

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE
ORDINANCE NO 9823 (NEW SERIES)**

**AMENDMENTS TO THE COMPENSATION ORDINANCE RELATING TO THE TWO-YEAR
EXTENSION OF THE MEMORANDA OF AGREEMENT FOR TWO EMPLOYEE BARGAINING UNITS
REPRESENTED BY THE DEPUTY SHERIFFS' 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 establishing compensation for classes designated DS and SM effective June 22, 2007, and June 20, 2008.

Section 2. 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 3. Section 5.1.6 (f) (5) of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.6 (f) (5): COUNTY CONTRIBUTIONS

(5) Employees in classes designated under the SHRF Benefit Program.

<u>Effective October 1, 2006:</u>	<u>Monthly</u>
Employee Only	\$ 242.00
Employee + 1 Dependent	384.00
Employee + 2 or More Dependents	568.00
<u>Effective January 1, 2008:</u>	Monthly
Employee Only	\$ 266.00
Employee + 1 Dependent	422.00
Employee + 2 or More Dependents	625.00
<u>Effective January 1, 2009:</u>	Monthly
Employee Only	\$293.00
Employee + 1 Dependent	464.00
Employee + 2 or More Dependents	688.00

Section 4. Section 5.6.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.6.2: METHOD OF CALCULATION. The County shall contribute on behalf of each employee, in accordance with the representation status designator of the employee's class, the lesser of either:

- (a) the amount of each employee's actual prescribed rate of contribution to the San Diego County Employees Retirement Association (SDCERA); or
- (b) a percentage of the employee's actual prescribed rate of contribution to the San Diego County Employees Retirement Association as specified below:

Approximate Contribution	Eligibility Conditions and Classes by Representation Status Designator
2.75%	<u>Effective June 28, 2002</u> , employees last hired/rehired on or after March 15, 1996, employed in classes designated PO and SO, who have less than five (5) years of continuous service in SDCERA.
3.0%	<u>Effective March 8, 2002</u> , employees last hired/rehired on or after March 15, 1996, employed in classes designated SS, who have less than five (5) years of continuous service in SDCERA.
3.5%	<p>(1) <u>Effective March 15, 1996</u>: Employees last hired/rehired on or after March 15, 1996, employed in classes designated AM, AS, CE, CEM, CC, CS, DA and MA who have less than five (5) years of continuous service in the SDCERA.</p> <p>(2) <u>Effective July 5, 1996</u>: Employees last hired/rehired on or after July 5, 1996, employed in classes designated SW, who have less than five (5) years of continuous service in SDCERA.</p> <p>(3) <u>Effective September 27, 1996</u>: Employees last hired/rehired on or after September 27, 1996, employed in classes designated PD and PM, who have less than five (5) years of continuous service in SDCERA.</p> <p>(4) <u>Effective June 19, 1998</u>: Employees last hired/rehired on or after March 15, 1996, employed in classes designated AE, CL, CM, FS, HS, MM, PS, PR, and RN, who have less than five (5) years of continuous service in SDCERA.</p>
5.5%	<u>Effective June 28, 2002</u> , employees designated PO and SO upon completion of five (5) years of continuous service in SDCERA.
6%	<u>Effective March 8, 2002</u> , employees designated SS upon completion of five (5) years of continuous service in SDCERA.
7.0%	<p>Employees last hired/rehired prior to March 15, 1996, employed in classes designated AE, CL, CM, FS, HS, MM, PS, PR, and RN or upon completion of five (5) years of continuous service in SDCERA.</p> <p>Employees last hired/rehired prior to March 15, 1996 employed in classes designated AM, AS, CE, CEM, CC, CS, DA and MA or upon completion of five (5) years of continuous service in SDCERA.</p> <p>Employees last hired/rehired prior to July 5, 1998, employed in classes designated SW, or upon completion of five (5) years of continuous service in SDCERA.</p> <p>Employees last hired/rehired prior to September 27, 1996, employed in classes designated PD and PM, or upon completion of five (5) years of continuous service in SDCERA.</p> <p><u>Effective March 8, 2002</u>, employees designated CR upon completion of five (5) years of continuous service in SDCERA.</p>

Approximate Contribution	Eligibility Conditions and Classes by Representation Status Designator
9.5%	<u>Effective June 22, 2007</u> , employees in classes designated DS and SM.
9.5%	Employees in classes designated EM, EO, NA, NE, SD0, SD1 and UM.
See (c), below	DI, DM

- (c) Notwithstanding the above, effective April 26, 1996, employees entering classes with DI and DM representation status designators, the County shall contribute up to 9.5% retirement offset until that employee qualifies by having completed at least five (5) years of service in either the DI or DM unit at which time the County shall contribute the full amount of the employee's actual prescribed rate of contribution to the County Employee's Retirement System.
- (d) Notwithstanding the above, the County shall make additional retirement contribution offsets on behalf of an employee who has taken Voluntary Time Off and who normally has a deduction for the balance of his/her retirement contribution not offset by the amount designated above. This additional retirement contribution offset shall be applied to the remaining balance of the employee's retirement contribution in a percentage amount equal to the percentage of the employee's total authorized hours taken as Voluntary Time Off to the total authorized hours in that pay period.

SUMMARY OF RETIREMENT CONTRIBUTION PROVISIONS

Rep. Status Designator	Effective Date	Start Date: For employees hired/rehired:	Approximate % of the County contribution toward retirement for employees who have <u>less than 5 yrs.</u> of continuous service is:	Approximate % of the County contribution toward retirement for employees who have <u>at least 5 yrs.</u> of continuous service is:
PO, SO	June 28, 2002	On or after June 28, 2002	2.75%	5.5%
SS	March 8, 2002	On or after March 8, 2002	3.0%	6.0%
CR	March 8, 2002	On or after March 8, 2002	3.5%	7.0%
AM, AS, CE, CEM, CC, CS, DA, MA	March 15, 1996	On or after March 15, 1996	3.5%	7.0%
SC, SW	July 5, 1996	On or after July 5, 1996	3.5%	7.0%
PD, PM	September 27, 1996	On or after September 27, 1996	3.5%	7.0%
AE, CL, CM, FS, HS, MM, PS, PR, RN	June 19, 1998	On or after March 15, 1996	3.5%	7.0%
DS, SM	March 29, 1996	On or after March 29, 1996	9.5%	9.5%
EM, EO, NA, NE, SD0, SD1, UM	December 14, 2001	N/A	9.5%	9.5%
DI, DM	April 26, 1996	On or after April 26, 1996	Up to 9.5%	Full Amount Upon completion of 5 yrs. in the DI or DM units.

Section 5. Section 5.12.1 (b) (2) (c) of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.12.1 QUALITY FIRST.

- (c) The employee must not have received final disciplinary action, which includes any County appeal or County review procedures including the Civil Service Commission. Disciplinary actions are defined as those formal actions that are recognized by the Civil Service Rules, but shall not include written reprimands. For the following representation units a final written reprimand is disqualifying and the employee will not be eligible: AM, AS, DA, DI, DM, PD and PM.

PASSED, APPROVED, AND ADOPTED this 30th day of January, 2007.