

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

ORDINANCE NO 10269 (NEW SERIES)

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

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 PD and PM 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 and PM

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 and PM

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

| 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 1.12.13 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.13: EDUCATIONAL/PROFESSIONAL STIPEND. Eligible employees shall receive an annual one thousand and five hundred dollars (\$1,500) stipend for professional expenses. The County shall, on the payday for Payroll 03 of each year, pay such a stipend to employees who are in job classifications in the PD and PM units in Payroll 02 of that year.

Section 5. Subsection (a) of 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 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 and PM.

Section 6. 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 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 7. Subsection (c)(4)(f) of section 4.2.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.2: SICK LEAVE.

- (c) Earnings.
 - (4) Pandemic Advanced Credit Leave.

- (f) This provision shall only be operative through June 25, 2015 for employees in classes designated PD and PM.

Section 8. 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, SO, 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 and UM

Section 9. 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, SO, 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 and UM.

Section 10. 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.

| <u>Effective January 1, 2013:</u> | <u>Monthly</u> |
|-----------------------------------|----------------|
| Employee Only | \$ 483.00 |
| Employee + 1 Dependent | 708.00 |
| Employee + 2 or More Dependents | 989.00 |

| <u>Effective January 1, 2014:</u> | <u>Monthly</u> |
|-----------------------------------|----------------|
| Employee Only | \$ 507.00 |
| Employee + 1 Dependent | 743.00 |
| Employee + 2 or More Dependents | 1,038.00 |

| <u>Effective January 1, 2015:</u> | <u>Monthly</u> |
|-----------------------------------|----------------|
| 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.

| <u>Effective January 1, 2013:</u> | <u>Monthly</u> |
|-----------------------------------|----------------|
| 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.

| <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 |

- (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.

| | |
|-----------------------------------|----------------|
| <u>Effective January 1, 2013:</u> | <u>Monthly</u> |
| Employee Only | \$ 483.00 |
| Employee + 1 Dependent | 708.00 |
| Employee + 2 or More Dependents | 989.00 |

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

| | |
|-----------------------------------|----------------|
| <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 |

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

| | |
|-----------------------------------|----------------|
| <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 |

(11) Employees in classes designated CR.

| | |
|-----------------------------------|----------------|
| <u>Effective January 1, 2013:</u> | <u>Monthly</u> |
| Employee Only | \$ 421.00 |
| Employee + 1 Dependent | 627.00 |
| Employee + 2 or More Dependents | 899.00 |

| | |
|-----------------------------------|----------------|
| <u>Effective January 1, 2014:</u> | <u>Monthly</u> |
| Employee Only | \$ 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 |

(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 |

- (13) Employees in classes designated AM, AS, CC, CE, CEM, CR, CS, DA, DI, DM, EM, EO, MA, NA, NE, NM, NS, PD, PM 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 11. Section 5.3.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.3.1: DEFINITION.

- (a) CNM, DAI, NMG, SO and SW Benefit Programs. The County's Flexible Benefit Plan shall include as a "Core Benefit", Life and AD&D insurance for each eligible employee in the amount of ten thousand (\$10,000) for the employee and two thousand dollars (\$2,000) for each dependent. Insurance administered in accordance with the terms and conditions of the agreement between the County and Insurer.
- (b) DA, MGT, and SHRF Benefit Programs. The County's Flexible Benefit Plan shall include as a "Core Benefit" Life and AD&D insurance for each eligible employee. A Life Insurance Policy of one (1) times the employee's annual salary up to one hundred fifty thousand dollars (\$150,000) maximum and fifty thousand dollars (\$50,000) minimum. At age seventy (70), this will be reduced by forty percent (40%) and at age seventy-five (75), by sixty percent (60%). An Accidental Death & Dismemberment Policy of one (1) times the employee's annual salary up to one hundred fifty thousand dollars (\$150,000) maximum and fifty thousand dollars (\$50,000) minimum for the employee and two thousand dollars (\$2,000) for each dependent. The coverage under this policy is available no matter where or when the accident occurs. At age seventy (70), the coverage will be reduced by forty percent (40%) and at age seventy-five (75), by sixty percent (60%). Insurance administered in accordance with the terms and conditions of the agreement between the County and the Insurer.
- (c) UCL Benefit Program. The County's Flexible Benefit Plan shall include as a "Core Benefit", Life and AD&D insurance for each eligible employee. A Life Insurance Policy of two (2) times the employee's annual salary with a minimum credit of fifty thousand dollars (\$50,000) and a maximum benefit of five hundred thousand dollars (\$500,000). At age seventy (70), this will be reduced by forty percent (40%) and at age seventy-five (75), by sixty percent (60%). An Accidental Death and Dismemberment Policy of two (2) times the employee's annual salary with a minimum benefit of fifty thousand dollars (\$50,000) and a maximum benefit of five hundred thousand dollars (\$500,000) for the employee and two thousand dollars (\$2,000) for each dependent. The coverage under this policy is available no matter where or when the accident occurs. At age seventy (70), the coverage will be reduced by forty percent (40%) and at age seventy-five (75), by sixty percent (60%). Insurance administered in accordance with the terms and conditions of the agreement between the County and the Insurer.
- (d) CC Benefit Programs. The County's Flexible Benefit Plan shall include as a "Core Benefit" Life and AD&D insurance for each eligible employee. A Life Insurance Policy of one (1) times the employee's annual salary up to one hundred fifty thousand dollars (\$150,000) maximum and fifty thousand dollars (\$50,000) minimum. Effective July 26, 2013, a Life Insurance Policy of one (1) times the employee's annual salary up to two hundred thousand dollars (\$200,000) maximum and fifty thousand dollars (\$50,000) minimum. At age seventy (70), this will be reduced by forty percent (40%) and at age seventy-five (75), by sixty percent (60%). An Accidental Death & Dismemberment Policy of one (1) times the employee's annual salary up to one hundred fifty thousand dollars (\$150,000) maximum and fifty thousand dollars

(\$50,000) minimum for the employee and two thousand dollars (\$2,000) for each dependent. The coverage under this policy is available no matter where or when the accident occurs. At age seventy (70), the coverage will be reduced by forty percent (40%) and at age seventy-five (75), by sixty percent (60%). Insurance administered in accordance with the terms and conditions of the agreement between the County and the Insurer.

- (e) PD Benefit Programs. The County's Flexible Benefit Plan shall include as a "Core Benefit" Life and AD&D insurance for each eligible employee. A Life Insurance Policy of one (1) times the employee's annual salary up to one hundred fifty thousand dollars (\$150,000) maximum and fifty thousand dollars (\$50,000) minimum. Effective July 30, 2013, a Life Insurance Policy of one (1) times the employee's annual salary up to one hundred seventy five thousand dollars (\$175,000) maximum and fifty thousand dollars (\$50,000) minimum. At age seventy (70), this will be reduced by forty percent (40%) and at age seventy-five (75), by sixty percent (60%). An Accidental Death & Dismemberment Policy of one (1) times the employee's annual salary up to one hundred fifty thousand dollars (\$150,000) maximum and fifty thousand dollars (\$50,000) minimum for the employee and two thousand dollars (\$2,000) for each dependent. The coverage under this policy is available no matter where or when the accident occurs. At age seventy (70), the coverage will be reduced by forty percent (40%) and at age seventy-five (75), by sixty percent (60%). Insurance administered in accordance with the terms and conditions of the agreement between the County and the Insurer.

Section 12. Section 5.6.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.6.2: METHOD OF CALCULATION.

- (a) The percentage of the employee's actual prescribed rate of contribution to the San Diego County Employees Retirement Association shall be as specified in subsection (b) Retirement Contribution Offset Provisions below.
- (b) Retirement Contribution Offset Provisions.
- (1) Employees who are in Tier A or Tier I
- (a) Effective July 13, 2012:

| Tier A Effective July 13, 2012 | | |
|---|---|--|
| 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: |
| 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% |

| Tier A Effective July 13, 2012 | | |
|---|--|---|
| 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: |
| DS, SM | 7.0% | 7.0% |
| DI, DM | 9.5% | 11.755% |

(b) Effective December 27, 2013:

| Tier A 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 | 0.75% | 3.0% |
| CE, CEM, CR, MA | 1.5% | 3.0% |
| 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:

| Tier B Effective July 13, 2012 | | |
|---|--|--|
| 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: |
|---|---|--|
| 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:

| Tier B Effective July 1, 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: |
| 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% |
| 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, SM and SO | \$ 1,500 |
| AE, CL, CM, FS, HS, MM, PO, PR, PS, RN, SS and SW | \$ 1,000 |

Section 14. Effective Date. This ordinance affect compensation and shall take effect upon adoption. Within fifteen days after the date of adoption of this ordinance, a summary shall be published once with the name of those members voting for and against the same in the newspaper of general circulation published in the County of San Diego.

Section 15. Operative Date. Operative dates by specified section are listed in the table below.

| Section Number | Operative Date |
|----------------|-----------------------|
| Section 1 | 7/12/13 & 12/27/13 |
| Section 2 | 7/12/13 |
| Section 3 | 7/12/13 |
| Section 4 | 7/12/13 |
| Section 5 | 7/12/13 |

| | |
|------------|---------|
| Section 6 | 7/12/13 |
| Section 7 | 7/12/13 |
| Section 8 | 7/12/13 |
| Section 9 | 7/12/13 |
| Section 10 | 7/12/13 |
| Section 11 | 7/12/13 |
| Section 12 | 7/12/13 |
| Section 13 | 7/12/13 |

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL BY:
Dennis I. Floyd, Senior Deputy County Counsel

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



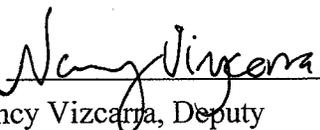
GREG COX
Chairman, Board of Supervisors
County of San Diego, State of California

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 16th day July, 2013.

THOMAS J. PASTUSZKA
Clerk of the Board of Supervisors

By _____
Nancy Vizcarra, Deputy

Ordinance No. 10269 (N.S.)

07-16-2013 (9)

