

Meeting Date: 03/17/15 (17)

**ORDINANCE NO. 10378 (NEW SERIES)**

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE  
AND ESTABLISHING COMPENSATION**

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 amending compensation for the following job code/classification in the unclassified service, effective March 20, 2015:

Job Code No.	Min		Max		Approx Annual Salary		UCE Range
	Hrly	Cntrl Point	Hrly	Biwkly	Minimum	Maximum	
000348	CAO Staff Officer						
	19.23	29.81	40.39		\$40,000.00	\$84,011.20	1
	1538.46	2384.83	3231.20				

**Section 2.** Appendix One of the Compensation Ordinance is hereby amended by re-titling the following job code/classification, effective April 17, 2015:

	<u>Job Code No.</u>	<u>Job Code Title</u>
From:	002820	Sheriff's Radio Trainee
To:	002820	Sheriff's Emerg Svcs Disp Trne

**Section 3.** Section 5.1.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.2: BENEFIT PROGRAMS. Unless additional or different benefits are provided by federal or state law (e.g. Unemployment Insurance and Workers' Compensation) the benefits of all employees, officers, boards, commissions, assistants, deputies, clerks and attaches, including elected officials and department heads and their deputies and assistants, are set forth in the following "Benefit Programs," which determine the benefits applicable to persons in each type. The Salary Schedule contains a list of all classes. Each class is assigned a "Benefit Plan Designator" in the column headed "Ben Pgm," which identifies eligibility for benefits as one of the following types, for all employees in that class except those on an "hourly" or "special rate" pay basis.

(a) County Counsel (CC) Benefit Program. Employees in job codes designated as CC and CS are eligible for basic and management benefits in accordance with the conditions set forth in the following sections:

- 5.1.6 Flexible Benefits Plan
- 5.3 Basic Life Insurance
- 5.4 Long Term Disability
- 5.6 Retirement Contribution Offset
- 5.9 Holidays
- 5.10 Suggestion Awards Program
- 5.11 Employee Recognition and Awards Program

(b) Confidential Non-Management (CNM) Benefit Program. Employees in job codes designated as CE are eligible for basic benefits listed below plus State Disability Insurance (SDI). All employees in classes covered under CNM Benefit Program shall participate in SDI as the result of an election by the employees in the representation unit for that class. All premiums required by the State for SDI shall be automatically deducted from the pay of covered employees by the Auditor and Controller and forwarded to the State pursuant to the rules and regulations of the State of California in accordance with the conditions set forth in the following sections:

- 5.1.6 Flexible Benefits Plan
- 5.3 Basic Life Insurance
- 5.6 Retirement Contribution Offset
- 5.9 Holidays
- 5.10 Suggestion Awards Program
- 5.11 Employee Recognition and Awards Program

- (c) District Attorney (DA) Benefit Program. Employees in job codes designated as DA, AS and AM are eligible for basic and management benefits in accordance with the conditions set forth in the following sections:

- 5.1.6 Flexible Benefits Plan
- 5.3 Basic Life Insurance
- 5.4 Long Term Disability
- 5.6 Retirement Contribution Offset
- 5.9 Holidays
- 5.10 Suggestion Awards Program

- (d) District Attorney Investigator (DAI) Benefit Program. Employees in job codes designated as DI and DM are eligible for basic benefits in accordance with the conditions set forth in the following sections:

- 5.1.6 Flexible Benefits Plan
- 5.3 Basic Life Insurance
- 5.6 Retirement Contribution Offset
- 5.9 Holidays
- 5.10 Suggestion Awards Program
- 5.11 Employee Recognition and Awards Program

- (e) Management (MGT) Benefit Program. Employees in job codes designated as CEM, MA, and NM are eligible for basic and management benefits in accordance with the conditions set forth in the following sections:

- 5.1.6 Flexible Benefits Plan
- 5.3 Basic Life Insurance
- 5.4 Long Term Disability
- 5.6 Retirement Contribution Offset
- 5.9 Holidays
- 5.10 Suggestion Awards Program
- 5.11 Employee Recognition and Awards Program

- (f) Non-Management (NMG) Benefit Program. Employees in job codes designated as AE, CL, CM, CR, FS, HS, MM, NS, PO, PR, PS, RN and SS are eligible for basic benefits listed below, plus State Disability Insurance (SDI). All employees in classes covered under NMG Benefit Program shall participate in SDI as the result of an election by the employees in the representation unit for that class. All premiums required by the State for SDI shall be automatically deducted from the pay of covered employees by the Auditor and Controller and forwarded to the State pursuant to the rules and regulations of the State of California.

- 5.1.6 Flexible Benefits Plan
- 5.3 Basic Life Insurance
- 5.6 Retirement Contribution Offset
- 5.9 Holidays
- 5.10 Suggestion Awards Program
- 5.11 Employee Recognition and Awards Program

- (g) Public Defender (PD) Benefit Program. Employees in job codes designated as PD and PM are eligible for basic and management benefits in accordance with the conditions set forth in the following sections:

- 5.1.6 Flexible Benefits Plan

5.3	Basic Life Insurance
5.4	Long Term Disability
5.6	Retirement Contribution Offset
5.9	Holidays
5.10	Suggestion Awards
5.11	Employee Recognition and Awards Program

- (h) Sheriff (SHRF) Benefit Program. Employees in job codes designated as DS are eligible for basic benefits and SM are eligible for basic and management benefits in accordance with the conditions set forth in the following sections:

5.1.6	Flexible Benefits Plan
5.3	Basic Life Insurance
5.4	Long Term Disability (SM only)
5.6	Retirement Contribution Offset
5.9	Holidays
5.10	Suggestion Awards Program

- (i) Social Worker (SW) Benefit Program. Employees in job codes designated as SW are eligible for basic benefits listed below plus State Disability Insurance (SDI). All employees in classes covered under SW Benefit Program shall participate in SDI as the result of an election by the employees in the representation unit for that class. All premiums required by the State for SDI shall be automatically deducted from the pay of covered employees by the Auditor and Controller and forwarded to the State pursuant to the rules and regulations of the State of California.

5.1.6	Flexible Benefits Plan
5.3	Basic Life Insurance
5.6	Retirement Contribution Offset
5.9	Holidays
5.10	Suggestion Awards Program
5.11	Employee Recognitions and Awards Program

- (j) Unclassified (UCL) Benefit Program. Employees in job codes designated as EM, EO, NA, NE, and UM are eligible for basic and management benefits in accordance with the conditions set forth in the following sections:

5.1.6	Flexible Benefits Plan
5.3	Basic Life Insurance
5.4	Long Term Disability
5.5	Executive Management Physical Examination (excluding NA and UM)
5.6	Retirement Contribution Offset
5.9	Holidays
5.11	Employee Recognition and Awards Program

- (k) Supervising Probation Officer (SO) Benefit Program. Employees in job codes designated as SO are eligible for basic benefits listed below plus State Disability Insurance (SDI). All employees in classes covered under SO Benefit Program shall participate in SDI as the result of an election by the employees in the representation unit for that class. All premiums required by the State for SDI shall be automatically deducted from the pay of covered employees by the Auditor and Controller and forwarded to the State pursuant to the rules and regulations of the State of California in accordance with the conditions set forth in the following sections:

5.1.6	Flexible Benefits Plan
5.3	Basic Life Insurance
5.6	Retirement Contribution Offset
5.9	Holidays
5.10	Suggestion Awards Program
5.11	Employee Recognition and Awards Program

- (l) Hourly and Special Rate Employees. Notwithstanding appointment to a class with a Benefit Program Designator, hourly or special rate employees may be eligible for only the following benefits:

Workers' Compensation coverage;  
Unemployment Insurance;  
Suggestion Awards Program  
Employee Recognition Award (cash only)  
Health Insurance Benefits as defined in Section 5.13.1

- (m) Other Benefits. In addition to the benefits listed above in the Benefit Program, there are other benefits, which are elsewhere provided for:

- (1) Leaves of Absence. Benefits described and set forth in other sections of this ordinance are paid and unpaid leaves of absence set forth in Chapter 4. Chapter 4 also contains provisions relating to cash payoffs for unused sick and annual leave, and retirement credit for unused sick leave, which may be applicable.

- (2) Retirement. Refer to 5.6.1, Retirement Contribution Offset.

- (3) Reimbursements and Allowances. Other reimbursements and allowances may be available under the County Administrative Code.

- (4) Optional Benefits. Some employees may also be eligible for other benefits not described or set forth in this ordinance. These benefits, subject to the employee's enrollment, and not contributed to by the County, are:

- Dental Insurance
- Vision Insurance
- Supplemental Life Insurance
- Supplemental Accidental Death and Dismemberment Insurance (AD&D)
- Flexible spending accounts for pre-tax reimbursement of qualified medical and/or dependent day care expenses. Account credits must be used during the plan year in which they are earned for expenses incurred during the same plan year.
- Healthcare Reimbursement Accounts for pre-tax reimbursement of qualified medical expenses. Account credits must be used during the plan year in which they are earned for expenses incurred during the same plan year.

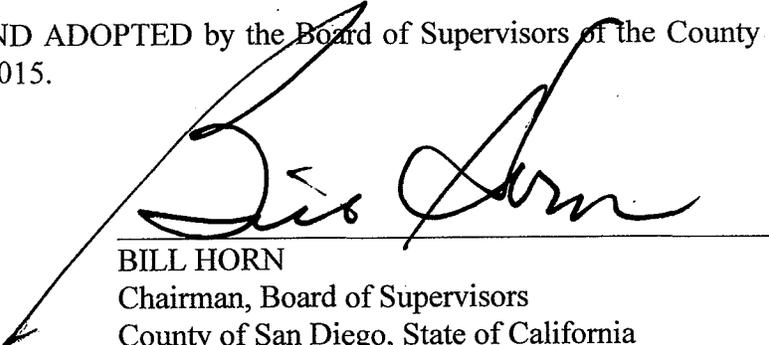
- (5) Deferred Compensation Program. Employees shall be eligible to participate in the Deferred Compensation Program provided and administered by the County or the County's selected administrative agent (or agency). Notwithstanding any provisions to the contrary, the County as the employer may make deposits to an employee's Participation Account. The authority and discretion to approve deposits is delegated by the Board of Supervisors to the Chief Administrative Officer for the EM classifications.

**Section 4. Effective Date.** Section 1 of this ordinance affects compensation and shall take effect upon adoption and all other sections of this ordinance shall take effect thirty (30) days after its 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 5. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	03/20/2015
Section 2	04/17/2015
Section 3	04/17/2015

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 17<sup>th</sup> day of March, 2015.

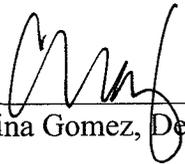
  
BILL HORN  
Chairman, Board of Supervisors  
County of San Diego, State of California

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 17<sup>th</sup> day of March, 2015.

DAVID HALL  
Clerk of the Board of Supervisors

By   
Christina Gomez, Deputy



Ordinance No. 10378 (N.S.)

03/17/15 (17)