

**ORDINANCE NO 10244 (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 the following job code/classification and compensation, February 8, 2013:

Job Code No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Approx Annual Salary Minimum Maximum	Vari Entry	O/T	Rep Stat	Bene Prog
002570	Operations Research Analyst									
	28.90	30.35	31.87	33.46	35.13	60,112.00 - 73,070.40	Y	N	CE	NMG
	2312.00	2428.00	2549.60	2676.80	2810.40					

**Section 2.** Appendix One of the Compensation Ordinance is hereby amended by re-titling five job codes/classifications effective February 8, 2013:

	<u>Job Code No.</u>	<u>Job Code Title</u>
From:	000353	Internal Affairs Investigator
To:	000353	Ethics/Compliance Officer
From:	002106	Chief Financial Of/General Mgr
To:	002106	Dep Chief Admin Off / Auditor & Controller
From:	002206	Asst Chief Administrative Off
To:	002206	Asst Chief Admin Off / Chief Operating Off
From:	002277	Dir, Off of Internal Affairs
To:	002277	Dir, Off of Ethics & Compliance
From:	002647	Fleet Parts Spec II
To:	002647	Fleet Parts Specialist

**Section 3.** Appendix One of the Compensation Ordinance is hereby amended by establishing the following job code/classification characteristics in the classified service, effective February 8, 2013:

Job Code No.	Job Code Title	Vari Entry	O/T	Rep Stat	Bene Prog
006327	District Mgr, Parks and Rec	Y	N	MA	MGT

**Section 4.** Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classifications, effective February 8, 2013:

<u>Job Code No.</u>	<u>Job Code Title</u>
002137	Dir, Planning & Land Use
002268	Asst Dir, Planning & Land Use
002288	Dep Dir, Planning & Land Use

Section 5. Subsection (c) of Section 1.6.2 of the Compensation Ordinance is hereby amended to read as follows:

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

(c) Work Hours Required Before Overtime is Accrued.

Work Period Hours Required Before Overtime is Accrued								
Union Code	O/T Code	Reg Work Period		Full-Time Employee		Permanent Part-Time Employee		O/T Earned at:
		Days	Hours	Wk 1	Wk 2	Wk 1	Wk 2	
CEM*, MA*, MM*, PR*	E	14	80	80		80		1.0 after 80 hours
SM (7K Exempt)	E	14	85	85		85		1.0 after 85 hours
AE, CE, CEM*, CL, CM, CR, FS, HS, MA*, MM*, PR*, PS, RN, SS, SW	N	7	40	40	40	40	40	1.5 after 40 hours
PS classes: 5726, 5727, 5728, 5729 (Public Assistance Investigator Trainee, I, II and Supervisor)	N	14	80	80		80		1.5 after 80 hours
7J Exempt employees (San Diego County Psychiatric Hospital)	N	14	80	80		80		1.5 for any hours worked over 8 hours in a day.
PO, SO (7K Exempt)	N	14	80/84	80/84		80/84		1.0 after 80 hours, then 1.5 after 84 hours.
DI, DM (7K Exempt)	N	14	80	80		80		1.0 after 80, then 1.5 after 85 hours.
DS (7K Exempt)	N	14	85	85		85		1.5 after 85 hours
AM, AS, CEM*, CC, CS, DA, EM, MA*, NA, NE, NM, NS, PD, PM, UM	X	N/A	N/A	N/A	N/A	N/A	N/A	Not Eligible for Overtime

\*Job Codes/Classifications in this Union Code may have an E, N, or X Overtime Code. You should verify you are using the correct row of information.

**Section 6.** Subsection (i)(1) of Section 1.6.2 of the Compensation Ordinance is hereby amended to read as follows:

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

(i) Accrual Limits.

- (1) To the extent the appointing authority authorized overtime and an employee is allowed to accrue and accumulate compensatory time off, such accumulation shall be limited to the following maximum number of hours at the beginning of any biweekly pay period:

Maximum Accrual Limit				
Overtime Code	Eligible Classes	FLSA	Non-FLSA	Floating Holiday
Classes designated "N" Nonexempt (FLSA Overtime)	AE, CE, CEM <sup>(c)</sup> , CL, CM, CR, FS, HS, MA <sup>(c)</sup> , MM <sup>(c)</sup> , PO, PR <sup>(c)</sup> , PS, RN, SO, SS, SW	120	40	24
	DS	120	40	25.5
	DI, DM <sup>(a)</sup>	160		NA
Classes designated "E" Exempt (Straight Cash or Comp)	CEM <sup>(c)</sup> , MA <sup>(c)</sup> , MM <sup>(c)</sup> , PR <sup>(c)</sup>	N/A	40	24
	SM	N/A	N/A	25.5
Classes designated "X" Exempt (Not Elig for Overtime)	AM, AS, DA, PD, PM <sup>(b)</sup>	N/A	N/A	24
	CC, CS	N/A	200	24
	CEM <sup>(c)</sup> , EM, MA <sup>(c)</sup> , NA, NE, NM, NS, UM	N/A	N/A	24

**Notes:**  
 N/A = Classifications in that union code cannot accrue hours in that comp time bucket.  
 (a) DI and DM have their comp time balances placed into a consolidated bucket which has a total limit of 160 Comp Time hours. Employees who have accumulated compensatory time off balances in excess of 160 hours shall be paid in cash for FLSA overtime actually worked in excess of the authorized 160 hours.  
 (b) Exception: Classes designated AM, AS, DA, PD and PM were reassigned to OT Code "X" from "E" on July 1, 2001. Employees with existing (Non-FLSA) comp time balances at that time were allowed to retain their comp time hours.  
 (c) Job Codes/Classifications in this Union Code may have an E, N, or X Overtime Code. You should verify you are using the correct row of information.

**Section 7.** Subsection (l)(2) of Section 1.6.2 of the Compensation Ordinance is hereby amended to read as follows:

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

- (1) Cash Pay Off of Compensatory Time Off Balances.
- (2) Cash Pay Off of Compensatory Time Summary.

Union Code	O/T Code	Cash Pay Off of Compensatory Time Balances Summary								
		Termination			Layoff			Death		
		FLSA Hours	Non-FLSA Hours	Floating Holiday Hours	FLSA Hours	Non-FLSA Hours	Floating Holiday Hours	FLSA Hours	Non-FLSA Hours	Floating Holiday Hours
AE, CE, CEM <sup>4</sup> , CL, CM, CR, DS, FS, HS, MA <sup>4</sup> , MM <sup>4</sup> , PR <sup>4</sup> , PS, RN, SS, SW	N	All	Subject to CAO Approval	0	All	40	0	All		0
PO, SO		All		0	All	40	0	All	0	0
DI, DM		All		N/A	All		N/A	All		N/A
DS		All		0	All	40	0	All		0
CEM <sup>4</sup> , MA <sup>4</sup> , MM <sup>4</sup> , PR <sup>4</sup>	E	All	0	0	All	40	0	All	40	0
SM		N/A	0	0	N/A	40	0	N/A	40	0
AM, AS, CC, CEM <sup>4</sup> , CS, DA, EM, MA <sup>4</sup> , NA, NE, NM, NS, PD, PM, UM	X	N/A	N/A	0	N/A	N/A	0	N/A	N/A	0

**Notes:**

1. FLSA hours are always paid off upon separation from service.
2. N/A - Classifications in that union code cannot accrue hours in that comp time bucket.
3. DI and DM have their floating holiday and holiday worked hours placed into a consolidated County Comp bucket which has a total limit of 160 Comp Time hours.
4. Job Codes/Classifications in this Union Code may have an E, N, or X Overtime Code. You should verify you are using the correct row of information.

**Section 8.** 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 December 31, 2013 whichever occurs earlier.

**Section 9.** Subsection (a)(3)(f) of Section 5.6.1 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 5.6.1: RETIREMENT CONTRIBUTION OFFSET**

(f) “Tier B” Retirement Benefits.

- (i) Retirement benefits for employees hired on or after August 28, 2009 but before December 1, 2012, shall be those established for “Tier B” of the General Retirement Program and “Tier B” of the Safety Retirement Program by ordinance and resolutions adopted by the board on July 21, 2009, for eligible employees. Therefore, the ordinance and resolutions apply to any person who commences employment for the County on or after August 28, 2009 but before December 1, 2012, including any employee who is appointed on or after August 28, 2009 but before December 1, 2012, to a position which makes that employee a new general member or a new safety member of SDCERA.
- (ii) Employees who are hired on or after December 1, 2012 will receive Tier B retirement benefits if they are not “New Members” as defined in Government Code §7522.04(f).

**Section 10.** Subsection (a)(3)(g) of Section 5.6.1 of the Compensation Ordinance is hereby added to read as follows:

**SECTION 5.6.1: RETIREMENT CONTRIBUTION OFFSET**

(g) “Tier C” Retirement Benefits.

Retirement benefits for employees who are hired on or after December 1, 2012 and are “New Members” as defined in Government Code §7522.04(f), shall be those established for “Tier C” of the General Retirement Program and “Tier C” of the Safety Retirement Program by resolutions adopted by the board on October 30, 2012, for eligible employees. Therefore, the resolutions apply to any “New Member” who commences employment for the County on or after December 1, 2012, including any employee who is appointed on or after December 1, 2012, to a position which makes that employee a new general member or a new safety member of SDCERA.

**Section 11.** Subsection (b)(3) of Section 5.6.2 of the Compensation Ordinance is hereby added to read as follows:

**SECTION 5.6.2: METHOD OF CALCULATION**

(b) Retirement Contribution Offset Provisions.

- (3) The prescribed rate of contribution for Employees who are in Tier C shall be 50 percent of the “Normal Cost Rate” as defined in Government Code §7522.30(b).

**Section 12.** Subsection (d)(3)(b) of Section 5.11.1 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 5.11.1: EMPLOYEE RECOGNITION AND AWARDS PROGRAM.**

(d) Method of Calculation.

(3) Maximum Award.

- (b) The Countywide Customer Service Super Hero Program and the Countywide Employee Wellness Incentive Program awards sponsored by the Department of Human Resources shall not be included in the maximum amount of the award.

**Section 13. Effective Date.** Section 5, 6, 7, 8, 9, 10, 11 and 12 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 14. Operative Date.** Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	2/8/2013
Section 2	2/8/2013
Section 3	2/8/2013
Section 4	2/8/2013
Section 5	1/11/2013
Section 6	1/11/2013
Section 7	1/11/2013
Section 8	1/11/2013
Section 9	1/11/2013
Section 10	1/11/2013
Section 11	1/11/2013
Section 12	1/11/2013

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 8<sup>th</sup> day of January, 2013.



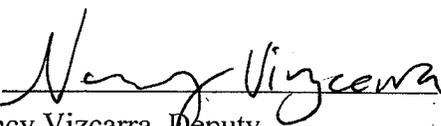
GREG COX  
Chairman, Board of Supervisors  
County of San Diego, State of California

The above Ordinance was adopted by the following vote:

AYES: Cox, Jacob, D. Roberts, R. Roberts, Horn

ATTEST my hand and the seal of the Board of Supervisors this 8<sup>th</sup> day January, 2013.

THOMAS J. PASTUSZKA  
Clerk of the Board of Supervisors

By   
Nancy Vizcarra, Deputy



Ordinance No. 10244 (N.S.)

01-08-2013 (16)