

ORDINANCE NO. 10367 (NEW SERIES)

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENTS WITH THE SAN DIEGO COUNTY SUPERVISING PROBATION OFFICER'S ASSOCIATION AND THE SAN DIEGO COUNTY PROBATION OFFICER'S 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 increasing base salary compensation by 2% for job codes/classifications designated PO and SO effective June 26, 2015; and by 2% effective June 24, 2016; and by 2% effective June 23, 2017.

Section 2. Appendix One of the Compensation Ordinance is hereby amended by adding equity compensation by 1% for job codes/classifications designated PO and SO effective June 26, 2015; and by 1% effective June 24, 2016.

Section 3. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for job codes/classifications designated PO and SO as follows:

Effective June 9, 2017, all eligible employees shall receive a wage increase as an even exchange for the remaining offset elimination. The amount of this even exchange shall be based on the Fiscal Year 2016/17 Adopted Budget for the bargaining unit and will be determined by converting the amount appropriated for offset to a percentage of the total salaries and benefits. Total salaries and benefits shall include base salary, supplemental pay, employer retirement contributions, other post-employment benefits, OASDI and Medicare. The amount of this increase for employees will be cost neutral to the County and in no way shall it result in a cost increase to the County.

Section 4. Subsection (a) of Section 1.7.33 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.7.33: TRAINING DIFFERENTIAL.

(a) Eligible employees shall receive a training differential of three dollars and fifty cents (\$3.50) per hour when assigned to instruct a class. This premium shall not apply to paid leave and shall not apply to terminal payoff.

Eligible Classes: Classes designated SO

Section 5. Subsection (b) of Section 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	\$550	\$550
Camp Barrett	\$550	\$550
Work Project – CDPO I & II	\$800	\$700
Work Project – Senior Probation Officer	\$400	\$300
East Mesa Juvenile Detention Facility	\$400	\$400
Kearney Mesa Juvenile Detention Facility	\$400	\$400
Girls Rehabilitation Facility	\$400	\$400
Armed Units	\$350	\$350

(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) 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 PO and 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	\$450	\$450
Camp Barrett	\$450	\$450
Work Project – CDPO I & II	\$650	\$550
Work Project – Senior Probation Officer	\$400	\$300
East Mesa Juvenile Detention Facility	\$400	\$400
Kearny Mesa Juvenile Detention Facility	\$400	\$400
Girls Rehabilitation Facility	\$400	\$400
Armed Units	\$350	\$350

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

<u>% of Required Service in Paid Status</u>	<u>Allowance</u>	
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 6. Section 2.1.9 of the Compensation Ordinance is hereby added to read as follows:

SECTION 2.1.9: LUMP SUM PAYMENT FISCAL YEAR 2015/2016.

- (a) Effective June 26, 2015. A one-time lump sum payment of \$750.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service in fiscal year 2014/15.
- Eligible Classes. All classes designated: PO or SO.
- (2) Payroll Calculation. Such one-time payment of \$750 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;
 - (d) Not be paid to an employee no longer employed by the County on the date of payment.
- (3) Payment Date. This payment shall be made on July 17, 2015 for all eligible classes.

Section 7. Subsections (d)(8) and (d)(9) of section 5.1.6 of the Compensation Ordinance are 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:
- (8) Employees in classes designated under the SO Benefit Program.

<u>Effective January 1, 2014:</u>	<u>Monthly</u>
Employee Only	\$ 507.00
Employee + 1 Dependent	743.00
Employee + 2 or More Dependents	1038.00
<u>Effective January 1, 2015:</u>	<u>Monthly</u>
Employee Only	\$ 532.00
Employee + 1 Dependent	795.00
Employee + 2 or More Dependents	1131.00
<u>Effective January 1, 2016:</u>	<u>Monthly</u>
Employee Only	\$ 559.00
Employee + 1 Dependent	835.00
Employee + 2 or More Dependents	1188.00

<u>Effective January 1, 2017:</u>	<u>Monthly</u>
Employee Only	\$ 587.00
Employee + 1 Dependent	877.00
Employee + 2 or More Dependents	1247.00
<u>Effective January 1, 2018:</u>	<u>Monthly</u>
Employee Only	\$ 616.00
Employee + 1 Dependent	921.00
Employee + 2 or More Dependents	1309.00

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

<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	1029.00
<u>Effective January 1, 2016:</u>	<u>Monthly</u>
Employee Only	\$ 487.00
Employee + 1 Dependent	739.00
Employee + 2 or More Dependents	1080.00
<u>Effective January 1, 2017:</u>	<u>Monthly</u>
Employee Only	\$ 511.00
Employee + 1 Dependent	776.00
Employee + 2 or More Dependents	1134.00
<u>Effective January 1, 2018:</u>	<u>Monthly</u>
Employee Only	\$ 537.00
Employee + 1 Dependent	815.00
Employee + 2 or More Dependents	1191.00

Section 8. Subsection (b)(4) 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.

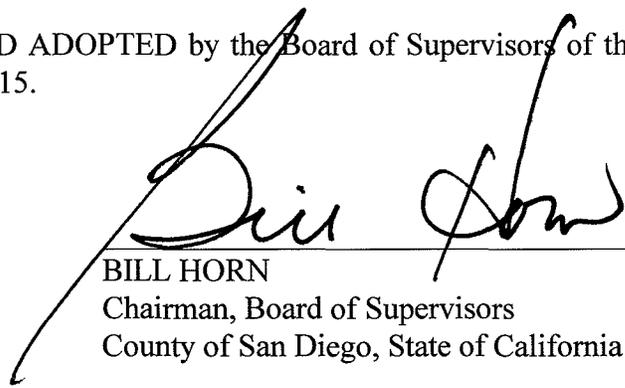
(4) Effective June 9, 2017, the County's retirement contribution offset shall be eliminated for bargaining units designated AE, CE, CEM, CL, CM, CR, EM, EO, FS, HS, MA, MM, NA, NE, NM, NS, PO, PR, PS, RN, SO, SS, SW and UM.

Section 9. Effective Date. This ordinance affects compensation and shall take effect upon adoption. Within fifteen days after the date of adoption of this ordinance, a summary shall be published once with the name of those members voting for and against the same in the newspaper of general circulation published in the County of San Diego.

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

Section Number	Operative Date
Section 1	6/26/2015 6/24/2016 6/23/2017
Section 2	6/26/2015 6/24/2016
Section 3	6/9/2017
Section 4	6/26/2015
Section 5	9/11/2015
Section 6	6/26/2015
Section 7	1/1/2016 1/1/2017 1/1/2018
Section 8	6/9/2017

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 6th day of January, 2015.


BILL HORN
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 6th day of January, 2015.

DAVID HALL
Clerk of the Board of Supervisors

By 
Christina Gomez, Deputy



Ordinance No. 10367 (N.S.)

01/06/15 (20)