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ORDINANCE NUMBER O- 20226 (NEW SERIES)

DATE OF FINAL PASSAGE NOV 27 2012

AN ORDINANCE AMENDING CHAPTER 2, ARTICLE 4, DIVISION 12 OF THE SAN DIEGO MUNICIPAL CODE BY AMENDING SECTION 24.1201; AND AMENDING CHAPTER 2, ARTICLE 9, DIVISION 1 BY AMENDING SECTIONS 29.0102 AND 29.0103, ALL RELATING TO THE CITY'S RETIREMENT SYSTEM AND OTHER POST-EMPLOYMENT AND HEALTH-RELATED BENEFITS.

WHEREAS, on May 13, 2011, the Council of the City of San Diego approved by Resolution R-306806 the Tentative Agreement Regarding Retiree Health Benefits, between the City and the San Diego Municipal Employees' Association (MEA); San Diego City Firefighters, International Association of Fire Fighters Local 145 (Local 145); Local 127, American Federation of State, County and Municipal Employees, AFL-CIO (Local 127); the International Brotherhood of Teamsters, Local 911 (Local 911), and the Deputy City Attorneys Association (DCAA); and

WHEREAS, on June 27, 2011, the City Council adopted Resolution R-306885, approving the Tentative Agreement Regarding Retiree Health Benefits, between the City and the San Diego Police Officers Association (POA); and

WHEREAS, on October 11, 2011, the City Council adopted San Diego Ordinance O-20105, which modified post-employment health benefits for employees and former employee hired before July 1, 2005, who retire after March 31, 2012; and

WHEREAS, when it adopted Ordinance O-20105, the City Council extended the terms of the Tentative Agreement approved in Resolution R-306806 to the employees not represented by any of the City of San Diego's (City) recognized employee organizations (unrepresented employees); and

WHEREAS, Ordinance O-20105 replaced the existing retiree health benefits set forth in Chapter 2, Article 4, Division 12 of the San Diego Municipal Code, with the post-employment health benefits set forth in Chapter 2, Article 9, Division 1, for all eligible employees retiring after March 31, 2012; and

WHEREAS, the City continued to meet and confer, and ultimately reached agreement, with all of its recognized employee organizations over the details of the new post-employment health benefits, which were memorialized in six 15-year Memoranda of Understanding (MOUs); and

WHEREAS, the City Council approved the MOUs on February 7, 2012, by adopting San Diego Ordinances O-20130, O-20131, O-20132, O-20133, O-20134, and O-20135; and

WHEREAS, one of the options under the new post-employment health benefits is Option C, a defined contribution-style benefit wherein the City will make a set employer contribution to a health reimbursement arrangement and trust on behalf of each eligible employee or former employee who selects or is placed into Option C by default, when the employee or former employee becomes eligible for a service retirement; and

WHEREAS, the MOU between the City and Local 145, International Association of Firefighters (Local 145), provides that, at Local 145's request, the City's contributions for the employees represented by Local 145, who select or are placed in Option C, will be paid to the Southern California Firefighters Benefit Trust (Firefighters Trust), an existing trust that Local 145 has contracted with to administer the Option C benefits for its represented employees; and

WHEREAS, the MOUs between the City and each of the other five labor organizations provide that the City's contributions for the employees they represent, who select or are placed in

Option C, will be paid to the San Diego City Employees Retiree Medical Trust (SDCERMT), a trust created by these labor organizations to administer the Option C benefits of the employees they represent; and

WHEREAS, on March 20, 2012, the City Council adopted San Diego Resolution R-307348, providing that the City's Option C contributions for unrepresented employees and former employees who select or are placed in Option C will be paid to the City of San Diego Defined Contribution Retiree Medical Account Plan and Trust, which is administered by HRA Administrator, LLC; and

WHEREAS, the MOUs provided that employees who selected Option A or Option B under the new post-retirement health benefits would make pre-tax contributions, subject to applicable federal tax laws, which the City would transmit to a retiree health trust account managed by CalPERS; and

WHEREAS, on March 15, 2012, CalPERS informed City staff that it would not accept the pre-tax employee contributions made pursuant to Options A and B; and

WHEREAS, on or about April 5, 2012, the City's outside tax counsel advised that the Option A and B employee contributions could not be made on a pre-tax basis, based upon federal tax law; and

WHEREAS, this advice, along with CalPERS' refusal to accept the Option A and B employee contributions required further negotiations between the City and its employee organizations under the Meyers-Milias-Brown Act (MMBA); and

WHEREAS, the City met and conferred with its employee organizations and reached agreement to amend the MOUs to modify the employee contributions to comply with federal tax law; and

WHEREAS, on June 12, 2012, the City Council adopted San Diego Ordinances O-20169, O-20170, O-20171, O-20172, O20173, and O-20174, which approved the Amendments to the MOUs between the City and each of its employee organizations; and

WHEREAS, the City Council also imposed the terms of the Amendments to the MOUs to the unrepresented employees; and

WHEREAS, it is now necessary to amend the Municipal Code provisions related to post-employment health benefits, to conform to Resolution R-307348, the MOUs adopted on February 7, 2012, and the Amendments adopted on June 12, 2012; NOW THEREFORE

BE IT ORDAINED, by the Council of the City of San Diego, as follows:

Section 1. That Chapter 2, Article 4, Division 12 of the San Diego Municipal Code is amended by amending section 24.1201 to read as follows:

Article 4: City Employees' Retirement System

Division 12: Retiree Health Benefits

for Employees Who Retire Before April 1, 2012

§ 24.1201 Eligibility for *Health Eligible Retiree* Benefit

- (a) This Division describes the retiree health benefits for eligible *General Members* and *Safety Members* who retire before April 1, 2012, and eligible *Elected Officers*. This Division does not apply to *General Members* or *Safety Members* who retire on or after April 1, 2012, including Members who retire out of DROP on or after April 1, 2012. Post-employment health benefits for *General Members* and *Safety Members* who retire on or after April 1, 2012, including Members who

retire out of DROP on or after April 1, 2012, are set forth in Chapter 2, Article 9, Division 1 of this Code.

(b) through (d) [No change in text.]

Section 2. That Chapter 2, Article 9, Division 1 of the San Diego Municipal Code is amended by amending sections 29.0102 and 29.0103, to read as follows:

Article 9: Other Post-Employment and Health-Related Benefits

Division 1: Post-Employment Health Benefits for Eligible

Employees Who Retire After March 31, 2012

§ 29.0101 Post-Employment Health Benefits Not Part of *Retirement System*

[No change in text.]

§ 29.0102 Definitions

For the purposes of this Article:

“*Base Compensation*” [No change in text.]

“*DC Plan Account*” means the *Member’s* individual account within the *Retiree Medical Trust*.

“*Deferred Member*” through “*Member*” [No change in text.]

“*MOUs*” means the 15-year Memoranda of Understanding between the City and its six recognized employee organizations concerning the post-employment health benefits set forth in this Division, which were approved by the City Council on February 7, 2012, by adoption of San Diego Ordinances O-20130, O-20131, O-20132, O-20133, O-20134, and O-20135, and modified on June 26, 2012, by adoption of San Diego Ordinances O-20169, O-20170, O20171, O-20172,

O-20173, and O-20174. Except as otherwise specified in the *MOUs* or in this Division, the terms of the *MOUs* apply to unrepresented employees.

“*Retiree Medical Trust*” means:

1. As to a *Member* represented by the International Association of Firefighters, Local 145 (Local 145), *Retiree Medical Trust* means the “Southern California Firefighters Benefit Trust,” or any successor trust established to administer the Option C employer contributions (described in section 29.0103(d)) made on behalf of employees represented by Local 145, and any employee contributions made by such employees pursuant to a memorandum of understanding between the City and the applicable employee organization.
2. As to a *Member* represented by the San Diego Municipal Employees Association (MEA), the American Federation of State County, and Municipal Employees, Local 127 (AFSCME, Local 127), the International Brotherhood of Teamsters, Local 911 (Teamsters, Local 911), the Deputy City Attorneys Association (DCAA), or the San Diego Police Officers Association (POA), *Retiree Medical Trust* means the “San Diego City Employees Retiree Medical Trust,” or any successor trust established to administer the Option C employer contributions (described in section 29.0103(d)) made on behalf of employees represented by those employee organizations, and any employee contributions

made by such employees pursuant to a memorandum of understanding between the City and the applicable employee organization.

3. As to a *Member* who is not represented by any of the City's recognized employee organizations on the date the *Member* first becomes eligible to retire based on age and *Service Credit, Retiree Medical Trust* means the retiree medical trust, the plan documents for which are on file in the Office of the City Clerk as Document No. RR-307348, or any successor trust established by the City to administer the Option C benefits (described in section 29.0103(d)) for unrepresented *Members*.
4. As to a *Deferred Member* who left City employment on or before March 31, 2012, and who is not employed by the City and was not represented by one of the City's recognized employee organizations on the date the *Member* first becomes eligible to retire based on age and *Service Credit, Retiree Medical Trust* means the retiree medical trust, the plan documents for which are on file in the Office of the City Clerk as Document No. RR-307348, or any successor trust established by the City to administer the Option C benefits (described in section 29.0103(d)) for unrepresented *Members*.

“Retirement System” through “*Safety Member*” [No changes in text.]

“*Service Credit*” means service rendered for compensation as a City employee or officer, only when the employee or officer is receiving compensation from the City and is a *Member* of the *Retirement System* and contributing to the *System*. *Service Credit* includes service purchased by a *Member* pursuant to Chapter 2, Article 4, Division 13, but does not include service with another agency, including a reciprocal agency.

“*Service Retirement*” through “*Surviving Spouse*” [No changes in text.]

29.0103 Post-Employment Health Benefit Options for Eligible Members Who Retire on or after April 1, 2012

- (a) The City provides three post-employment health benefit options for eligible *General Members* and *Safety Members* who began City employment before July 1, 2005 and retire on or after April 1, 2012. The eligibility requirements for each option are set forth in this section, along with a description of the benefits and the employer and employee contributions associated with each option. *Members* who are eligible for one or more of the post-employment health benefit options set forth in this section must irrevocably elect a benefit option on or before May 18, 2012, or within fourteen calendar days of returning to work if the *Member* was on an extended leave of absence during the election period.
- (b) Option A - Defined Health Benefit.
- (1) [No change in text.]
- (2) Benefit Description. A *General Member* or *Safety Member* who qualifies for and timely elects Option A, or is placed into Option A

by default, may obtain post-employment health coverage under any available City-sponsored health insurance plan or any other health insurance plan of their choice. The *Member* will be paid or reimbursed his or her health insurance premiums up to the Option A annual retiree health allowance, which is set at \$8,883.24 for Fiscal Year 2013, and will increase by two percent annually beginning July 1, 2013.

- (3) Employee Contributions. *Members* who are eligible for and elect Option A must make contributions during the course of their employment. An eligible *General Member* must contribute \$32.11 per biweekly pay period, and an eligible *Safety Member* must contribute \$33.75 per biweekly pay period. These contributions will be deducted post-tax from the *Member's* biweekly paycheck beginning with the pay period ending on May 25, 2012. The City will deposit these contributions immediately into a fund designated by the City and used exclusively to pay Health Eligible Retiree Benefits, under Chapter 2, Article 4, Division 12, and Post-Employment Retiree Health Benefits, under this Division. The contributions will end upon the *Member's* retirement. An eligible *Member* who elects Option A may not thereafter change this election for any reason, including actual financial hardship. In addition, no *Member* will receive a refund of their contributions for any reason.

- (4) [No change in text.]
 - (5) A *Member* who is eligible for Option A may instead make an irrevocable election of Option B or C on or before May 18, 2012, or within fourteen days of returning to work if the *Member* is on an extended leave of absence during the election period.
 - (6) If a *Member* who timely elects Option A, terminates City employment before retirement, and becomes a *Deferred Member*, the *Member* will no longer be eligible for Option A, and will instead receive Option C.
- (c) Option B - Defined Health Benefit.
- (1) [No change in text.]
 - (2) Benefit Description. A *General Member* or *Safety Member* who qualifies for and timely elects Option B, may obtain post-employment health coverage under any available City-sponsored health insurance plan or any other health insurance plan of their choice. The *Member* will be paid or reimbursed their health insurance premiums up to \$5,500 per year. There will be no annual adjustment of this amount.
 - (3) Employee Contributions. *Members* who are eligible for and elect Option B must make contributions during the course of their employment. An eligible *General Member* must contribute \$16.05 per biweekly pay period, and an eligible *Safety Member* must contribute \$17.04 per biweekly pay period. These contributions

will be deducted post-tax from the *Member's* biweekly paycheck beginning with the pay period ending on May 25, 2012, and will end upon retirement. The City will deposit these contributions immediately into a fund used exclusively to pay Health Eligible Retiree Benefits, under Chapter 2, Article 4, Division 12, and Post-Employment Retiree Health Benefits, under this Division. An eligible *Member* who elects Option B may not thereafter change this election for any reason, including actual financial hardship. In addition, no *Member* will receive a refund of their contributions for any reason.

(4) If a *Member* who timely elects Option B, terminates City employment before retirement, and becomes a *Deferred Member*, the *Member* will no longer be eligible for Option B, and will instead receive Option C.

(d) Option C - Defined Contribution-Style Health Plan.

(1) [No change in text.]

(2) Benefit Description. When a *Member* who qualifies for and timely elected Option C, or was placed in Option C by default, first becomes eligible to retire based upon age and *Service Credit*, the City will deposit into the *Member's DC Plan Account* the amount the City's actuary, Buck Consultants, has projected will yield \$8,500 annually during the *Member's* life expectancy after retirement. The

Option C employer contribution amount for a *Member* who has at least 20 years of *Service Credit* on the date the *Member* first becomes eligible for a *Service Retirement*, is set forth in Table 1 of this section. The funds in a *Member's DC Plan Account* may only be used to reimburse post-employment qualified medical expenses of the *Member*, the *Member's* spouse or surviving spouse (as defined by federal law), and the *Member's* dependents (as defined by Internal Revenue Code sections 152 and 105(b)). Once the retired *Member*, any surviving spouse, and all dependents are deceased, any balance remaining in the retired *Member's DC Plan Account* will be forfeited to the *Retiree Medical Trust*.

Table 1 of section 29.0103
INITIAL FUNDING BASED ON AGE AND SERVICE OF INDIVIDUAL AT
FUNDING

General Members			Safety Members		
20 Years of Service at Age			20 Years of Service at Age		
Age	Female	Male	Age	Female	Male
55	\$101,504	\$98,987	50	\$105,765	\$103,606
56	\$100,068	\$97,415	51	\$104,559	\$102,289
57	\$98,567	\$95,777	52	\$103,288	\$100,897
58	\$96,996	\$94,060	53	\$101,949	\$99,427
59	\$95,349	\$92,266	54	\$100,545	\$97,887
60	\$93,626	\$90,390	55	\$99,079	\$96,284
61	\$91,829	\$88,433	56	\$97,545	\$94,605
62	\$89,962	\$86,401	57	\$95,939	\$92,852
63	\$88,024	\$84,291	58	\$94,260	\$91,020
64	\$86,019	\$82,113	59	\$92,511	\$89,110
65	\$83,936	\$79,850	60	\$90,696	\$87,130
66	\$82,289	\$78,021	61	\$88,814	\$85,078

67	\$80,607	\$76,162	62	\$86,871	\$82,962
68	\$78,879	\$74,259	63	\$84,855	\$80,768
69	\$77,104	\$72,296	64	\$82,766	\$78,498
70	\$75,283	\$70,283	65	\$80,607	\$76,163
71	\$73,440	\$68,223	66	\$78,879	\$74,259
72	\$71,550	\$66,113	67	\$77,105	\$72,297
73	\$69,630	\$63,958	68	\$75,283	\$70,284
74	\$67,671	\$61,767	69	\$73,440	\$68,224
75	\$65,684	\$59,543	70	\$71,550	\$66,113
76	\$63,651	\$57,312	71	\$69,631	\$63,959
77	\$61,584	\$55,058	72	\$67,672	\$61,767
78	\$59,504	\$52,802	73	\$65,685	\$59,544
79	\$57,398	\$50,551	74	\$63,651	\$57,312
80	\$55,272	\$48,313	75	\$61,584	\$55,058

- (3) Although the City is obligated to fund the *Member's DC Plan Account* when the *Member* first becomes eligible to retire, based on age and *Service Credit*, the *Member* is not required to retire at that time.
- (4) The City will make its Option C contributions as soon as administratively feasible once the *Member* first becomes eligible to retire, based on age and *Service Credit*, and no later than 60 days after the eligibility date. These employer contributions vest immediately once they become due.
- (5) Employee Contributions. There will be no required employee contributions associated with Option C, unless the applicable *MOU* or *Retiree Medical Trust* provides for mandatory employee contributions to provide a higher benefit than the one described in subsection (d)(2).

- (e) If a *Member* who is eligible for and elects Option A or B under this section retires on a *Service Retirement* with less than 20 years of *Service Credit*, the *Member's* post-employment health benefit will be reduced and the *Member* will receive a percentage of the benefit as set forth in Table 2, below:

Table 2 of section 29.0103

<i>Years of Service Credit</i>	<i>Percentage of Post-Employment Health Benefit</i>
10	50%
11	55%
12	60%
13	65%
14	70%
15	75%
16	80%
17	85%
18	90%
19	95%
20	100%

- (f) If a *Member* covered by Option C first becomes eligible for a *Service Retirement* when he or she has at least ten years but less than 20 years of *Service Credit*, the City will make an irrevocable contribution to the *Member's DC Plan Account*, as required in section 24.0103(d)(2). The City's initial contribution will be in the amount set forth in Table 3-A of this section if the *Member* is a *General Member*, or Table 3-C of this section if the *Member* is a *Safety Member*. If the *Member* continues to work for the City, the City will make additional annual contributions to the *Member's DC Plan Account* in the amounts set forth in Table 3-B of this section if the *Member* is a *General Member*, or Table 3-D of this section if the *Member* is a *Safety Member*, for each full year of *Service*

Credit the Member accrues, until the Member retires from City service or has 20 years of Service Credit, whichever comes first.

Table 3-A of section 29.0103

General Members

INITIAL FUNDING BASED ON AGE AND SERVICE OF INDIVIDUAL AT FUNDING

Years of Service - Females

Age	10	11	12	13	14	15	16	17	18	19
62	\$44,981	\$49,479	\$53,977	\$58,475	\$62,973	\$67,471	\$71,969	\$76,467	\$80,965	\$85,463
63	\$44,012	\$48,413	\$52,814	\$57,215	\$61,616	\$66,018	\$70,419	\$74,820	\$79,221	\$83,622
64	\$43,009	\$47,310	\$51,611	\$55,912	\$60,213	\$64,514	\$68,815	\$73,116	\$77,417	\$81,718
65	\$41,968	\$46,164	\$50,361	\$54,558	\$58,755	\$62,952	\$67,148	\$71,345	\$75,542	\$79,739
66	\$41,144	\$45,258	\$49,373	\$53,487	\$57,602	\$61,716	\$65,831	\$69,945	\$74,060	\$78,174
67	\$40,303	\$44,333	\$48,364	\$52,394	\$56,424	\$60,455	\$64,485	\$68,515	\$72,546	\$76,576
68	\$39,439	\$43,383	\$47,327	\$51,271	\$55,215	\$59,159	\$63,103	\$67,047	\$70,991	\$74,935
69	\$38,552	\$42,407	\$46,262	\$50,117	\$53,972	\$57,828	\$61,683	\$65,538	\$69,393	\$73,248
70	\$37,641	\$41,405	\$45,169	\$48,933	\$52,698	\$56,462	\$60,226	\$63,990	\$67,754	\$71,518
71	\$36,720	\$40,392	\$44,064	\$47,736	\$51,408	\$55,080	\$58,752	\$62,424	\$66,096	\$69,768
72	\$35,775	\$39,352	\$42,930	\$46,507	\$50,085	\$53,662	\$57,240	\$60,817	\$64,395	\$67,972
73	\$34,815	\$38,296	\$41,778	\$45,259	\$48,741	\$52,222	\$55,704	\$59,185	\$62,667	\$66,148
74	\$33,835	\$37,219	\$40,602	\$43,986	\$47,369	\$50,753	\$54,136	\$57,520	\$60,903	\$64,287
75	\$32,842	\$36,126	\$39,410	\$42,694	\$45,978	\$49,263	\$52,547	\$55,831	\$59,115	\$62,399
76	\$31,825	\$35,008	\$38,190	\$41,373	\$44,555	\$47,738	\$50,920	\$54,103	\$57,285	\$60,468
77	\$30,792	\$33,871	\$36,950	\$40,029	\$43,108	\$46,188	\$49,267	\$52,346	\$55,425	\$58,504
78	\$29,752	\$32,727	\$35,702	\$38,677	\$41,652	\$44,628	\$47,603	\$50,578	\$53,553	\$56,528
79	\$28,699	\$31,568	\$34,438	\$37,308	\$40,178	\$43,048	\$45,918	\$48,788	\$51,658	\$54,528
80	\$27,636	\$30,399	\$33,163	\$35,926	\$38,690	\$41,454	\$44,217	\$46,981	\$49,744	\$52,508

Years of Service - Males

Age	10	11	12	13	14	15	16	17	18	19
62	\$43,200	\$47,520	\$51,840	\$56,160	\$60,480	\$64,800	\$69,120	\$73,440	\$77,760	\$82,080
63	\$42,145	\$46,360	\$50,574	\$54,789	\$59,003	\$63,218	\$67,432	\$71,647	\$75,861	\$80,076
64	\$41,056	\$45,162	\$49,267	\$53,373	\$57,479	\$61,584	\$65,690	\$69,796	\$73,901	\$78,007
65	\$39,925	\$43,917	\$47,910	\$51,902	\$55,895	\$59,887	\$63,880	\$67,872	\$71,865	\$75,857
66	\$39,010	\$42,911	\$46,812	\$50,713	\$54,614	\$58,515	\$62,416	\$66,317	\$70,218	\$74,119
67	\$38,081	\$41,889	\$45,697	\$49,505	\$53,313	\$57,121	\$60,929	\$64,737	\$68,545	\$72,353
68	\$37,129	\$40,842	\$44,555	\$48,268	\$51,981	\$55,694	\$59,407	\$63,120	\$66,833	\$70,546
69	\$36,148	\$39,762	\$43,377	\$46,992	\$50,607	\$54,222	\$57,836	\$61,451	\$65,066	\$68,681
70	\$35,141	\$38,655	\$42,169	\$45,683	\$49,198	\$52,712	\$56,226	\$59,740	\$63,254	\$66,768
71	\$34,111	\$37,522	\$40,933	\$44,344	\$47,756	\$51,167	\$54,578	\$57,989	\$61,400	\$64,811
72	\$33,056	\$36,362	\$39,667	\$42,973	\$46,279	\$49,584	\$52,890	\$56,196	\$59,501	\$62,807
73	\$31,979	\$35,176	\$38,374	\$41,572	\$44,770	\$47,968	\$51,166	\$54,364	\$57,562	\$60,760
74	\$30,883	\$33,971	\$37,060	\$40,148	\$43,236	\$46,325	\$49,413	\$52,501	\$55,590	\$58,678
75	\$29,771	\$32,748	\$35,725	\$38,702	\$41,680	\$44,657	\$47,634	\$50,611	\$53,588	\$56,565
76	\$28,656	\$31,521	\$34,387	\$37,252	\$40,118	\$42,984	\$45,849	\$48,715	\$51,580	\$54,446
77	\$27,529	\$30,281	\$33,034	\$35,787	\$38,540	\$41,293	\$44,046	\$46,799	\$49,552	\$52,305

78	\$26,401	\$29,041	\$31,681	\$34,321	\$36,961	\$39,601	\$42,241	\$44,881	\$47,521	\$50,161
79	\$25,275	\$27,803	\$30,330	\$32,858	\$35,385	\$37,913	\$40,440	\$42,968	\$45,495	\$48,023
80	\$24,156	\$26,572	\$28,987	\$31,403	\$33,819	\$36,234	\$38,650	\$41,066	\$43,481	\$45,897

Table 3-B of section 29.0103
General Members

Age at Initial Funding	ADDITIONAL ANNUAL FUNDING FOR THOSE WITH LESS THAN 20 YEARS OF SERVICE AT INITIAL FUNDING									
	Annual Funding for Additional Years of Service up to 20 - Females									
	1	2	3	4	5	6	7	8	9	10
62	\$4,401	\$4,300	\$4,196	\$4,114	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577
63	\$4,300	\$4,196	\$4,114	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481
64	\$4,196	\$4,114	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383
65	\$4,114	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284
66	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182
67	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079
68	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975
69	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869
70	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763
71	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656
72	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549
73	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441
74	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334
75	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227
76	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227	\$2,124
77	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227	\$2,124	\$2,025
78	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227	\$2,124	\$2,025	\$1,932
79	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227	\$2,124	\$2,025	\$1,932	\$1,843
80	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227	\$2,124	\$2,025	\$1,932	\$1,843	\$1,761

Age at Initial Funding	Annual Funding for Additional Years of Service up to 20 - Males									
	1	2	3	4	5	6	7	8	9	10
	62	\$4,214	\$4,105	\$3,992	\$3,901	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411
63	\$4,105	\$3,992	\$3,901	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197
64	\$3,992	\$3,901	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088
65	\$3,901	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977
66	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865
67	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752
68	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640
69	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527
70	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415
71	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304
72	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196
73	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091
74	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988
75	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889
76	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889	\$1,792
77	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889	\$1,792	\$1,698

78	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889	\$1,792	\$1,698	\$1,609
79	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889	\$1,792	\$1,698	\$1,609	\$1,526
80	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889	\$1,792	\$1,698	\$1,609	\$1,526	\$1,448

Table 3-C of section 29.0103

Safety Members

INITIAL FUNDING BASED ON AGE AND SERVICE OF INDIVIDUAL AT FUNDING

Years of Service - Females

Age	10	11	12	13	14	15	16	17	18	19
55	\$49,539	\$54,493	\$59,447	\$64,401	\$69,355	\$74,309	\$79,263	\$84,217	\$89,171	\$94,125
56	\$48,772	\$53,649	\$58,527	\$63,404	\$68,281	\$73,158	\$78,036	\$82,913	\$87,790	\$92,667
57	\$47,969	\$52,766	\$57,563	\$62,360	\$67,157	\$71,954	\$76,751	\$81,547	\$86,344	\$91,141
58	\$47,130	\$51,843	\$56,556	\$61,269	\$65,982	\$70,695	\$75,408	\$80,121	\$84,834	\$89,547
59	\$46,255	\$50,880	\$55,506	\$60,131	\$64,757	\$69,383	\$74,008	\$78,634	\$83,259	\$87,885
60	\$45,347	\$49,882	\$54,417	\$58,952	\$63,486	\$68,021	\$72,556	\$77,091	\$81,626	\$86,160
61	\$44,407	\$48,847	\$53,288	\$57,729	\$62,169	\$66,610	\$71,051	\$75,492	\$79,932	\$84,373
62	\$43,435	\$47,778	\$52,122	\$56,465	\$60,809	\$65,152	\$69,496	\$73,840	\$78,183	\$82,527
63	\$42,427	\$46,670	\$50,912	\$55,155	\$59,398	\$63,641	\$67,883	\$72,126	\$76,369	\$80,611
64	\$41,383	\$45,521	\$49,659	\$53,797	\$57,936	\$62,074	\$66,212	\$70,351	\$74,489	\$78,627
65	\$40,303	\$44,333	\$48,364	\$52,394	\$56,424	\$60,455	\$64,485	\$68,515	\$72,546	\$76,576
66	\$39,439	\$43,383	\$47,327	\$51,271	\$55,215	\$59,159	\$63,103	\$67,047	\$70,991	\$74,935
67	\$38,552	\$42,407	\$46,262	\$50,117	\$53,973	\$57,828	\$61,683	\$65,538	\$69,394	\$73,249
68	\$37,641	\$41,405	\$45,170	\$48,934	\$52,698	\$56,462	\$60,226	\$63,990	\$67,755	\$71,519
69	\$36,720	\$40,392	\$44,064	\$47,736	\$51,408	\$55,080	\$58,752	\$62,424	\$66,096	\$69,768
70	\$35,775	\$39,352	\$42,930	\$46,507	\$50,085	\$53,662	\$57,240	\$60,817	\$64,395	\$67,972
71	\$34,815	\$38,297	\$41,778	\$45,260	\$48,741	\$52,223	\$55,704	\$59,186	\$62,667	\$66,149
72	\$33,835	\$37,219	\$40,602	\$43,986	\$47,370	\$50,753	\$54,137	\$57,520	\$60,904	\$64,287
73	\$32,842	\$36,126	\$39,410	\$42,695	\$45,979	\$49,263	\$52,547	\$55,832	\$59,116	\$62,400
74	\$31,825	\$35,008	\$38,190	\$41,373	\$44,555	\$47,738	\$50,920	\$54,103	\$57,286	\$60,468
75	\$30,792	\$33,871	\$36,950	\$40,029	\$43,108	\$46,188	\$49,267	\$52,346	\$55,425	\$58,504

Years of Service - Males

Age	10	11	12	13	14	15	16	17	18	19
55	\$48,141	\$52,956	\$57,770	\$62,584	\$67,398	\$72,212	\$77,027	\$81,841	\$86,655	\$91,469
56	\$47,302	\$52,032	\$56,763	\$61,493	\$66,223	\$70,953	\$75,684	\$80,414	\$85,144	\$89,875
57	\$46,425	\$51,068	\$55,711	\$60,353	\$64,996	\$69,638	\$74,281	\$78,924	\$83,566	\$88,209
58	\$45,509	\$50,060	\$54,611	\$59,162	\$63,713	\$68,264	\$72,815	\$77,366	\$81,917	\$86,468
59	\$44,555	\$49,010	\$53,466	\$57,921	\$62,377	\$66,832	\$71,288	\$75,743	\$80,199	\$84,654
60	\$43,565	\$47,921	\$52,278	\$56,634	\$60,991	\$65,347	\$69,704	\$74,060	\$78,417	\$82,773
61	\$42,538	\$46,792	\$51,046	\$55,300	\$59,554	\$63,808	\$68,062	\$72,315	\$76,569	\$80,823
62	\$41,480	\$45,629	\$49,777	\$53,925	\$58,073	\$62,221	\$66,369	\$70,517	\$74,665	\$78,813
63	\$40,384	\$44,422	\$48,460	\$52,499	\$56,537	\$60,576	\$64,614	\$68,652	\$72,691	\$76,729
64	\$39,248	\$43,173	\$47,098	\$51,023	\$54,948	\$58,873	\$62,798	\$66,722	\$70,647	\$74,572
65	\$38,081	\$41,889	\$45,697	\$49,505	\$53,313	\$57,122	\$60,930	\$64,738	\$68,546	\$72,354
66	\$37,129	\$40,842	\$44,555	\$48,268	\$51,981	\$55,694	\$59,407	\$63,120	\$66,833	\$70,546
67	\$36,148	\$39,763	\$43,378	\$46,992	\$50,607	\$54,222	\$57,837	\$61,452	\$65,067	\$68,681
68	\$35,141	\$38,656	\$42,170	\$45,684	\$49,198	\$52,712	\$56,227	\$59,741	\$63,255	\$66,769
69	\$34,111	\$37,522	\$40,934	\$44,345	\$47,756	\$51,167	\$54,578	\$57,990	\$61,401	\$64,812

70	\$33,056	\$36,362	\$39,667	\$42,973	\$46,279	\$49,584	\$52,890	\$56,196	\$59,501	\$62,807
71	\$31,979	\$35,177	\$38,375	\$41,573	\$44,771	\$47,969	\$51,167	\$54,365	\$57,562	\$60,760
72	\$30,883	\$33,971	\$37,060	\$40,148	\$43,236	\$46,325	\$49,413	\$52,502	\$55,590	\$58,678
73	\$29,771	\$32,749	\$35,726	\$38,703	\$41,680	\$44,657	\$47,634	\$50,612	\$53,589	\$56,566
74	\$28,656	\$31,521	\$34,387	\$37,253	\$40,118	\$42,984	\$45,849	\$48,715	\$51,581	\$54,446
75	\$27,529	\$30,282	\$33,034	\$35,787	\$38,540	\$41,293	\$44,046	\$46,799	\$49,552	\$52,305

Table 3-D of section 29.0103

Safety Members

Age at Initial Funding	ADDITIONAL ANNUAL FUNDING FOR THOSE WITH LESS THAN 20 YEARS OF SERVICE AT INITIAL FUNDING									
	Annual Funding for Additional Years of Service up to 20 - Females									
	1	2	3	4	5	6	7	8	9	10
55	\$4,877	\$4,796	\$4,713	\$4,625	\$4,534	\$4,440	\$4,343	\$4,242	\$4,138	\$4,030
56	\$4,796	\$4,713	\$4,625	\$4,534	\$4,440	\$4,343	\$4,242	\$4,138	\$4,030	\$3,943
57	\$4,713	\$4,625	\$4,534	\$4,440	\$4,343	\$4,242	\$4,138	\$4,030	\$3,943	\$3,855
58	\$4,625	\$4,534	\$4,440	\$4,343	\$4,242	\$4,138	\$4,030	\$3,943	\$3,855	\$3,764
59	\$4,534	\$4,440	\$4,343	\$4,242	\$4,138	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672
60	\$4,440	\$4,343	\$4,242	\$4,138	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577
61	\$4,343	\$4,242	\$4,138	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481
62	\$4,242	\$4,138	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383
63	\$4,138	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284
64	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182
65	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079
66	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975
67	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869
68	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763
69	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656
70	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549
71	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441
72	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334
73	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227
74	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227	\$2,124
75	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227	\$2,124	\$2,025

Age at Initial Funding	Annual Funding for Additional Years of Service up to 20 - Males									
	1	2	3	4	5	6	7	8	9	10
55	\$4,730	\$4,642	\$4,550	\$4,455	\$4,356	\$4,253	\$4,148	\$4,038	\$3,924	\$3,808
56	\$4,642	\$4,550	\$4,455	\$4,356	\$4,253	\$4,148	\$4,038	\$3,924	\$3,808	\$3,712
57	\$4,550	\$4,455	\$4,356	\$4,253	\$4,148	\$4,038	\$3,924	\$3,808	\$3,712	\$3,614
58	\$4,455	\$4,356	\$4,253	\$4,148	\$4,038	\$3,924	\$3,808	\$3,712	\$3,614	\$3,514
59	\$4,356	\$4,253	\$4,148	\$4,038	\$3,924	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411
60	\$4,253	\$4,148	\$4,038	\$3,924	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305
61	\$4,148	\$4,038	\$3,924	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197
62	\$4,038	\$3,924	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088
63	\$3,924	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977
64	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865
65	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752

66	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640
67	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527
68	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415
69	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304
70	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196
71	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091
72	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988
73	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889
74	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889	\$1,792
75	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889	\$1,792	\$1,698

(g) If a *Member* who is eligible for a post-employment health benefit under this section fails to elect Option A, B or C on or before May 18, 2012, or within 14 days of returning to work if the *Member* is on an extended leave of absence during the election period, the irrevocable default will be as follows:

(1) [No change in text.]

(2) [No change in text.]

(h) [No change in text.]

§ 29.0104 *Retiree Medical Trust for General Members Who Begin City Employment on or after July 1, 2009*

[No change in text.]

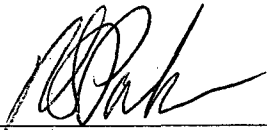
§ 29.0105 *Members Hired after July 1, 2005*

[No change in text.]

Section 3. That a full reading of this ordinance is dispensed with prior to its passage, a written or printed copy having been made available to the City Council and the public prior to the day of its passage.

Section 4. That this ordinance shall take effect and be in force on the thirtieth day from and after its final passage.

APPROVED: JAN I. GOLDSMITH, City Attorney

By 

Roxanne Story Parks
Deputy City Attorney

RSP:mr
10/31/2012
Or.Dept: Human Resources

I hereby certify that the foregoing Ordinance was passed by the Council of the City of San Diego, at this meeting of 11/27/12.

ELIZABETH S. MALAND
City Clerk

By 

Deputy City Clerk

Approved: 11.27.12

(date)



JERRY SANDERS, Mayor

Vetoed: _____
(date)

JERRY SANDERS, Mayor