

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

ORDINANCE NO. 10499 (NEW SERIES)

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS RELATING TO THE TENTATIVE AGREEMENT WITH THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 221

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 AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW as follows:

Fiscal Year 2017-2018:	3% wage increase effective October 13, 2017
Fiscal Year 2018-2019:	3% wage increase effective January 4, 2019
Fiscal Year 2019-2020:	3% wage increase effective January 3, 2020
Fiscal Year 2020-2021:	1.5% wage increase effective June 19, 2020
Fiscal Year 2021-2022:	1.5% wage increase effective June 18, 2021

Section 2. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for job codes/classifications designated CL, RN, SS, SW and Job Code/Classification 004199 effective January 5, 2018 as follows:

<u>Unit or Job Code/Class #</u>	<u>Equity Increase</u>
CL	1%
RN	4%
SS	2%
SW	2%
004199	5%

Section 3. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for job codes/classifications designated AE, FS, HS, MM, PR, and PS effective June 18, 2021 as follows:

<u>Unit</u>	<u>Equity Increase</u>
AE	1%
FS	1%
HS	1%
MM	1%
PR	1%
PS	1%

Section 4. Subsection (g)(3) of Section 1.5.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.5.1: WORK PERIODS.

(g) Rest Periods.

- (1) Wherever rest periods are allowed within working hours it is the policy to restrict them to not more than fifteen (15) minutes in midmorning and fifteen (15) minutes in mid-afternoon, or at corresponding times during the night shift.
- (2) Employees are normally allowed rest periods within working hours restricted to fifteen (15) minutes during each four (4) hours worked. Rest periods shall be taken in accordance with the needs of the Department.

Eligible Classes: Classes designated PO and SO.

- (3) Employees work schedules shall provide for a rest period not to exceed fifteen minutes during each half-work day. The rest period is to be taken at approximately the midpoint of each half-work day, if work and coverage do not reasonably so permit then the period is to be taken as time is available,

but not so as to shorten the work day or lengthen the lunch break. Rest areas shall be open to employees for use as such during regular work hours except when conferences have been scheduled for their use.

Eligible Classes: Classes designated HS, RN, or SW.

Section 5. Subsections (b)(2)(d) and (b)(2)(e) of Section 1.6.2 of the Compensation Ordinance are hereby amended or added to read as follows:

SECTION 1.6.2: OVERTIME AND FLSA/NON-FLSA COMPENSATORY TIME.

(b) Overtime Designators and Compensation for Overtime. The following describes each overtime designator and the compensation for overtime in accordance with the overtime designator. The Salary Schedule contains a list of all classes. Each class is assigned an overtime designator in the column entitled "Overtime Eligibility." The designator identifies eligibility for overtime as one of the following types:

(2) Designator "E" - Straight Cash or Compensatory Time Off.

(d) The decision to pay for overtime worked in cash or compensatory time off shall be at the reasonable discretion of the appointing authority with consideration for the employees' choice. Employees may request in advance their preference for cash or compensatory time off. The appointing authority shall grant the request if it meets the operational and/or funding needs of the department. The decision of the Appointing Authority or designee is final. An employee shall not be denied overtime opportunities due to requested preferences made pursuant to this section.

Eligible Classes: Classes Designated CM or CR

(e) The decision to pay for overtime worked in cash or compensatory time off shall be at the reasonable justifiable discretion of the appointing authority with consideration for the employees' choice. Employees may request in advance their preference for cash or compensatory time off. The appointing authority shall grant the request if it meets the operational and/or funding needs of the department. The decision of the Appointing Authority or designee is final. An employee shall not be denied overtime opportunities due to requested preferences made pursuant to this section.

Eligible Classes: Classes Designated AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW

Section 6. Subsection (a)(2) of Section 1.13.10 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.10: UNIFORM ALLOWANCE (INITIAL ISSUE AND MAINTENANCE / REPLACEMENT).

(a) Hard Toe Shoes/Non-slip Safety Shoes:

(2) Employees in the following classes shall be reimbursed:

One hundred and fifty-five dollars (\$155) upon proof of purchase of departmental approved hard-toe shoes or non-slip safety shoes. If hard-toe shoes or non-slip safety shoes are deemed appropriate by the department for employees in other classes, these employees shall also be reimbursed. Employees may accrue up to three (3) years' worth of reimbursement for the purchase of safety footwear. Employees who do not spend one hundred and fifty-five dollars (\$155) in the previous fiscal year shall have up to three hundred and ten dollars (\$310) available in the second year. Employees who do not spend one hundred and fifty-five dollars (\$155) in each of the two (2) previous fiscal years shall have up to four hundred and sixty-five dollars (\$465) available in the third year. Maintenance after purchase and reimbursement will be the responsibility of the employee. A portion of the reimbursement allowance can also be used for shoe repair.

(a) Hard Toe Shoes.

Eligible Classes:

002660	Storekeeper
002664	Pharmacy Stock Clerk (Jail)
002666	Property & Salvage Worker
002667	Sr Property & Salvage Worker
002713	Sheriff's Property & Evidence Specialist II
003588	Code Enforcement Officer
003589	Code Enforcement Coordinator (T)
003715	Building/Enforcement Supervisor
004260	Pharmacy Technician (Jail Pharmacies only)
005785	Sheriff's Property Investigators
005787	Sheriff's Property & Evidence Manager
005793	Sheriff's Property & Evidence Custodian
006019	Road Crew Supervisor
006411	Cook
006415	Food Services Worker
007068	Wastewater Facilities Supervisor
007069	Wastewater Plant Operator III
007083	Sewer Construction & Maintenance Worker

(b) Non Slip Safety Shoes.

Eligible Classes:

004230	Veterinary Pathologist (T)
004317	Disease Research Scientist
004318	Histology Technician
004319	Senior Histology Technician
005710	Registered Veterinary Technician
006411	Cook
006415	Food Services Worker

And classes designated: AE, CL, FS, MM, PR or PS when deemed appropriate by the department.

Section 7. Subsections (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.

(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: AE, CE, CEM, CL, CM, CR, FS, HS, MA, MM, PR, PS, RN, SS, or SW.

(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: AE, CE, CEM, CL, CM, CR, FS, HS, MA, MM, PR, PS, RN, SS, or SW.
 - (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: AE, CE, CEM, CL, CM, CR, FS, HS, MA, MM, PR, PS, RN, SS, or SW.
 - (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: AE, CE, CEM, CL, CM, CR, FS, HS, MA, MM, PR, PS, RN, SS, or SW.
- (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 8. Subsection (d) 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; 2017/2018.

- (d) Effective October 13, 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. Part-time employees shall receive a pro-rated amount according to their standard hours.
- Eligible Classes. All classes designated: AE, CL, FS, HS, MM, RN, PR, PS, SS, or SW.
- (02) 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 2017/2018;
 - (d) Not be paid to an employee no longer employed by the County before the first day of payroll 08.
- (3) Payment Date. This payment shall be paid on November 3, 2017.

Section 9. Subsection (d) of Section 5.1.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN. 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.

<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

- (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

(3) Employees in classes designated CM or CR.

<u>Effective January 1, 2017:</u>	<u>Monthly</u>
Employee Only	\$ 536.00
Employee + 1 Dependent	815.00
Employee + 2 or More Dependents	1,185.00

<u>Effective January 1, 2018:</u>	<u>Monthly</u>
Employee Only	\$ 574.00
Employee + 1 Dependent	872.00
Employee + 2 or More Dependents	1,268.00

<u>Effective January 1, 2019:</u>	<u>Monthly</u>
Employee Only	\$ 614.00
Employee + 1 Dependent	933.00
Employee + 2 or More Dependents	1,357.00

<u>Effective January 1, 2020:</u>	<u>Monthly</u>
Employee Only	\$ 657.00
Employee + 1 Dependent	998.00
Employee + 2 or More Dependents	1,452.00

<u>Effective January 1, 2021:</u>	<u>Monthly</u>
Employee Only	\$ 703.00

Employee + 1 Dependent	1,068.00
Employee + 2 or More Dependents	1,554.00

Effective January 1, 2022: Monthly

Employee Only	\$ 752.00
Employee + 1 Dependent	1,143.00
Employee + 2 or More Dependents	1,663.00

(4) Employees in classes designated DS and SM under the SHRF Benefit Program.

Effective January 1, 2014: Monthly

Employee Only	\$442.00
Employee + 1 Dependent	658.00
Employee + 2 or More Dependents	944.00

Effective January 1, 2015: Monthly

Employee Only	\$464.00
Employee + 1 Dependent	704.00
Employee + 2 or More Dependents	1,029.00

Effective January 1, 2016: Monthly

Employee Only	\$487.00
Employee + 1 Dependent	739.00
Employee + 2 or More Dependents	1,080.00

Effective January 1, 2017: Monthly

Employee Only	\$511.00
Employee + 1 Dependent	776.00
Employee + 2 or More Dependents	1,134.00

Effective January 1, 2018: Monthly

Employee Only	\$537.00
Employee + 1 Dependent	815.00
Employee + 2 or More Dependents	1,191.00

(5) Employees in classes designated DI and DM under the DAI Benefit Program.

Effective January 1, 2014: Monthly

Employee Only	\$ 502.00
Employee + 1 Dependent	721.00
Employee + 2 or More Dependents	1,010.00

Effective January 1, 2015: Monthly

Employee Only	\$ 527.00
Employee + 1 Dependent	771.00
Employee + 2 or More Dependents	1,101.00

<u>Effective January 1, 2016:</u>	<u>Monthly</u>
Employee Only	\$ 553.00
Employee + 1 Dependent	810.00
Employee + 2 or More Dependents	1,156.00
<u>Effective January 1, 2017:</u>	<u>Monthly</u>
Employee Only	\$ 581.00
Employee + 1 Dependent	851.00
Employee + 2 or More Dependents	1,214.00
<u>Effective January 1, 2018:</u>	<u>Monthly</u>
Employee Only	\$ 610.00
Employee + 1 Dependent	894.00
Employee + 2 or More Dependents	1,275.00

- (6) 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, 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	\$ 592.00
Employee + 1 Dependent	872.00
Employee + 2 or More Dependents	1,256.00
<u>Effective January 1, 2019:</u>	<u>Monthly</u>
Employee Only	\$ 633.00
Employee + 1 Dependent	933.00
Employee + 2 or More Dependents	1,344.00
<u>Effective January 1, 2020:</u>	<u>Monthly</u>
Employee Only	\$ 677.00
Employee + 1 Dependent	998.00
Employee + 2 or More Dependents	1,438.00
<u>Effective January 1, 2021:</u>	<u>Monthly</u>
Employee Only	\$ 724.00
Employee + 1 Dependent	1,068.00
Employee + 2 or More Dependents	1,539.00
<u>Effective January 1, 2022:</u>	<u>Monthly</u>
Employee Only	\$ 775.00
Employee + 1 Dependent	1,143.00

Employee + 2 or More Dependents 1,647.00

(7) Employees in classes designated under the SO Benefit Program.

Effective January 1, 2014: Monthly

Employee Only \$ 507.00
 Employee + 1 Dependent 743.00
 Employee + 2 or More Dependents 1,038.00

Effective January 1, 2015: Monthly

Employee Only \$ 532.00
 Employee + 1 Dependent 795.00
 Employee + 2 or More Dependents 1,131.00

Effective January 1, 2016: Monthly

Employee Only \$ 559.00
 Employee +1 Dependent 835.00
 Employee +2 or More Dependents 1,188.00

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 \$ 616.00
 Employee +1 Dependent 921.00
 Employee +2 or More Dependents 1,309.00

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

Effective January 1, 2014: Monthly

Employee Only \$ 442.00
 Employee + 1 Dependent 658.00
 Employee + 2 or More Dependents 944.00

Effective January 1, 2015: Monthly

Employee Only \$ 464.00
 Employee + 1 Dependent 704.00
 Employee + 2 or More Dependents 1,029.00

Effective January 1, 2016: Monthly

Employee Only \$ 487.00
 Employee + 1 Dependent 739.00
 Employee + 2 or More Dependents 1,080.00

Effective January 1, 2017: Monthly

Employee Only \$ 511.00
 Employee + 1 Dependent 776.00
 Employee + 2 or More Dependents 1,134.00

<u>Effective January 1, 2018:</u>	<u>Monthly</u>
Employee Only	\$ 537.00
Employee + 1 Dependent	815.00
Employee + 2 or More Dependents	1,191.00

(9) Employees in classes designated AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW.

<u>Effective January 1, 2017:</u>	<u>Monthly</u>
Employee Only	\$ 536.00
Employee + 1 Dependent	815.00
Employee + 2 or More Dependents	1,185.00

<u>Effective February 1, 2018:</u>	<u>Monthly</u>
Employee Only	\$ 574.00
Employee + 1 Dependent	872.00
Employee + 2 or More Dependents	1,268.00

<u>Effective January 1, 2019:</u>	<u>Monthly</u>
Employee Only	\$ 614.00
Employee + 1 Dependent	933.00
Employee + 2 or More Dependents	1,357.00

<u>Effective January 1, 2020:</u>	<u>Monthly</u>
Employee Only	\$ 657.00
Employee + 1 Dependent	998.00
Employee + 2 or More Dependents	1,452.00

<u>Effective January 1, 2021:</u>	<u>Monthly</u>
Employee Only	\$ 703.00
Employee + 1 Dependent	1,068.00
Employee + 2 or More Dependents	1,554.00

<u>Effective January 1, 2022:</u>	<u>Monthly</u>
Employee Only	\$ 752.00
Employee + 1 Dependent	1,143.00
Employee + 2 or More Dependents	1,663.00

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

<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

- (11) 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.
- (12) 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 10. 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 AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, EM, EO, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PR, PS, RN, SS, SW, 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 11. 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 12. Operative Date. Operative dates by specified section are listed in the table below.


Section Number	Operative Date
Section 1	10/13/2017
	01/04/2019
	01/03/2020
	06/19/2020
	06/18/2021
Section 2	01/05/2018
Section 3	06/18/2021
Section 4	10/13/2017
Section 5	10/13/2017
Section 6	10/13/2017
Section 7	06/22/2018
	06/21/2019
	06/19/2020
	06/18/2021
Section 8	10/13/2017
Section 9	02/01/2018
	01/01/2019
	01/01/2020
	01/01/2021
Section 10	01/01/2022
	07/01/2018

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL

BY: Dennis I. Floyd, Senior Deputy County Counsel

Meeting Date: 10/10/17 (15)

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 10th day of October, 2017.



DIANNE JACOB
Chairwoman, Board of Supervisors
County of San Diego, State of California

The above Ordinance was adopted by the following vote:

AYES: Cox, Jacob, Gaspar, Horn
ABSENT: Roberts

ATTEST my hand and the seal of the Board of Supervisors this 10th day of October, 2017.

DAVID HALL
Clerk of the Board of Supervisors

By D. Lopez
Diana Lopez, Deputy



Ordinance No.10499 (N.S.)

10/10/17 (15)