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Study Goals

- Recognize the level and scope of work performed by employees
- Classification descriptions reflect current programs, responsibilities, and technology
- Assist OC San in developing a competitive and fair pay and benefit plan that is based upon market and fiscally responsible; and allows OC San to recruit and retain high-quality staff.
- Ensure a straightforward, transparent, inclusive study process

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Table 1: Classification Study Findings and Recommendations

Employee Group	Total No. of Classifications	Total No. of Employees	Title Change No. of Classifications	New Classifications No. of Classifications
OCEA	23	97	4	2
Local 501	25	200	1	0
SPMG	56	278	5	1
Manager	9	12	2	0
Confidential	9	18	2	0
Executive	7	5	0	0
Total	129	610	14	3

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Job Analysis Methodology

- Education, training, and certifications/licenses
- Experience
- Problem solving/ingenuity
- Independence of action
- Responsibility for resources
- Contacts with others-internal/external
- Supervision received and/or given to others
- Consequences of action/decisions made on the job/risk exposure
- Working conditions
- Physical/mental demands



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Retirement Plan Summary

<p>Plan H (Classic – Closed)</p>	<ul style="list-style-type: none"> • EE hired on/after 09/21/79 and before 10/01/10 (SPMT-Managers, EMT & Confidential Exempt), 07/01/11 (Local 501), or 08/01/11 (OCEA-Confidential Non-Exempt) • Formula = 2.5% @ age 55 • Employer Paid Member Contribution = 3.5% • 233 employees
<p>Plan B (Classic – Open)</p>	<ul style="list-style-type: none"> • EE hired on/after 10/01/10 (SPMT-Managers, EMT & Confidential Exempt), 07/01/11 (Local 501), or 08/01/11 (OCEA-Confidential Non-Exempt) and before 01/01/13. • Formula = 1.667% @ age 57.5 (also known as 2.43% @ age 65) • Employer Paid Member Contribution = 0% • 53 employees
<p>Plan U (PEPRA)</p>	<ul style="list-style-type: none"> • Employees hired on or after 1/1/13 • Formula = 2.5% @ age 67 (with reciprocity, 2.43% @ age 65 [also known as 1.667% @ age 57.5]) • Employer Paid Member Contribution = 0% • 301 employees



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Table 2: Market Overview – Top Monthly Base Salary

Employee Group	# of Benchmark Classifications	# of Employees	Base Salary		
			% Above/Below Market Median	% Above/Below Market 75th Percentile	Average Market Percentile Position
OCEA	12	97	12.2%	3.2%	81.6
Local 501	11	200	8.8%	1.7%	79.2
SPMG	29	278	7.4%	0.4%	75.5
Manager	9	12	7.2%	-0.4%	75.4
Confidential	7	18	6.9%	-0.1%	75.3
Executive	7	5	7.5%	-1.9%	66.0
OC SAN	75	610	8.3%	0.7%	76.1

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Table 3: Market Overview – Total Compensation – Plans H, B, and U

Employee Group	Plan H			Plan B			Plan U		
	% Above/Below Market Median	% Above/Below Market 75th Percentile	Average Market Percentile Position	% Above/Below Market Median	% Above/Below Market 75th Percentile	Average Market Percentile Position	% Above/Below Market Median	% Above/Below Market 75th Percentile	Average Market Percentile Position
OCEA	7.6%	-0.9%	69.4	3.2%	-5.6%	59.2	5.6%	-4.8%	62.1
Local 501	6.7%	0.1%	74.0	2.4%	-4.3%	60.4	5.2%	-2.8%	67.1
SPMG	7.8%	0.6%	75.6	3.5%	-4.3%	61.7	5.6%	-2.9%	67.5
Manager	9.5%	2.2%	78.7	5.1%	-2.7%	68.3	7.1%	-0.4%	73.9
Confidential	8.4%	0.5%	79.8	3.9%	-5.1%	62.6	6.2%	-3.6%	67.0
Executive	11.1%	4.3%	86.1	7.5%	-0.3%	69.4	9.6%	2.8%	82.3
OC SAN	8.2%	0.8%	76.1	3.9%	-4.0%	62.7	6.2%	-2.4%	68.7


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Study Findings

- OC San's benefits package with Plans B (Classic – Open) and Plan U (PEPRA), puts OC San at a less competitive advantage:
 - Plan B: Defined benefit plan and deferred compensation
 - Plan U: Deferred compensation and other retirement
- Internal salary relationships – within classification series and across the organization




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Questions

Thank you!



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