



Chairman

Sam Abed
Mayor
City of Escondido

June 5, 2017

7

Vice Chairwoman

Jo MacKenzie
Vista Irrigation District

TO: Local Agency Formation Commission

FROM: Executive Officer

Members

Bill Horn
County Board of
Supervisors

Dianne Jacob
County Board of
Supervisors

Andrew Vanderlaan
Public Member

Lorie Zapf
Councilmember
City of San Diego

Vacant
City Member

Ed Sprague
Olivenhain Municipal
Water District

SUBJECT: Ratification of County Wage and Benefit Changes

To the extent each LAFCO position is comparable to a similar position in the County of San Diego, LAFCO's Rules stipulate that compensation and benefits for LAFCO staff shall approximate that for comparable county positions (Section 6.16 of LAFCO's Personnel Rules). On April 11th and 25th, the Board of Supervisors adopted a new wage and benefit package for most county employees; therefore, it is now appropriate for the Commission to consider and ratify a new wage and benefit plan for LAFCO staff. Among the major changes to the County's wage and benefit plan that relate to LAFCO staff are across the board wage and range increases, flexible benefit increases, and elimination of employer offsets for retirement contributions, etc. These changes were anticipated at the time the Commission adopted its FY 2017-18 LAFCO budget. For budgeting purposes, the Commission included a 5% wage and benefit escalator in the associated salary projections, resulting in increased costs amounting to an estimated \$25,890 for FY 2017-18. The recommended changes to LAFCO's wages and benefits are summarized below and conform to the changes approved for comparable county positions:

Alternate Members

Greg Cox
County Board of
Supervisors

Chris Cate
Councilmember
City of San Diego

Racquel Vasquez
Mayor
City of Lemon Grove

Harry Mathis
Public Member

Judy Hanson
Leucadia Wastewater
District

Wage/Range Increase

LAFCO SD2 & SD6 – County MA & CE

Classifications: (Analyst I, II, III; Asst. Exec. Officer; Admin Asst.; Exec. Asst.)

FY 2017-18: 3% wage & range increase, effective June 23, 2017

FY 2018-19: 3% wage & range increase, effective June 22, 2018

FY 2019-20: 3% wage & range increase, effective June 21, 2019

FY 2020-21: 2% wage & range increase, effective June 19, 2020

FY 2021-22: 2% wage & range increase, effective June 18, 2021

LAFCO SD1 – County EM

Classifications: (Executive Officer)

Executive Officer

Michael D. Ott

FY 2017-18: 3% range increase only, effective June 23, 2017

FY 2018-19: 3% range increase only, effective June 22, 2018

FY 2019-20: 3% range increase only, effective June 21, 2019

FY 2020-21: 2% range increase only, effective June 19, 2020

FY 2021-22: 2% range increase only, effective June 18, 2021

Legal Counsel

Michael G. Colantuono

Lump Sum Payment

LAFCO SD2 & SD6 – County MA & CE

Classifications: (Analyst I, II, III; Asst. Exec. Officer; Admin Asst.; Exec. Asst.)

FY 2015-16: \$750 lump sum for paid service 6/24/16 to 4/25/17, paid on 5/19/17

FY 2016-17: \$750 lump sum for paid service in FY 2016-17, paid on 7/28/17

FY 2017-18: \$750 lump sum for paid service in FY 2017-18, paid on 7/27/18

FY 2018-19: \$750 lump sum for paid service in FY 2018-19, paid on 7/26/19

FY 2019-20: \$1,500 lump sum for paid service in FY 2019-20, paid on 7/24/20

FY 2020-21: \$1,500 lump sum for paid service in FY 2020-21, paid on 7/23/21

LAFCO SD1 – County EM

Classifications: (Executive Officer)

FY 2015-16: \$750 lump sum for paid service 6/24/16 to 4/25/17, paid on 5/19/17

FY 2016-17: 1% lump sum payment for FY 2016-17 service, paid on 7/28/17

FY 2017-18: 1% lump sum payment for FY 2017-18 service, paid on 7/27/18

FY 2018-19: 1% lump sum payment for FY 2018-19 service, paid on 7/26/19

FY 2019-20: 2% lump sum payment for FY 2019-20 service, paid on 7/24/20

FY 2020-21: 2% lump sum payment for FY 2020-21 service, paid on 7/23/21

Flex Credits (Benefits)

The Board of Supervisors approved an increase in flexible benefit credits for employees in eligible non-represented classifications. Flex credits are employer contributions toward a flexible benefit plan that allows employees to use the funds combined with their own funds to pay insurance premium costs for medical, dental, life insurance, etc., coverage. Insurance premium costs are borne by the employee, except that the employer makes a specified 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 employer's contribution toward the Flexible Benefits Plan. The amount approved by the Board of Supervisors for the County's contribution toward employee the Flexible Benefits Plan is shown below:

Employees in classes designated SD2 & SD6 – County MA & CE

<u>Effective January 1, 2017:</u>	<u>Monthly</u>
Employee Only	\$ 587.00
Employee + 1 Dependent	877.00
Employee + 2 or More Dependents	1,247.00

<u>Effective January 1, 2018:</u>	<u>Monthly</u>
Employee Only	\$ 628.00
Employee + 1 Dependent	938.00
Employee + 2 or More Dependents	1,334.00

<u>Effective January 1, 2019:</u>	<u>Monthly</u>
Employee Only	\$ 672.00
Employee + 1 Dependent	1,004.00
Employee + 2 or More Dependents	1,427.00

<u>Effective January 1, 2020:</u>	<u>Monthly</u>
Employee Only	\$ 719.00
Employee + 1 Dependent	1,074.00
Employee + 2 or More Dependents	1,527.00

<u>Effective January 1, 2021:</u>	<u>Monthly</u>
Employee Only	\$ 769.00
Employee + 1 Dependent	1,149.00
Employee + 2 or More Dependents	1,634.00

<u>Effective January 1, 2022:</u>	<u>Monthly</u>
Employee Only	\$ 823.00
Employee + 1 Dependent	1,229.00
Employee + 2 or More Dependents	1,748.00

Employees in classes designated SD1– County EM

<u>Effective January 1, 2017:</u>	<u>Monthly</u>
Employee Only	\$ 646.00
Employee + 1 Dependent	938.00
Employee + 2 or More Dependents	1,313.00

<u>Effective January 1, 2018:</u>	<u>Monthly</u>
Employee Only	\$ 691.00
Employee + 1 Dependent	1,004.00
Employee + 2 or More Dependents	1,405.00

<u>Effective January 1, 2019:</u>	<u>Monthly</u>
Employee Only	\$ 739.00
Employee + 1 Dependent	1,074.00
Employee + 2 or More Dependents	1,503.00

<u>Effective January 1, 2020:</u>	<u>Monthly</u>
Employee Only	\$ 791.00
Employee + 1 Dependent	1,149.00
Employee + 2 or More Dependents	1,608.00

<u>Effective January 1, 2021:</u>	<u>Monthly</u>
Employee Only	\$ 846.00
Employee + 1 Dependent	1,229.00
Employee + 2 or More Dependents	1,721.00

<u>Effective January 1, 2022:</u>	<u>Monthly</u>
Employee Only	\$ 905.00
Employee + 1 Dependent	1,315.00
Employee + 2 or More Dependents	1,841.00

Retirement Offset

Over the past five years, the Commission has approved a gradual reduction in the Commission's portion of the employee paid retirement offsets, with an eventual elimination of contributions altogether. On April 7, 2014, the Commission approved the elimination of the employer retirement offset contributions, effective June 9, 2017 for all LAFCO job classifications. This is the same provision that applies to county employees.

In conclusion, since wage and benefit adjustments given by the County to its employees are generally applicable to the comparable LAFCO positions, it is requested that the Commission review the Board of Supervisors' June 18th wage and benefit actions, and accept/ratify, as necessary, the applicable compensation and benefit changes for application to LAFCO positions. Some of the actions approved by the Board of Supervisors require discussion and direction from the Commission prior to ratification. To assist the Commission in determining the applicability of county wage and benefit changes to LAFCO staff, a number of questions have been formulated to guide the Commission's discussion. Therefore, it is:

RECOMMENDED: That your Commission,

Receive the Executive Officer's report and approve the attached Draft Minute Item No. 7 adopting and ratifying the LAFCO Wage and Benefit Plan for 2017-21 and application of the wage and benefit changes contained in Attachments 1 and 2.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'M. Ott', is written over a horizontal line.

MICHAEL D. OTT
Executive Officer

MDO:eb

Attachments

- 1) Draft Minute Item No. 7
- 2) County Compensation Ordinance Changes FY 2017-18 to FY 2021-22

DRAFT
San Diego LAFCO
Minutes of the Regular LAFCO Meeting
June 5, 2017

Minute Item No. 7

On motion of Commissioner _____, seconded by Commissioner _____, and carried unanimously or _____ by the Commissioners present, the Commission approved and ratified a new wage and benefit plan for LAFCO staff comparable to the wage and benefit plan approved for county employees per Section 6.6 of LAFCO's Personnel Rules. The approved changes to LAFCO's wages and benefit plan for FY 2017-18 through FY 2021-22 are as follows:

Wage/Range Increase

LAFCO SD2 & SD6 – County MA & CE

Classifications: (Analyst I, II, III; Asst. Exec. Officer; Admin Asst.; Exec. Asst.)

FY 2017-18: 3% wage & range increase, effective June 23, 2017

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FY 2021-22: 2% wage & range increase, effective June 18, 2021

LAFCO SD1 – County EM

Classifications: (Executive Officer)

FY 2017-18: 3% range increase only, effective June 23, 2017

FY 2018-19: 3% range increase only, effective June 22, 2018

FY 2019-20: 3% range increase only, effective June 21, 2019

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Lump Sum Payment

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FY 2019-20: \$1,500 lump sum for paid service in FY 2019-20, paid on 7/24/20

FY 2020-21: \$1,500 lump sum for paid service in FY 2020-21, paid on 7/23/21

LAFCO SD1 – County EM
Classifications: (Executive Officer)

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FY 2016-17: 1% lump sum payment for FY 2016-17 service, paid on 7/28/17
FY 2017-18: 1% lump sum payment for FY 2017-18 service, paid on 7/27/18
FY 2018-19: 1% lump sum payment for FY 2018-19 service, paid on 7/26/19
FY 2019-20: 2% lump sum payment for FY 2019-20 service, paid on 7/24/20
FY 2020-21: 2% lump sum payment for FY 2020-21 service, paid on 7/23/21

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<u>Effective January 1, 2019:</u>	<u>Monthly</u>
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<u>Effective January 1, 2020:</u>	<u>Monthly</u>
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<u>Effective January 1, 2021:</u>	<u>Monthly</u>
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<u>Effective January 1, 2022:</u>	<u>Monthly</u>
Employee Only	\$ 905.00
Employee + 1 Dependent	1,315.00
Employee + 2 or More Dependents	1,841.00

Retirement Offset

Per the Commission’s April 7, 2014 action, the Commission ratified the elimination of the employer paid retirement offset contributions, effective June 9, 2017 for all LAFCO job classifications. This is the same provision that applies to county employees.

**ERICA BLOM
ADMINISTRATIVE ASSISTANT
SAN DIEGO LOCAL AGENCY FORMATION COMMISSION**

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

ORDINANCE NO _____(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 establishing compensation for job codes/classifications designated EM, NA, NE, NM, NS, or UM as follows:

EM, NA, NE, NM, NS, or UM	
Fiscal Year 2017-2018:	3% range increase effective June 23, 2017 except Job Code 000240 5% range increase effective June 23, 2017 for Job Code 000240
Fiscal Year 2018-2019:	3% range increase effective June 22, 2018
Fiscal Year 2019-2020:	3% range increase effective June 21, 2019
Fiscal Year 2020-2021:	2% range increase effective June 19, 2020
Fiscal Year 2021-2022:	2% range increase effective June 18, 2021

Section 2. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for job code/classification 002109, designated EM, to allow classification eligibility for following:

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 3. Appendix One of the Compensation Ordinance is hereby amended by re-titling the following job codes/classifications, effective June 9, 2017:

	<u>Job Code No.</u>	<u>Job Code Title</u>
From:	003663	Fire Code Specialist I
To:	003663	Fire Prevention Specialist I
From:	003671	Fire Code Specialist II
To:	003671	Fire Prevention Specialist II

Section 4. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job code/classification, effective June 9, 2017:

<u>Job Code No.</u>	<u>Job Code Title</u>
002118	Children's Medical Hlth Ofcr
004127	Cmnty Epidemiology Ctrl Ofcr

Section 5. Subsection (37) of Section 1.1.3 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.1.3: DEFINITIONS. In this ordinance unless the context or subject matter otherwise requires:

(37) "Temporary Employee" is an employee with an hourly pay status.

Section 6. Section 1.12.2 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.12.2: PHYSICIAN CLASSES BOARD CERTIFICATION BONUSES.

- (a) Board Certification. Eligible employees shall be paid at a rate approximately ten percent (10%) higher than prescribed for his/her class upon furnishing satisfactory evidence that he/she has earned a valid certificate issued by the American Board in the medical specialty determined by the Director to be especially suited to the position he/she holds.

<u>Eligible Classes:</u>	
000304	EMS Medical Director
000335	Clinical Director, Behavioral Health Services
000340	Medical Director
000376	Chief Medical Officer
000918	Temporary Expert Professional – Psychiatrist Special Assignment
000919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
000922	Deputy Public Health Officer
002221	Public Health Officer
002239	Dir, Behavioral Health Services
004124	Chief, Maternal & Child Health
004128	Public Health Medical Officer
004132	Sheriff's Chief Medical Officer
004162	Medical Consultant
004184	Radiologist
004185	Pediatrician
004190	Sheriff's Detentions Physician
004192	Senior Physician
004193	Physician
004195	Supervising Psychiatrist
004196	Psychiatrist
004199	Psychiatrist-Specialist

- (b) Board Certification and Subspecialty. Eligible employees shall be paid at a rate approximately fifteen percent (15%) higher than prescribed for his/her class upon furnishing satisfactory evidence that he/she has earned a valid certificate issued by the American Board in the medical subspecialty determined by the Director to be especially suited to the position he/she holds.

<u>Eligible Classes:</u>	
000304	EMS Medical Director
000335	Clinical Director, Behavioral Health Services
000340	Medical Director
000376	Chief Medical Officer
000918	Temporary Expert Professional – Psychiatrist Special Assignment
000919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
000922	Deputy Public Health Officer
002221	Public Health Officer
002239	Dir, Behavioral Health Services
002285	Chief Dep Medical Examiner
004124	Chief, Maternal & Child Health
004128	Public Health Medical Officer
004132	Sheriff's Chief Medical Officer
004162	Medical Consultant
004190	Sheriff's Detentions Physician
004192	Senior Physician
004193	Physician
004195	Supervising Psychiatrist

<u>Eligible Classes:</u>	
004196	Psychiatrist
004199	Psychiatrist-Specialist

Section 7. Subsection (b)(2) of Section 1.13.3 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.13.3: CHARGES FOR MAINTENANCE. In the following cases where full or part time maintenance is furnished, employees shall be charged the following amounts:

(b) County Owned and Maintained Housing Facilities.

- (2) Charges for specific living quarters shall be based upon a determination of the class in which each house, apartment, or room shall be included, made by resolution of the Board of Supervisors. Employees shall be charged at the biweekly rate; however, when computing the charges for a portion of a biweekly pay period, the daily rate shall be used. Charges for living quarters shall be paid by employees or deducted from employees' compensation at the end of the pay period for which the living quarters are furnished.

Class	Description	Biweekly Rate
1	1 BR/1 BA Mobile Home	47.57
2	2 BR/1 BA Mobile Home	57.13
3	2 BR/2 BA Mobile Home	66.64
4	1 BR/1 BA Apartment	47.57
5	2 BR/1 BA Apartment	65.79
6	3 BR/1 BA Apartment	66.64
7	3 BR/1-1/2 – 2 BA Apartment	76.17
8	1 BR/1 BA House	57.13
9	2 BR/1 BA House	66.72
10	2 BR/2 BA House or 3 BR/1 BA House	76.17
11	3 BR/1-1/2 – 2 BA House	85.65
12	4 BR/2 BA House	218.90

Section 8. Subsections (f), (g), (h), (i), and (j) of Section 2.1.6 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 2.1.6: LUMP SUM PAYMENT.

- (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, CC, CS, DA, EM, NA, NE, NM, NS, PD, PM, or UM.

- (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 for classes designated AM, AS, CC, CS, DA, PD or PM and on July 28, 2017 for classes designated EM, NA, NE, NM, NS or UM.
- (g) Effective June 22, 2018. 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 2017/2018. This payment will be included in their regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day of payroll 2. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service. Part-time employees shall receive a pro-rated amount according to their standard hours.
Eligible Classes. All classes designated AM, AS, CC, CS, DA, EM, NA, NE, NM, NS, PD, PM, or UM.
 - (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 2018/2019;
 - (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 27, 2018) for all eligible classes.
- (h) Effective June 21, 2019. 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 2018/2019. This payment will be included in their regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day of payroll 2. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service. Part-time employees shall receive a pro-rated amount according to their standard hours.
Eligible Classes. All classes designated AM, AS, CC, CS, DA, EM, NA, NE, NM, NS, PD, PM, or UM.
 - (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 2019/2020;
 - (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 26, 2019) for all eligible classes.
- (i) Effective June 19, 2020. 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 Fiscal Year 2019/2020. This payment will be included in their regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day of payroll 2. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service. Part-time employees shall receive a pro-rated amount according to their standard hours.

Eligible Classes. All classes designated AM, AS, CC, CS, DA, EM, NA, NE, NM, NS, PD, PM, or 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 2020/2021;

- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 24, 2020) for all eligible classes.

- (j) Effective June 18, 2021. 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 Fiscal Year 2020/2021. This payment will be included in their regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day of payroll 2. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service. Part-time employees shall receive a pro-rated amount according to their standard hours.

Eligible Classes. All classes designated AM, AS, CC, CS, DA, EM, NA, NE, NM, NS, PD, PM, or 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 2021/2022;

- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 23, 2021) for all eligible classes.

Section 9. Subsection (c) of Section 2.1.9 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.9: LUMP SUM PAYMENT YEARS 2015/2016; 2016/2017.

- (c) Effective April 28, 2017. A one-time lump sum payment of \$750.

- (1) Eligibility. All regular employees in eligible classes listed below who have paid service between June 24, 2016, and April 25, 2017. Part-time employees shall receive a pro-rated amount according to their standard hours.

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

- (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 2016/2017;
 - (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 paid on May 19, 2017.

Section 10. 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. Eligible employees shall earn sick leave credit at the rate of five percent (5%) of the employee's regularly scheduled hours per pay period. The hour/day approximate equivalent sick leave accrual for full-time employees over one year (26 pay periods) is one hundred four (104) hours, or thirteen (13) days. Sick leave is credited in units of one-tenth (1/10) of one hour, up to a maximum of four (4) hours, at the beginning of the pay period following the one in which it was earned.
- (4) Pandemic Advanced Credit Leave. During a Pandemic, as declared by the Board of Supervisors and/or Chief Administrative Officer, employees who are ill with flu like symptoms, as defined by the Centers for Disease Control, and have exhausted all leave balances, may request and shall be advanced up to 80 hours of sick leave per fiscal year.
 - (f) Duration. This provision shall only be operative through:
 - (1) June 21, 2018 for regular employees designated AE, AM, AS, CC, CL, CS, DA, DI, DM, DS, FS, HS, MM, PD, PM, PO, PR, PS, RN, SO, SM, SS, and SW; and
 - (2) June 30, 2018 for regular employees designated CE, CEM, EM, MA, NA, NE, NM, NS, and UM; and
 - (3) June 23, 2022 for regular employees designated CM and CR.

Section 11. 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. Employees who are participating in military operations in support of anti-terrorist campaigns shall receive thirty (30) days per fiscal year of paid leave under the Military Leave provisions above plus additional leave as specified below.
 - (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) June 21, 2018, whichever occurs earlier.

Eligible Classes: Classes designated AE, AM, AS, CC, CL, CS, DA, DI, DM, DS, FS, HS, MM, PD, PM, PO, PR, PS, RN, SO, SM, SS, and SW.
 - (b) June 30, 2018, whichever occurs earlier.

Eligible Classes: Classes designated CE, CEM, EM, EO, MA, NA, NE, NM, NS, and UM.

(c) June 23, 2022, whichever occurs earlier.

Eligible Classes: Classes designated CM and CR.

Section 12. Subsection (d) of Section 4.3.11 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.3.11: VOLUNTARY TIME OFF.

(d) Duration. This section shall only be operative through:

- (1) June 21, 2018 for classes designated AE, AM, AS, CC, CL, CS, DA, DI, DM, DS, FS, HS, MM, PD, PM, PO, PR, PS, RN, SM, SO; SS and SW, and
- (2) June 30, 2018 for classes designated CE, CEM, EM, MA, NA, NE, NM, NS, and UM; and
- (3) June 23, 2022 for classes designated CM and CR, and

at that time, is repealed unless otherwise extended by ordinance action of the Board of Supervisors.

Section 13. Subsections (d)(1) of Section 5.1.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN. A flexible benefits plan, which is in accordance with Section 125 of the Internal Revenue Code, is authorized for eligible employees.

(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, NS, and UM under the UCL Benefit Program.

Effective January 1, 2017: Monthly

Employee Only	\$ 646.00
Employee + 1 Dependent	938.00
Employee + 2 or More Dependents	1,313.00

Effective January 1, 2018: Monthly

Employee Only	\$ 691.00
Employee + 1 Dependent	1,004.00
Employee + 2 or More Dependents	1,405.00

Effective January 1, 2019: Monthly

Employee Only	\$ 739.00
Employee + 1 Dependent	1,074.00
Employee + 2 or More Dependents	1,503.00

Effective January 1, 2020: Monthly

Employee Only	\$ 791.00
Employee + 1 Dependent	1,149.00
Employee + 2 or More Dependents	1,608.00

Effective January 1, 2021: Monthly

Employee Only	\$ 846.00
Employee + 1 Dependent	1,229.00
Employee + 2 or More Dependents	1,721.00

Effective January 1, 2022: Monthly

Employee Only	\$ 905.00
Employee + 1 Dependent	1,315.00
Employee + 2 or More Dependents	1,841.00

Section 14. Subsections (d)(11), (d)(12), and (d)(13) of Section 5.1.6 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN. A flexible benefits plan, which is in accordance with Section 125 of the Internal Revenue Code, is authorized for eligible employees.

- (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:

- (11) Employees in classes designated NM under the MGT Benefit Program.

Effective January 1, 2017: Monthly

Employee Only	\$ 587.00
Employee + 1 Dependent	877.00
Employee + 2 or More Dependents	1,247.00

Effective January 1, 2018: Monthly

Employee Only	\$ 628.00
Employee + 1 Dependent	938.00
Employee + 2 or More Dependents	1,334.00

Effective January 1, 2019: Monthly

Employee Only	\$ 672.00
Employee + 1 Dependent	1,004.00
Employee + 2 or More Dependents	1,427.00

Effective January 1, 2020: Monthly

Employee Only	\$ 719.00
Employee + 1 Dependent	1,074.00
Employee + 2 or More Dependents	1,527.00

Effective January 1, 2021: Monthly

Employee Only	\$ 769.00
Employee + 1 Dependent	1,149.00
Employee + 2 or More Dependents	1,634.00

<u>Effective January 1, 2022:</u>	<u>Monthly</u>
Employee Only	\$ 823.00
Employee + 1 Dependent	1,229.00
Employee + 2 or More Dependents	1,748.00

- (12) Employees in classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DI, DM, EM, EO, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PO, PR, PS, RN, SO, SS, SW and UM who have flex credits not designated for eligible services shall have such credits placed in the employee's Healthcare Reimbursement Account (HRA) and/or a health Flexible Spending Account (FSA). IRS regulations establish annual maximum limits for flexible credits which may be rolled over to an HRA and/or an FSA. An employee is not entitled to flexible credits that, when rolled over to an HRA and/or an FSA, exceed the maximum limits allowed by law. Any employee who is expected to have flexible credits rolled over to an HRA and/or 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.
- (13) 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 15. Subsection (a)(3)(h) of Section 5.6.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.6.1: RETIREMENT CONTRIBUTION OFFSET. The County shall adopt the employee contribution rates set as recommended by the Board of Retirement within ninety (90) days after the beginning of the immediately succeeding fiscal year from the date the recommendation is made. Each employee shall pay, via payroll deduction, the amount prescribed by the rate established for each employee's contribution for the appropriate General or Safety benefit Tier into the appropriate fund in accordance with the rules and regulations governing such employee contributions.

- (a) Contribution Rates. The County shall adopt the County contribution rates, including those not integrated with Social Security, as recommended each year by the Board of Retirement as set forth in a letter to the Board of Supervisors from the Deputy Chief Administrative Officer/Auditor and Controller.
- (3) The Board of Supervisors shall adopt the employee retirement contribution rates recommended by the Retirement Board within ninety (90) days after the beginning of the immediately succeeding fiscal year from the date the recommendation is made.
- (h) "Tier D" Retirement Benefits.

Retirement benefits for employees in classes designated AM, AS, CC, CE, CEM, CM, CR, CS, DA, EM, EO, MA, NA, NE, NM, NS, PD, PM, or UM who are "New Members," as defined in Government Code section 7522.04(f), and are hired on or after July 1, 2018, and after a date specified in any applicable Board of Supervisor resolution establishing a new retirement tier adopted to take effect on or after July 1, 2018 shall be "Tier D" members of the General Member Retirement Program administered by SDCERA.

Section 16. Effective Date. Sections 1, 2, 6, 7, 8, 9, 10, 11, 12, 13, 14, and 15 of this ordinance affect 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 17. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	6/23/2017 6/22/2018 6/21/2019 6/19/2020 6/18/2021
Section 2	6/9/2017
Section 3	6/9/2017
Section 4	6/9/2017
Section 5	6/9/2017
Section 6	6/9/2017
Section 7	7/7/2017
Section 8	6/23/2017 6/22/2018 6/21/2019 6/19/2020 6/18/2021
Section 9	4/28/2017
Section 10	6/23/2017
Section 11	6/23/2017
Section 12	6/23/2017
Section 13	1/01/2018 1/01/2019 1/01/2020 1/01/2021 1/01/2022
Section 14	1/01/2018 1/01/2019 1/01/2020 1/01/2021 1/01/2022
Section 15	7/1/2018

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL

BY: Dennis I. Floyd, Senior Deputy County Counsel

Executive Summary
April 25, 2017

ACTION	SECTION	COMMENTS
AMENDS APPENDIX ONE	SECTION 1 Amends Appendix One of the Compensation Ordinance	Appendix One of the Compensation Ordinance is amended by establishing compensation for job codes/classifications designated as follows: EM, NA, NE, NM, NS, or UM: Fiscal Year 2017-2018: 3% range increase effective June 23, 2017, except Job Code 000240 5% range increase effective June 23, 2017 for Job Code 000240 Fiscal Year 2018-2019: 3% range increase effective June 22, 2018 Fiscal Year 2019-2020: 3% range increase effective June 21, 2019 Fiscal Year 2020-2021: 2% range increase effective June 19, 2020 Fiscal Year 2021-2022: 2% range increase effective June 18, 2021
AMENDS APPENDIX ONE	SECTION 2 Amends Appendix One of the Compensation Ordinance	Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for job code/classification 002109 designated EM to allow classification eligibility for the following: <u>Effective June 9, 2017:</u> A base pay increase will be provided to eligible employees as an even exchange for the remaining offset elimination. The amount will be based on the FY 2016/17 adopted budget for each bargaining unit. The amount of this increase for employees will be cost neutral for the County.
RETITLES TWO CLASSIFICATIONS IN THE CLASSIFIED SERVICE	SECTION 3 Amends Appendix One of the Compensation Ordinance	This action re-titles two job codes/classifications to more appropriately reflect the level of responsibility and duties being performed: From: 003663 Fire Code Specialist I To: 003663 Fire Prevention Specialist I From: 003671 Fire Code Specialist II To: 003671 Fire Prevention Specialist II
DELETES TWO CLASSIFICATIONS IN THE UNCLASSIFIED SERVICE	SECTION 4 Amends Appendix One of the Compensation Ordinance	<u>002118 - Children's Medical Hlth Ofcr.</u> This job code/classification is being deleted because it is no longer being used. There are no incumbents in the class. <u>004127 - Cmnty Epidemiology Ctrl Ofcr.</u> This job code/classification is being deleted because it is no longer being used. There are no incumbents in the class.
AMENDS SECTION 1.1.3	SECTION 5 Subsection (37) of Section 1.1.3 is hereby amended	Subsection (37) of Section 1.1.3, <u>Definitions</u> , is amended to update the definition for hourly employees.

Executive Summary
April 25, 2017

ACTION	SECTION	COMMENTS
AMENDS SECTION 1.12.2	SECTION 6 Section 1.12.2 is hereby amended	Section 1.12.2, <u>Physician Classes Board Certification Bonuses</u> , is amended to reflect the job codes/classifications being deleted in section 4 above.
AMENDS SECTION 1.13.3	SECTION 7 Subsection (b)(2) of Section 1.13.3 is hereby amended	Subsection (b)(2) of Section 1.13.3, <u>Charges for Maintenance – County Owned and Maintained Housing Facilities</u> , is amended by revising the rates to be deducted from employee’s biweekly compensation.
AMENDS SECTION 2.1.6	SECTION 8 Subsections (f), (g), (h), (i) and (j) of Section 2.1.6 are hereby amended	Subsections (f), (g), (h), (i) and (j) of Section 2.1.6, <u>Lump Sum Payment</u> , are amended to authorize one-time lump sum payments for employees in job codes/classifications designated EM, NA, NE, NM, NS, or UM as follows: <div style="text-align: right; padding-right: 20px;"> Fiscal Year 2017-2018: 1% to be paid out on July 28, 2017 Fiscal Year 2018-2019: 1% to be paid out on July 27, 2018 Fiscal Year 2019-2020: 1% to be paid out on July 26, 2019 Fiscal Year 2020-2021: 2% to be paid out on July 24, 2020 Fiscal Year 2021-2022: 2% to be paid out on July 23, 2021 </div>
AMENDS SECTION 2.1.9	SECTION 9 Subsection (c) of Section 2.1.9 is hereby amended	Subsection (c) of Section 2.1.9, <u>Lump Sum Payments - Fiscal Years 2015/2016; 2016/2017</u> , is amended to authorize a one-time lump sum payment of \$750 effective April 28, 2017 for employees in job codes/classifications designated EM, NA, NE, NM, NS, or UM.
AMENDS SECTION 4.2.2	SECTION 10 Subsection (c)(4)(f) of Section 4.2.2 is hereby amended	Subsection (c)(4)(f) of Section 4.2.2, <u>Sick Leave – Pandemic Advanced Credit Leave</u> , is amended to extend the expiration date for various bargaining units.
AMENDS SECTION 4.2.6	SECTION 11 Subsection (d)(3) of Section 4.2.6 is hereby amended	Subsection (d)(3) of 4.2.6, <u>Military Leave – Anti-Terrorist Campaign Leave Provisions</u> , is amended to extend the expiration date for various bargaining units.
AMENDS SECTION 4.3.11	SECTION 12 Subsection (d) of Section 4.3.11 is hereby amended	Subsection (d) of 4.3.11, <u>Voluntary Time Off</u> , is amended to extend the expiration date for various bargaining units.
AMENDS SECTION 5.1.6	SECTION 13 Subsection (d)(1) of Section 5.1.6 is hereby amended	Subsection (d)(1) of Section 5.1.6, <u>County Contributions Toward Flexible Benefit Plan</u> , is amended to increase contributions to the Benefit Program for employees in job codes/classifications designated EM, EO, NA, NE, NS, or UM effective January 1, 2018, January 1, 2019, January 1, 2020, January 1, 2021, and January 1, 2022.

Executive Summary
April 25, 2017

ACTION	SECTION	COMMENTS
AMENDS SECTION 5.1.6	SECTION 14 Subsections (d)(11), (d)(12), and (d)(13) of Section 5.1.6 are hereby amended	Subsections (d)(11), (d)(12), and (d)(13) of Section 5.1.6, <u>County Contributions Toward Flexible Benefit Plan</u> , are amended to increase contributions to the Benefit Program for employees in job codes/classifications designated NM effective January 1, 2018, January 1, 2019, January 1, 2020, January 1, 2021, and January 1, 2022.
AMENDS SECTION 5.6.1	SECTION 15 Subsection (a)(3)(h) of Section 5.6.1 is hereby added	Subsection (a)(3)(h) of Section 5.6.1, Retirement Contribution Offset, is being amended to include provision for a new "Tier D" retirement level for "New Members" entering the San Diego County Employee Retirement Association (SDCERA) in job codes/classifications designated EM, EO, NA, NE, NM, NS, or UM.
AMENDS SECTION 494 OF THE ADMINISTRATIVE CODE	Section 494 is hereby amended	Section 494, <u>Job Required Licenses</u> , of the Administrative Code is amended by removing the two job codes/classifications referred to in section 3 above.
AMENDS SECTION 495 OF THE ADMINISTRATIVE CODE	Section 495 is hereby amended	Section 495, <u>Transportation Reimbursement</u> , of the Administrative Code is amended by increasing the parking reimbursement amount to \$300 per month for employees in job codes/classifications designated EM, NA, NE, NM, NS, or UM.

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

ORDINANCE NO _____(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 establishing compensation for job codes/classifications designated CE, CEM, or MA as follows:

Fiscal Year 2017-2018:	3% wage increase effective June 23, 2017
Fiscal Year 2018-2019:	3% wage increase effective June 22, 2018
Fiscal Year 2019-2020:	3% wage increase effective June 21, 2019
Fiscal Year 2020-2021:	2% wage increase effective June 19, 2020
Fiscal Year 2021-2022:	2% wage increase effective June 18, 2021

Section 2. Subsections (d), (e), (f), (g), and (h) of Section 2.1.8 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 2.1.8: LUMP SUM PAYMENTS - FISCAL YEARS 2014/2015; 2017/2018; 2018/2019; 2019/2020; 2020/2021; 2021/2022.

(d) Effective June 23, 2017. A one-time lump sum payment of \$750.

- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2016/2017.

Eligible Classes. All classes designated: AM, AS, CC, CE, CEM, CM, CR, CS, DA, MA, PD, or PM.

- (2) Payroll Calculation. Such one-time payment of \$750 shall:

- (a) Be included in the employees regular paycheck and subject to normal deductions;
- (b) Not modify the salary base or computations of premiums or bonuses;
- (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.

- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 28, 2017) for all eligible classes.

- (4) Part-time employees shall receive a pro-rated amount according to their standard hours.

(e) Effective June 22, 2018. A one-time lump sum payment of \$750.

- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2017/2018.

Eligible Classes. All classes designated: CE, CEM, CM, CR, or MA.

- (2) Payroll Calculation. Such one-time payment of \$750 shall:

- (a) Be included in the employees regular paycheck and subject to normal deductions;

- (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.
- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 27, 2018) for all eligible classes.
- (4) Part-time employees shall receive a pro-rated amount according to their standard hours.
- (f) Effective June 21, 2019. A one-time lump sum payment of \$750.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2018/2019.
- Eligible Classes. All classes designated: CE, CEM, CM, CR, or MA.
- (2) Payroll Calculation. Such one-time payment of \$750 shall:
- (a) Be included in the employees regular paycheck and subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.
- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 26, 2019) for all eligible classes.
- (4) Part-time employees shall receive a pro-rated amount according to their standard hours.
- (g) Effective June 19, 2020. A one-time lump sum payment of \$1,500.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2019/2020.
- Eligible Classes. All classes designated: CE, CEM, CM, CR, or MA.
- (2) Payroll Calculation. Such one-time payment of \$1,500 shall:
- (a) Be included in the employees regular paycheck and subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.
- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 24, 2020) for all eligible classes.
- (4) Part-time employees shall receive a pro-rated amount according to their standard hours.

- (h) Effective June 18, 2021. A one-time lump sum payment of \$1,500.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2020/2021.
- Eligible Classes. All classes designated: CE, CEM, CM, CR, or MA.
- (2) Payroll Calculation. Such one-time payment of \$1,500 shall:
- (a) Be included in the employees regular paycheck and subject to normal deductions;
- (b) Not modify the salary base or computations of premiums or bonuses;
- (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.
- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 23, 2021) for all eligible classes.
- (4) Part-time employees shall receive a pro-rated amount according to their standard hours.

Section 3. Subsection (c) of Section 2.1.9 of the Compensation Ordinance is hereby added to read as follows:

SECTION 2.1.9: LUMP SUM PAYMENT YEARS 2015/2016; 2016/2017.

- (c) Effective April 28, 2017. A one-time lump sum payment of \$750.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service between June 24, 2016, and April 25, 2017. Part-time employees shall receive a pro-rated amount according to their standard hours.
- Eligible Classes. All classes designated: CE, CEM, or MA.
- (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 2016/2017;
- (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 paid on May 19, 2017.

Section 4. Subsection (d)(2) Section 5.1.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN. A flexible benefits plan, which is in accordance with Section 125 of the Internal Revenue Code, is authorized for eligible employees.

- (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:

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

<u>Effective January 1, 2017:</u>	<u>Monthly</u>
Employee Only	\$ 587.00
Employee + 1 Dependent	877.00
Employee + 2 or More Dependents	1,247.00
<u>Effective January 1, 2018:</u>	<u>Monthly</u>
Employee Only	\$ 628.00
Employee + 1 Dependent	938.00
Employee + 2 or More Dependents	1,334.00
<u>Effective January 1, 2019:</u>	<u>Monthly</u>
Employee Only	\$ 672.00
Employee + 1 Dependent	1,004.00
Employee + 2 or More Dependents	1,427.00
<u>Effective January 1, 2020:</u>	<u>Monthly</u>
Employee Only	\$ 719.00
Employee + 1 Dependent	1,074.00
Employee + 2 or More Dependents	1,527.00
<u>Effective January 1, 2021:</u>	<u>Monthly</u>
Employee Only	\$ 769.00
Employee + 1 Dependent	1,149.00
Employee + 2 or More Dependents	1,634.00
<u>Effective January 1, 2022:</u>	<u>Monthly</u>
Employee Only	\$ 823.00
Employee + 1 Dependent	1,229.00
Employee + 2 or More Dependents	1,748.00

Section 5. Subsections (d)(12), (d)(13), and (d)(14) of Section 5.1.6 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN. A flexible benefits plan, which is in accordance with Section 125 of the Internal Revenue Code, is authorized for eligible employees.

- (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:

- (12) Employees in classes designated NM under the MGT 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
<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
<u>Effective January 1, 2016:</u>	<u>Monthly</u>
Employee Only	\$ 559.00
Employee + 1 Dependent	835.00
Employee + 2 or More Dependents	1,188.00
<u>Effective January 1, 2017:</u>	<u>Monthly</u>
Employee Only	\$ 587.00
Employee + 1 Dependent	877.00
Employee + 2 or More Dependents	1,247.00

- (13) Employees in classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DI, DM, EM, EO, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PO, PR, PS, RN, SO, SS, SW and UM who have flex credits not designated for eligible services shall have such credits placed in the employee's Healthcare Reimbursement Account (HRA) and/or a health Flexible Spending Account (FSA). IRS regulations establish annual maximum limits for flexible credits which may be rolled over to an HRA and/or an FSA. An employee is not entitled to flexible credits that, when rolled over to an HRA and/or an FSA, exceed the maximum limits allowed by law. Any employee who is expected to have flexible credits rolled over to an HRA and/or 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 6. Subsection (a)(3)(h) of Section 5.6.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.6.1: RETIREMENT CONTRIBUTION OFFSET. The County shall adopt the employee contribution rates set as recommended by the Board of Retirement within ninety (90) days after the beginning of the immediately succeeding fiscal year from the date the recommendation is made. Each employee shall pay, via payroll deduction, the amount prescribed by the rate established for each employee's contribution for the appropriate General or Safety benefit Tier into the appropriate fund in accordance with the rules and regulations governing such employee contributions.

- (a) Contribution Rates. The County shall adopt the County contribution rates, including those not integrated with Social Security, as recommended each year by the Board of Retirement as set forth in a letter to the Board of Supervisors from the Deputy Chief Administrative Officer/Auditor and Controller.

(3) The Board of Supervisors shall adopt the employee retirement contribution rates recommended by the Retirement Board within ninety (90) days after the beginning of the immediately succeeding fiscal year from the date the recommendation is made.

(h) “Tier D” Retirement Benefits.

Retirement benefits for employees in classes designated AM, AS, CC, CE, CEM, CM, CR, CS, DA, MA, PD, or PM who are “New Members,” as defined in Government Code section 7522.04(f), and are hired on or after July 1, 2018, and after a date specified in any applicable Board of Supervisor resolution establishing a new retirement tier adopted to take effect on or after July 1, 2018 shall be “Tier D” members of the General Member Retirement Program administered by SDCERA.

Section 7. 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 8. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	6/23/2017
	6/22/2018
	6/21/2019
	6/19/2020
	6/18/2021
Section 2	6/23/2017
	6/22/2018
	6/21/2019
	6/19/2020
	6/18/2021
Section 3	4/28/2017
Section 4	1/01/2018
	1/01/2019
	1/01/2020
	1/01/2021
	1/01/2022
Section 5	4/25/2017
Section 6	7/01/2018

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL

BY: Dennis I. Floyd, Senior Deputy County Counsel

Executive Summary
April 11, 2017

ACTION	SECTION	COMMENTS
AMENDS APPENDIX ONE	SECTION 1 Amends Appendix One of the Compensation Ordinance	Appendix One of the Compensation Ordinance is amended by establishing compensation which provides across the board increases for employees in job codes/classifications designated as follows: CE, CEM, or MA: Fiscal Year 2017-2018: 3% wage increase effective June 23, 2017 Fiscal Year 2018-2019: 3% wage increase effective June 22, 2018 Fiscal Year 2019-2020: 3% wage increase effective June 21, 2019 Fiscal Year 2020-2021: 2% wage increase effective June 19, 2020 Fiscal Year 2021-2022: 2% wage increase effective June 18, 2021
AMENDS SECTION 2.1.8	SECTION 2 Subsections (d), (e), (f), (g), and (h) of Section 2.1.8 are hereby amended	Subsections (d), (e), (f), (g), and (h) of Section 2.1.8, <u>Lump Sum Payments - Fiscal Years 2014/2015; 2017/2018; 2018/2019; 2019/2020; 2020/2021; 2021/2022</u> , are amended to authorize one-time lump sum payments for employees in job codes/classifications designated as follows: CE, CEM, or MA: Fiscal Year 2017-2018: \$750 to be paid out on July 28, 2017 Fiscal Year 2018-2019: \$750 to be paid out on July 27, 2018 Fiscal Year 2019-2020: \$750 to be paid out on July 26, 2019 Fiscal Year 2020-2021: \$1,500 to be paid out on July 24, 2020 Fiscal Year 2021-2022: \$1,500 to be paid out on July 23, 2021
AMENDS SECTION 2.1.9	SECTION 3 Subsection (c) of Section 2.1.9 is hereby added	Subsection (c) of Section 2.1.9, <u>Lump Sum Payments - Fiscal Years 2015/2016; 2016/2017</u> , is amended to authorize a one-time lump sum payment of \$750 effective April 28, 2017 for employees in job codes/classifications designated CE, CEM, or MA.
AMENDS SECTION 5.1.6	SECTION 4 Subsection (d)(2) of Section 5.1.6 is hereby amended	Subsection (d)(2) of Section 5.1.6, <u>County Contributions Toward Flexible Benefit Plan</u> , is amended to increase contributions to the Benefit Program for employees in job codes/classifications designated CE, CEM, or MA effective January 1, 2018, January 1, 2019, January 1, 2020, January 1, 2021; and January 1, 2022.
AMENDS SECTION 5.1.6	SECTION 5 Subsections (d)(12), (d)(13), and (d)(14) of Section 5.1.6 are hereby amended	Subsections (d)(12), (d)(13), and (d)(14) of Section 5.1.6, <u>County Contributions Toward Flexible Benefit Plan</u> , are amended due to the increased contributions to the Benefit Program in section 4. Job codes/classifications designated NM were not adjusted requiring these changes.

Executive Summary
April 11, 2017

ACTION	SECTION	COMMENTS
AMENDS SECTION 5.6.1	SECTION 6 Subsection (a)(3)(h) of Section 5.6.1 is hereby amended	Subsection (a)(3)(h) of Section 5.6.1, Retirement Contribution Offset, is being amended to include provision for a new "Tier D" retirement level for "New Members" entering the San Diego County Employee Retirement Association (SDCERA) in job codes/classifications designated CE, CEM, or MA.
AMENDS SECTION 495 OF THE ADMINISTRATIVE CODE	Section 495 is hereby amended	Section 495, <u>Transportation Reimbursement</u> , of the Administrative Code is amended by increasing the parking reimbursement amount to \$300 per month for employees in job codes/classifications designated CE, CEM, or MA.