, PS, RN, SM, SS and SW.
    - (b) June 25, 2015, whichever occurs earlier.  
Eligible Classes: Classes designated AM, AS, CC, CE, CEM, CR, CS, DA, DI, DM, EM, EO, MA, NA, NE, NM, NS, PD, PM, SO and UM

Section 10. Subsection (d) of section 4.2.12 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.12: ADMINISTRATIVE LEAVE.

(d) Duration.

- (1) Administrative leave may be authorized for up to ten (10) working days for each occurrence. At the request of the appointing authority and when more time is needed to complete an investigation, up to twenty (20) additional work days may be authorized, and may be extended beyond a total of twenty (20) work days in cases of criminal investigations by law enforcement agencies or pending Skelly hearings, upon approval of the Director; provided, however, that the duration of administrative leave shall not continue beyond the day the appointing authority determines, through an investigation, that the employee's absence is no longer essential.

Eligible Classes: Classes designated AE, CL, CM, DS, FS, HS, MM, PO, PR, PS, RN, SM, SS, and SW.

- (2) Administrative leave may be authorized for up to ten (10) work days for each occurrence and may be extended for additional working days if more time is needed to complete the investigation, subject to the approval of the Director. The duration of administrative leave shall not continue beyond the day the appointing authority determines, through an investigation, that the employee's absence is no longer essential.

Eligible Classes: Classes designated AM, AS, CC, CE, CEM, CR, CS, DA, DI, DM, EM, MA, NA, NE, NM, NS, PD, PM, SO and UM.

Section 11. Subsection (d) 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:

- (1) Employees in classes designated EM, EO, NA, NE, and UM under the UCL Benefit Program.

<u>Effective January 1, 2013:</u>	<u>Monthly</u>
Employee Only	\$ 531.00
Employee + 1 Dependent	756.00
Employee + 2 or More Dependents	1,040.00
 <u>Effective January 1, 2014:</u>	 <u>Monthly</u>
Employee Only	\$ 558.00
Employee + 1 Dependent	794.00
Employee + 2 or More Dependents	1,092.00
 <u>Effective January 1, 2015:</u>	 <u>Monthly</u>
Employee Only	\$ 586.00
Employee + 1 Dependent	850.00
Employee + 2 or More Dependents	1,190.00

- (2) Employees in classes designated CE under the CNM and CEM, MA, and NM under the MGT Benefit Programs.

Effective January 1, 2013: Monthly

Employee Only	\$ 483.00
Employee + 1 Dependent	708.00
Employee + 2 or More Dependents	989.00

Effective January 1, 2014: Monthly

Employee Only	\$ 507.00
Employee + 1 Dependent	743.00
Employee + 2 or More Dependents	1,038.00

Effective January 1, 2015: Monthly

Employee Only	\$ 532.00
Employee + 1 Dependent	795.00
Employee + 2 or More Dependents	1,131.00

- (3) Employees in classes designated under the SW Benefit Program.

Effective January 1, 2013: Monthly

Employee Only	\$ 441.00
Employee + 1 Dependent	658.00
Employee + 2 or More Dependents	939.00

- (4) Employees in classes designated CL, CM, FS, and HS.

Effective January 1, 2013: Monthly

Employee Only	\$ 421.00
Employee + 1 Dependent	627.00
Employee + 2 or More Dependents	899.00

- (5) Employees in classes designated DS and SM under the SHRF Benefit Program.

Effective January 1, 2013: Monthly

Employee Only	\$390.00
Employee + 1 Dependent	597.00
Employee + 2 or More Dependents	870.00

Effective January 1, 2014: Monthly

Employee Only	\$442.00
Employee + 1 Dependent	658.00
Employee + 2 or More Dependents	944.00

(6) Employees in classes designated DI and DM under the DAI Benefit Program.

Effective January 1, 2013: Monthly

Employee Only	\$ 478.00
Employee + 1 Dependent	687.00
Employee + 2 or More Dependents	962.00

Effective January 1, 2014: Monthly

Employee Only	\$ 502.00
Employee + 1 Dependent	721.00
Employee + 2 or More Dependents	1,010.00

Effective January 1, 2015: Monthly

Employee Only	\$ 527.00
Employee + 1 Dependent	771.00
Employee + 2 or More Dependents	1,101.00

(7) Employees in classes designated CC and CS under the CC Benefit Program; AM, AS and DA under the DA Benefit Program; PD and PM under the PD Benefit Program.

Effective January 1, 2013: Monthly

Employee Only	\$ 455.00
Employee + 1 Dependent	658.00
Employee + 2 or More Dependents	930.00

Effective January 1, 2014: Monthly

Employee Only	\$ 478.00
Employee + 1 Dependent	691.00
Employee + 2 or More Dependents	977.00

Effective January 1, 2015: Monthly

Employee Only	\$ 502.00
Employee + 1 Dependent	739.00
Employee + 2 or More Dependents	1,065.00

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

Effective January 1, 2013: Monthly

Employee Only	\$ 483.00
Employee + 1 Dependent	708.00
Employee + 2 or More Dependents	989.00

Effective January 1, 2014: Monthly

Employee Only	\$ 507.00
Employee + 1 Dependent	743.00
Employee + 2 or More Dependents	1,038.00

Effective January 1, 2015: Monthly

Employee Only	\$ 532.00
Employee + 1 Dependent	795.00
Employee + 2 or More Dependents	1,131.00

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

Effective January 1, 2013: Monthly

Employee Only	\$ 421.00
Employee + 1 Dependent	627.00
Employee + 2 or More Dependents	899.00

(10) Employees in classes designated AE, MM, PR, PS, RN and SS.

Effective January 1, 2013: Monthly

Employee Only	\$ 421.00
Employee + 1 Dependent	627.00
Employee + 2 or More Dependents	899.00

(11) Employees in classes designated CR.

Effective January 1, 2013: Monthly

Employee Only	\$ 421.00
Employee + 1 Dependent	627.00
Employee + 2 or More Dependents	899.00

Effective January 1, 2014: Monthly

Employee Only	\$ 442.00
Employee + 1 Dependent	658.00
Employee + 2 or More Dependents	944.00

Effective January 1, 2015: Monthly

Employee Only	\$ 464.00
Employee + 1 Dependent	704.00
Employee + 2 or More Dependents	1,029.00

(12) Employees in classes designated NS.

<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	\$ 442.00
Employee + 1 Dependent	658.00
Employee + 2 or More Dependents	944.00

<u>Effective January 1, 2015:</u>	<u>Monthly</u>
Employee Only	\$ 464.00
Employee + 1 Dependent	704.00
Employee + 2 or More Dependents	1,029.00

(13) Employees in classes designated AM, AS, CC, CE, CEM, CR, CS, DA, DI, DM, EM, EO, MA, NA, NE, NM, NS, PD, PM, SO and UM who have flex credits not designated for eligible services shall have such credits placed in the employee's health Flexible Spending Account (FSA). IRS regulations establish annual maximum limits for flexible credits which may be rolled over to a FSA. An employee is not entitled to flexible credits that, when rolled over to an FSA, exceed the maximum limits allowed by law. Any employee who is expected to have flexible credits rolled over to an FSA that will exceed the maximum limits shall have their bi-weekly flex credit contributions adjusted to an amount, that when calculated on an annual basis, will be equal to the maximum allowed by law.

(14) Notwithstanding the above paragraph, if an employee experiences a "qualifying event" as defined by IRS and HIPAA Regulation, or has a triggering event that impacts flex credits, that employee will be allowed to change their status and have their flex benefits recalculated so as to maximize or recoup any retroactive flex benefits previously adjusted, in order to realize the maximum value of the flex benefit contribution, subject to IRS limitations.

**Section 12.** Subsection (b) of 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.

(1) Employees who are in Tier A or Tier I

(a) Effective July 13, 2012:

<b>Tier A Effective July 13, 2012</b>
<b>Retirement Contribution Offset by Union Code</b>

<b>Union Code</b>	<b>Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:</b>	<b>Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:</b>
PO, SO	1.5%	3.0%
SS	1.75%	3.5%
CR	2.25%	4.5%
CL, CM, FS, HS, SW	1.5%	3.0%
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, PD, PM, PR, PS, RN	2.25%	4.5%
EM, EO, NA, NE, NM, NS, UM	7.0%	7.0%
DS, SM	7.0%	7.0%
DI, DM	9.5%	11.755%

(b) Effective December 27, 2013:

<b>Tier A Effective December 27, 2013</b>		
<b>Retirement Contribution Offset by Union Code</b>		
<b>Union Code</b>	<b>Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:</b>	<b>Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:</b>
AM, AS, CC, CS, DA, PD, PM	0.75%	3.0%
CE, CEM, CR, MA	1.5%	3.0%
SO	1.0%	2.0%
EM, EO, NA, NE, NM, NS, UM	4.67%	4.67%
DI, DM	0%	0%

(2) Employees who are in Tier B, by Union Code

(a) Effective July 13, 2012:

<b>Tier B Effective July 13, 2012</b>
<b>Retirement Contribution Offset by Union Code</b>

<b>Union Code</b>	<b>Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:</b>	<b>Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:</b>
PO, SO	1.0%	2.0%
SS	1.25%	2.5%
CR	1.75%	3.5%
CL, CM, FS, HS, SW	1.0%	2.0%
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, PD, PM, PR, PS, RN	1.75%	3.5%
EM, EO, NA, NE, NM, NS, UM	6.0%	6.0%
DS, SM	6.0%	6.0%
DI, DM	9.5%	10.755%

(b) Effective July 1, 2013:

<b>Tier B Effective July 1, 2013</b>		
<b>Retirement Contribution Offset by Union Code</b>		
<b>Union Code</b>	<b>Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:</b>	<b>Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:</b>
PO, SO	1.0%	2.0%
SS	1.25%	2.5%
CR	1.75%	3.5%
CL, CM, FS, HS, SW	1.0%	2.0%
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, PD, PM, PR, PS, RN	1.75%	3.5%
EM, EO, NA, NE, NM, NS, UM	6.0%	6.0%
DS, SM	Hired prior to 7/1/2013: 6.0% Hired on or after 7/1/2013: 3.0%	6.0%
DI, DM	9.5%	10.755%

(c) Effective December 27, 2013:

Tier B Effective December 27, 2013		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:
AM, AS, CC, CS, DA, PD, PM	0.25%	2.0%
CE, CEM, CR, MA	1.17%	2.33%
SO	.67%	1.34%
EM, EO, NA, NE, NM, NS, UM	4.0%	4.0%
DI, DM	0.0%	0.0%

- (3) The prescribed rate of contribution for Employees who are in Tier C shall be 50 percent of the "Normal Cost Rate" as defined in Government Code §7522.30 (b).

**Section 13.** Section 5.7.2 of the Compensation Ordinance is hereby amended to read as follows:

ARTICLE 5.7: PAYMENT IN LIEU OF RETIREMENT CONTRIBUTION OFFSET

SECTION 5.7.2: METHOD OF CALCULATION.

Thirty-year (30) Employees. The County shall provide a payment once annually to employees who have no contribution to the retirement fund. To be eligible for this payment, the employee must have attained thirty (30) years of qualifying retirement service credit, in accordance with the law, rules and regulations governing such credit on the last day of Payroll 02. Such one-time payment shall be made on the payday of Payroll 04 as follows:

Eligible Classes Designated	Amount
DS, and SM	\$ 1,500
AE, CL, CM, FS, HS, MM, PO, PR, PS, RN, SS and SW	\$ 1,000

**Section 14.** 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.

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 16<sup>th</sup> day of July, 2013.



---

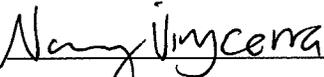
GREG COX  
Chairman, Board of Supervisors  
County of San Diego, State of California

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 16<sup>th</sup> day July, 2013.

THOMAS J. PASTUSZKA  
Clerk of the Board of Supervisors

By   
Nancy Vizcarra, Deputy

Ordinance No. 10268 (N.S.)

07-16-2013 (8)

