

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENTS WITH THE SAN DIEGO COUNTY DEPUTY DISTRICT ATTORNEYS ASSOCIATION, THE SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION, AND 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 increasing base salary compensation for job codes/classifications designated AM, AS, DA, CC, CS, PD, and PM by 2% effective June 26, 2015; by 2% effective June 24, 2016; by 2% effective June 9, 2017 (this increase mitigates the elimination of the County's offset to employees' retirement contribution); and by 2% effective June 23, 2017.

Section 2. Section 1.12.11 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.11: EDUCATIONAL/SECURITY STIPEND. Eligible employees in the AM, AS and DA units shall receive an annual two thousand five hundred dollars (\$2,500) stipend for professional and security expenses. The County shall, on the payday for Payroll 03 of each year, pay such a stipend, included within the payroll check for that time period, to employees who are in job classifications in the AM, AS, and DA units in Payroll 02 of that year.

Section 3. Section 1.12.12 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.12: ANNUAL PROFESSIONAL STIPEND. Eligible employees in the Deputy County Counsel classifications shall receive an annual two thousand and five hundred dollars (\$2,500) stipend for professional expenses. The County shall, on the payday for Payroll 05 of each year, pay such a stipend to employees who are in job classifications in the CC and CS units in Payroll 04 of that year.

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 two thousand and five hundred dollar (\$2,500) stipend for professional expenses. The County shall, on the payday for Payroll 03 of each year, pay such a stipend, by including it in the paycheck for that time period, to employees who are in job classifications in the PD and PM units in Payroll 02 of that year.

Section 5. Subsections (e) and (f) are hereby added to Section 2.1.6 of the Compensation Ordinance to read as follows:

SECTION 2.1.6: LUMP SUM PAYMENT.

(e) Effective June 26, 2015. A one-time monetary payment of \$1,000.

(1) Eligibility. All regular employees in eligible classes listed below who have paid service in fiscal year 2014/2015.

Eligible Classes. All classes designated: CC, CS, PD, and PM.

(2) Payroll Calculation. Such one-time payment of \$1,000 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 2015/2016;

- (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.
- (f) Effective June 23, 2017. A one-time lump sum payment of 1% 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 Fiscal Year 2016/2017. This payment will be included in their regular paycheck. An employee is not eligible to receive the one-time payments if they are no longer employed by the County on the date of payment. An employee shall not be entitled to the one-time monetary payments above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year.
- Eligible Classes. All classes designated AM, AS, DA, CC, CS, PD, and PM.
- (2) Payroll Calculation. Such one-time payment of 1% 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 2017/2018;
- (3) Payment Date. This payment shall be made on July 14, 2017.

Section 6. Subsection (d)(7) 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:
- (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.

<u>Effective January 1, 2014:</u>	<u>Monthly</u>
Employee Only	\$ 478.00
Employee + 1 Dependent	691.00
Employee + 2 or More Dependents	977.00
<u>Effective January 1, 2015:</u>	<u>Monthly</u>
Employee Only	\$ 502.00
Employee + 1 Dependent	739.00
Employee + 2 or More Dependents	1,065.00
<u>Effective January 1, 2016:</u>	<u>Monthly</u>
Employee Only	\$ 527.00
Employee + 1 Dependent	776.00
Employee + 2 or More Dependents	1,118.00

<u>Effective January 1, 2017:</u>	<u>Monthly</u>
Employee Only	\$ 553.00
Employee + 1 Dependent	815.00
Employee + 2 or More Dependents	1,174.00
 <u>Effective January 1, 2018:</u>	 <u>Monthly</u>
Employee Only	\$ 581.00
Employee + 1 Dependent	856.00
Employee + 2 or More Dependents	1,233.00

Section 7. 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) 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, DA, and 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 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 two hundred thousand dollars (\$200,000) 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 8. Section 5.4.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.4.1: DEFINITION. Disability insurance is provided to eligible employees in addition to the benefits described in Articles 5.1 and 5.3, and administered in accordance with the terms and conditions of the contract between the County and the Insurer.

- (a) Long Term Disability Insurance (LTD). LTD is two-thirds (2/3) of the employee's monthly salary up to a maximum benefit specified below.
 - (1) For employees in classes designated SM. LTD benefit is two-thirds (2/3) of employee's salary (excluding overtime, bonuses, etc.) up to eight thousand dollars (\$8,000) per month. Benefits are to start ninety (90) days after disability.
 - (2) For employees in classes designated CEM, MA and NM. Plan pays two-thirds (2/3) of monthly salary with a maximum benefit of twelve thousand dollars (\$12,000) per month. Benefits start sixty (60) days after disability commences.
 - (3) For employees in classes designated as EM, NA, NE and UM. Plan pays two-thirds (2/3) of monthly salary with a maximum benefit of twelve thousand dollars (\$12,000) per month. Benefits start thirty (30) days after disability commences.
 - (4) For employees in classes designated AM, AS, CC, CS, DA, PD, and PM. LTD benefit is two-thirds (2/3) of employee's salary (excluding overtime, bonuses, etc.) up to twelve thousand dollars (\$12,000) per month. Benefits are to start thirty (30) days after disability.
- (b) Benefits are integrated with Social Security, Workers' Compensation, and Retirement plans as well as any other outside income.

Section 9. Subsection (b)(4) of Section 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, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, EM, EO, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PO, PR, PS, RN, SO, SS, SW and UM.

Section 10. Effective Date. All sections of 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 11. Operative Date. Operative dates by specified section are listed in the table below.

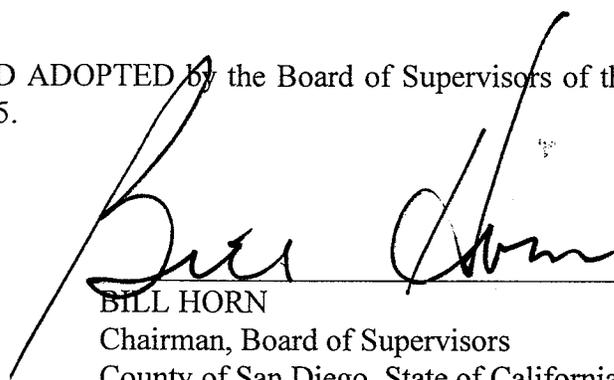
Section Number	Operative Date
Section 1	6/26/2015
	6/24/2016
	6/9/2017
	6/23/2017
Section 2	6/26/2015
Section 3	6/26/2015
Section 4	6/26/2015
Section 5	6/26/2015
	6/23/2017

Section 6	1/1/2016 1/1/2017 1/1/2018
Section 7	6/26/2015
Section 8	6/26/2015
Section 9	6/9/2017

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 21st day of April, 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, Horn
 ABSENT: R. Roberts

ATTEST my hand and the seal of the Board of Supervisors this 21st day of April, 2015.

DAVID HALL
 Clerk of the Board of Supervisors

By 
 Nancy Vizcarra, Deputy



Ordinance No. 10381 (N.S.)

04/21/15 (9)

