

**ORDINANCE NO. 10290 (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 designating the following job code/classification as "Terminal" effective November 1, 2013:

<u>Job Code No.</u>	<u>Job Code Title</u>
006104	Sr Fleet Technician (T)

**Section 2.** Section 1.7.23 of the Compensation Ordinance is hereby repealed.

**Section 3.** Section 1.12.12 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.12: ANNUAL PROFESSIONAL STIPEND. Eligible employees in the Deputy County Counsel classifications shall receive an annual one thousand and five hundred dollars (\$1,500) stipend for professional expenses. The County shall, on the payday for Payroll 05 of each year, pay such a stipend, included within the payroll check, to employees who are in job classifications in the CC and CS units in Payroll 04 of that year.

**Section 4.** Section 1.12.13 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.13: EDUCATIONAL/PROFESSIONAL STIPEND. Eligible employees shall receive an annual one thousand and five hundred (\$1,500) stipend for professional expenses. The County shall, on the payday for Payroll 03 of each year, pay such a stipend, by including it in the paycheck for that time period, to employees who are in job classifications in the PD and PM units in Payroll 02 of that year.

**Section 5.** Subsection (f) of Section 4.2.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.2: SICK LEAVE.

- (f) Payoff of Unused Sick Leave. Cash payment and credit toward retirement for employees' unused sick leave credits.
- (1) Ineligible for Compensation. Employees who enter County service on or after July 1, 1979 (June 25, 1981 for employees in classes designated DS and SM and June 30, 1979 for employees in classes designated SW) shall not be eligible for compensation for any of their unused sick leave credits, except for employees in classes designated EM, NA, NE and UM which are defined in subsection (h) (Conversion of Sick Leave Credits to Cash at Termination or Retirement) below.
  - (2) Eligible for Compensation. An employee who entered County service prior to July 1, 1979 (June 25, 1981 for employees in classes designated DS and SM and June 30, 1979 for employees in classes designated SW) with ten (10) or more years of continuous service during that employee's present employment who retires, voluntarily terminates, dies, discontinues earning sick leave credits by reason of that employee changing from being paid at a biweekly rate, is elected to County Office, or is laid off, shall be paid twenty-five percent (25%) of that employee's accumulated sick leave credits on one of the payout ranges below. An employee who received such compensation shall have no right to restoration of any sick leave credit upon return to County service. Use the table in subsection (a) below to determine the appropriate payout range for all eligible employees except MA and the table in subsection (b) to determine the appropriate payout range for eligible MA employees.

(a) Steps to Compute 25% Payout.

<b>All Eligible Employees (Except Employees in Classes Designated MA as of June 28, 1979)</b>		
\$ 0	To	\$ 6,000
6,001	To	7,000
7,001	To	8,000
8,001	To	9,000
9,001	To	10,000
10,001	To	11,000
11,001	To	12,000

(b) Steps to Compute 25% Payout - MA Classes.

Cash payout for unused sick leave credits shall not exceed the upper limit of the range at which the employee's unused credits lie as of June 28, 1979 (June 24, 1981 for employees in classes designated DS and SM and June 30, 1979 for employees in classes designated SW).

Steps to Compute 25% Payout.

1. Using above dates calculate the value of 25% of the final sick leave balance at the wage rate in effect on the applicable date shown above and identify the payout range in which this amount falls.
2. Calculate the value of 25% of the final wage rate.
3. The cash payout shall be the lesser of the upper limit of the range identified in step 1 or the calculated value from step 2.

<b>Employees in Classes Designated MA as of June 28, 1979</b>	
\$ 0 - 6,000	\$ 19,001 - 20,000
6,001 - 8,000	20,001 - 21,000
8,001 - 9,000	21,001 - 22,000
9,001 - 10,000	22,001 - 23,000
10,001 - 11,000	23,001 - 24,000
11,001 - 12,000	24,001 - 25,000
12,001 - 13,000	25,001 - 26,000
13,001 - 14,000	26,001 - 27,000
14,001 - 15,000	27,001 - 28,000
15,001 - 16,000	28,001 - 29,000
16,001 - 17,000	29,001 - 30,000
17,001 - 18,000	30,001 - 31,000
18,001 - 19,000	31,001 - 32,000

Cash payout for unused sick leave credits shall not exceed the upper limit of the range at which the employee's unused credits lie as of June 28, 1979.

Steps to Compute 25% Payout.

1. Using above dates calculate the value of 25% of the final sick leave balance at the wage rate in effect on the applicable date shown above and identify the payout range in which this amount falls.
2. Calculate the value of 25% of the final sick leave balance at the employee's final wage rate.
3. The cash payout shall be the lesser of the upper limit of the range identified in step 1 or the calculated value from step 2.

**Section 6.** Subsection (c)(2) of Section 4.2.23 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 4.2.23: EMPLOYEE POLL WORKER PROGRAM LEAVE.**

(c) Stipend Payment.

- (2) The stipend shall not be counted in any computation of the total wages or compensation paid the employee for his/her regular employment with the County for purposes of accumulation of retirement and leave earnings.

**Section 7.** Section 5.1.5 of the Compensation Ordinance is hereby repealed.

**Section 8.** Section 5.5.2 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 5.5.2: ELIGIBILITY.** Employees in job codes designated as EM, and NE.

**Section 9.** Effective Date. Sections 2, 3, 4, 5, 6, 7, and 8 of this ordinance affects 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.

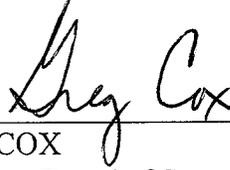
**Section 10.** Operative Date. Operative dates by specified section are listed in the table below.

<b>Section Number</b>	<b>Operative Date</b>
Section 1	11/1/2013
Section 2	10/4/2013
Section 3	10/4/2013
Section 4	10/4/2013
Section 5	10/4/2013
Section 6	10/4/2013
Section 7	10/4/2013
Section 8	10/4/2013

APPROVED AS TO FORM AND LEGALITY  
COUNTY COUNSEL

BY: William H. Songer, Senior Deputy County Counsel

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 24<sup>th</sup> day of September, 2013.



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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 24<sup>th</sup> day September, 2013.

THOMAS J. PASTUSZKA  
Clerk of the Board of Supervisors

By   
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Nancy Vizcaino, Deputy

Ordinance No. 10290 (N.S.)

09-24-2013 (14)

