

Meeting Date: 06/24/14 (13)

ORDINANCE NO 10344 (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 in the unclassified service, effective July 25, 2014:

Job Code No.	Job Code Title	Salary Range	Vari Entry	O/T	Rep Stat	Bene Prog
000926	Chief Nursing Officer	12	Y	X	UM	UCL

Section 2. Appendix One of the Compensation Ordinance is hereby amended by establishing the following job codes/classifications and compensation in the classified service, effective July 25, 2014:

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
002580	Information Technology Specialist					\$31,553.60 - \$67,683.20	Y	N	CEM	MGT
	15.17	32.54								
	1213.60	2603.20								
002581	Information Technology Analyst					\$72,883.20 - 88,566.40	Y	E	CEM	MGT
	35.04	42.58								
	2803.20	3406.40								
002582	Information Technology Principal					\$86,403.20 - \$120,120.00	Y	E	MA	MGT
	41.54	57.75								
	3323.20	4620.00								
005779	Process Server Supervisor					\$37,128.00 - \$45,115.20	Y	N	MM	NMG
	17.85	18.74	19.68	20.66	21.69					
	1428.00	1499.20	1574.40	1652.80	1735.20					

Section 3. Appendix One of the Compensation Ordinance is hereby amended by adjusting compensation for the following job codes/classifications in the classified service, effective June 27, 2014:

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
000737	General Support Aide					\$18,720.00 - \$22,963.20
	9.00	11.04				
	720.00	883.20				
000781	Election Worker I					\$18,720.00
	9.00					
	720.00					
000896	Temp Expert Prof Employee					\$20,800.00 - \$326,040.00
	10.00	156.75				

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
	800.00	12540.00				
000918	TEP Psychiatrist Spec Assign					
	10.00	156.75				\$20,800.00 - \$326,040.00
	800.00	12540.00				
000919	Temp Expert Prof Emp-MD,DO,DVM					
	10.00	156.75				\$20,800.00 - \$326,040.00
	800.00	12540.00				

Section 4. Appendix One of the Compensation Ordinance is hereby amended to change class characteristics for the following job code/classification effective July 25, 2014:

Job Code No.	Job Code Title	Salary Range	Vari Entry	Rep O/T	Stat	Bene Prog
006327	Dist Mgr, Parks & Recreation			E		

Section 5. Appendix One of the Compensation Ordinance is hereby amended by re-titling the following job code/classification, effective July 25, 2014:

	<u>Job Code No.</u>	<u>Job Code Title</u>
From:	003809	Cadastral Supervisor II
To:	003809	Cadastral Supervisor

Section 6. Appendix One of the Compensation Ordinance is hereby amended by removing the "Terminal" designation for the following job code/classification effective July 25, 2014:

<u>Job Code No.</u>	<u>Job Code Title</u>
000339	Chief Public Defender Invest

Section 7. Appendix One of the Compensation Ordinance is hereby amended by designating the following job codes/classifications as "Terminal" (T), effective July 25, 2014:

<u>Job Code No.</u>	<u>Job Code Title</u>
000998	ERP System Administrator (T)
002442	ERP Systems Functional Analyst (T)
002443	ERP Systems Specialist (T)
002484	Crime Analyst (T)
002485	Senior Crime Analyst (T)
002488	Criminal Intelligence Analyst (T)
002560	Departmental Information Technology Coordinator (T)
002561	Departmental Technology Systems Specialist (T)
002562	Departmental Technology Systems Technician (T)

Section 8. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classifications, effective July 25, 2014:

<u>Job Code No.</u>	<u>Job Code Title</u>
002710	Jr Clerk (T)
002724	Sr Transcriber (T)
002903	Legal Procedures Clerk I (T)
002907	Legal Procedures Clerk II (T)
003820	Cadastral Supervisor I
004560	Chief Nurse, Public Health
005396	Entomology/Apiary Spec (T)

Section 9. Section 1.4.3 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.4.3: ADVANCEMENT WITHIN RANGE: BIWEEKLY RATE EMPLOYEES.

- (a) Employed Before July 1, 1974. Persons employed as of June 30, 1974, paid at a biweekly rate, having an appointment as a result of blanketing-in, suspension of competitive examination, or certification from an eligible list, who have served in class for at least twenty-six (26) weeks at Step 1, 2, 3, or at least fifty-two (52) weeks at Steps 4,5, or 6, shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed herein for the class. This provision shall apply as long as the employee has unbroken service, even though the employee may change class.
- (b) Employed July 1, 1974 or Subsequently. Persons employed on July 1, 1974 or subsequently, paid at a biweekly rate, having an appointment as the result of suspension of competitive examination, or certification from an eligible list, and who have served in class for at least the number of hours equivalent to twenty-six (26) weeks of full-time service at Step 1, or the number of hours equivalent to fifty-two (52) weeks of full-time service at Step 2 or higher, shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed herein for the class.

Eligible Classes: Classes designated DS (except 005746 Deputy Sheriff and 005757 Deputy Sheriff – Detentions/Court Services) and SM

- (c) Employed between July 1, 1974 and June 27, 2013. Except for employees in eligible classes listed in (d) below, persons appointed between July 1, 1974 and June 27, 2013 paid at a biweekly rate, having an appointment as a result of suspension of competitive examination, or certification from an eligible list, and who have served in class for at least twenty-six (26) weeks at Step 1, or at least fifty-two (52) weeks at Step 2, 3, 4, 5, 6, 7 and 8 shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed herein for the class.
- (d) Employed June 28, 2013 or subsequently. Persons appointed on June 28, 2013 or subsequently, paid at a biweekly rate, having an appointment as the result of suspension of competitive examination, or certification from an eligible list, and who have served in class for at least the number of hours equivalent to fifty-two (52) weeks of full-time service at any step in the range shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed for the class.

Eligible Classes: Classes designated AM, AS, CE, CEM, CR, DA, DI, DM and MA

- (e) Employed September 24, 2013 or subsequently. Persons appointed on September 24, 2013 or subsequently, paid at a biweekly rate, having an appointment as the result of suspension of competitive examination, or certification from an eligible list, and who have served in class for at least the number of hours equivalent to fifty-two (52) weeks of full-time service at any step in the range shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed for the class.

Eligible Classes: Classes designated PO

- (f) Employed October 8, 2013 or subsequently. Persons appointed on October 8, 2013 or subsequently, paid at a biweekly rate, having an appointment as the result of suspension of competitive examination, or certification from an eligible list, and who have served in his/her class for at least the number of hours equivalent to fifty-two (52) weeks of full-time service at any step in the range shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed for the class.

Eligible Classes: Classes designated AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW

- (g) Employed December 3, 2013 or subsequently. Persons appointed on December 3, 2013 or subsequently, paid at a biweekly rate, having an appointment as the result of suspension of competitive examination, or certification from an eligible list, and who have served in his/her class for at least fifty-two (52) weeks at the respective step, shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed herein for his/her class.

Eligible Classes: Classes designated CM

Section 10. Subsection (b) of 1.4.4 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.4.4: ADVANCEMENT WITHIN RANGE: HOURLY RATE EMPLOYEES.

- (b) Employed July 1, 1974 or Subsequently. Persons employed on July 1, 1974 or subsequently, paid at an hourly rate, having an appointment as the result of suspension of competitive examination, or certification from an eligible list, and who have served in class for at least the number of hours equivalent to twenty-six (26) weeks of full-time service at Step 1, or the number of hours equivalent to fifty-two (52) weeks of full-time service at Step 2, or higher shall advance on the first day of the next succeeding biweekly pay period to the next higher step within the range prescribed herein for the class.

Section 11. Section 1.4.5 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.4.5: ADVANCEMENT WITHIN RANGE: DEPUTY SHERIFF CLASS 005746.

- (a) Employees in Class 005746, Deputy Sheriff, having an appointment as a result of certification from an eligible list, shall advance within range as follows:
- (1) Employees shall enter at Step 2.
 - (2) Following completion of service in class of at least the number of hours equivalent to fifty-two (52) weeks of full-time service, employees shall advance to Step 3.
 - (3) Following completion of service in class of at least the number of hours equivalent to twenty-six (26) weeks of full-time service at Step 3, employees shall advance to Step 4.
 - (4) Following completion of service in his/her class of at least the number of hours equivalent to fifty-two (52) weeks of full-time service at Step 4, 5, or 6, employees shall advance to the next higher step within the range.
 - (5) Following completion of service in his/her class of at least twelve (12) full months of continuous paid regular service at step 7, the employee shall advance to step 8 of the range prescribed for Class 5746. Step 8 shall be approximately ten percent (10%) above step 7. This rate shall be determined by multiplying the hourly rate at step 7 by a factor of 1.1 and rounding upward to the next cent any resulting fraction of a cent over .005.

- (6) Following completion of service in his/her class of at least the number of hours equivalent to fifty-two (52) weeks of full-time service at Step 8 or higher, employees shall advance to the next higher step within the range.
- (b) Equivalent Hours. For the purpose of this section, the equivalent number of hours is the same as those set forth in Section 1.4.4(f) (Equivalent Hours).

Section 12. Section 1.4.12 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.4.12: ADVANCEMENT WITHIN RANGE, DEPUTY SHERIFF - DETENTIONS/COURT SERVICES. Every employee in class 005757, Deputy Sheriff – Detentions/Court Services, having graduated from an approved academy, shall advance within range as follows:

- (a) The employee shall enter at Step 1 on the first day of the first biweekly pay period following graduation from an approved Academy.
- (b) Following completion of twenty-six 26 weeks of full-time service at Step 1, the employee shall advance to Step 2.
- (c) Following completion of twenty-six 26 weeks of full-time service at Step 2, the employee shall advance to Step 3.
- (d) Following completion of at least fifty-two 52 weeks of full-time service at Step 3, 4, 5, or 6, the employee shall advance to the next higher step within the range prescribed for his or her class.
- (e) Following completion of service in his or her class of at least one hundred four (104) weeks of continuous paid regular service at Step 7, shall advance to Step 8 of the range prescribed for his or her class.
- (f) Following completion of service in his/her class of at least one hundred fifty-six (156) weeks of continuous paid regular service at Step 8, shall advance to Step 9 of the range prescribed for his or her class.
- (g) Following completion of service in his/her class of at least fifty-two (52) weeks of full-time paid regular service at Step 9 or higher, shall advance to the next Step of the range prescribed for his or her class.

Section 13. Subsection (b)(2) of 1.13.3 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.3: CHARGES FOR MAINTENANCE

- (b) County Owned and Maintained Housing Facilities.

- (2) Charges for specific living quarters shall be based upon a determination of the class in which each house, apartment, or room shall be included, made by resolution of the Board of Supervisors. Employees shall be charged at the biweekly rate; however, when computing the charges for a portion of a biweekly pay period, the daily rate shall be used. Charges for living quarters shall be paid by employees or deducted from employees' compensation at the end of the pay period for which the living quarters are furnished.

Class	Description	Biweekly Rate
1	1 BR/ 1 BA Mobile Home	46.23
2	2 BR / 1 BA Mobile Home	55.53
3	2 BR / 2 BA Mobile Home	64.76
4	1 BR / 1 BA Apartment	46.23
5	2 BR / 1 BA Apartment	63.94
6	3 BR / 1 BA Apartment	64.76
7	3 BR / 1-1/2 - 2 BA Apartment	74.02

Class	Description	Biweekly Rate
8	1 BR / 1 BA House	55.53
9	2 BR / 1 BA House	64.84
10	2 BR / 2 BA House or 3 BR / 1 BA House	74.02
11	3 BR / 1-1/2 - 2 BA House	83.24
12	4 BR / 2 BA House	212.73

Section 14. Section 2.1.8 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.8: LUMP SUM PAYMENTS FISCAL YEAR 2014/2015.

(a) Fiscal Year 2014/2015. A one-time lump sum payment of 2% of individual annualized compensation shall be paid to all eligible County employees in addition to the regular compensation for work performed during the payout pay period.

(1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2013/2014.

Eligible Classes. All classes designated AM, AS, CC, CE, CEM, CM, CR, CS, DA, EM, MA, NA, NE, NM, NS, PD, PM, PO, SO and UM.

(2) Payroll Calculation. Such one-time payment of 2% annualized compensation shall:

- (a) Be subject to normal deductions;
- (b) Not modify the salary base or computations of premiums or bonuses;
- (c) Not continue beyond Fiscal Year 2014/2015;
- (d) Deduct \$250 from employees in classes designated CR.

(3) Conditions. This payment is made unconditionally to all eligible employees and is not related to the quality or quantity of the employee's past or future service.

(4) Payment Date. This payment shall be made on July 18, 2014.

(b) Fiscal Year 2014/2015. A one-time monetary payment equivalent to 2% of individual annualized compensation shall be paid over six (6) pay periods to all regular employees in eligible classes listed below in addition to the regular compensation for work performed. The 2% one-time payment shall be paid out in six equal payments, to be paid with the first payday of each month. Part time employees shall receive a pro-rated amount according to their standard hours.

(1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2013/2014. In no event shall an employee be entitled to these provisions if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year or if they are no longer employed on the date of payment.

Eligible Classes. All classes designated: AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW.

(2) Payroll Calculation. Such one-time monetary payment equivalent to 2% annualized compensation shall:

- (a) Be subject to normal deductions;
- (b) Not modify the salary base or computations of premiums or bonuses;

(c) Not continue beyond Fiscal Year 2014/2015.

(3) Conditions. This payment is made unconditionally to all eligible employees and is not related to the quality or quantity of the employee's past or future service.

(4) Payment Date. The 2% one-time payment shall be paid out in six equal payments to be paid with the first payday of each month.

(c) Effective June 27, 2014. A one-time lump sum payment of \$750.

(1) Eligibility. All regular employees in eligible classes listed below who have paid service during pay period commencing June 13, 2014.

Eligible Classes. All classes designated: DS or SM.

(2) Payroll Calculation. Such one-time payment of \$750 shall:

(a) Be subject to normal deductions;

(b) Not modify the salary base or computations of premiums or bonuses;

(c) Not continue beyond Fiscal Year 2014/2015;

(d) Not be paid to an employee no longer employed by the County on the date of payment.

(3) Payment Date. This payment shall be made on July 18, 2014 for all eligible classes.

Section 15. Section 5.6.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.6.2: METHOD OF CALCULATION.

(a) The percentage of the employee's actual prescribed rate of contribution to the San Diego County Employees Retirement Association shall be as specified in subsection (b) Retirement Contribution Offset Provisions below.

(b) Retirement Contribution Offset Provisions.

(1) Employees who are in Tier A or Tier I

(a) Effective July 13, 2012:

Tier A Effective July 13, 2012		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:
PO, SO	1.5%	3.0%
SS	1.75%	3.5%
CR	2.25%	4.5%

Tier A Effective July 13, 2012		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:
CL, CM, FS, HS, SW	1.5%	3.0%
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, PD, PM, PR, PS, RN	2.25%	4.5%
EM, EO, NA, NE, NM, NS, UM	7.0%	7.0%
DS, SM	7.0%	7.0%
DI, DM	9.5%	11.755%

(b) Effective December 27, 2013:

Tier A Effective December 27, 2013		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:
AM, AS, CC, CS, DA, PD, PM	0.75%	3.0%
SS	1.17%	2.33%
AE, CE, CEM, CL, CR, FS, HS, MA, MM, PR, PS, RN, SW	1.5%	3.0%
PO, SO	1.0%	2.0%
EM, EO, NA, NE, NM, NS, UM	4.67%	4.67%
DI, DM	0%	0%

(c) Effective June 27, 2014:

Tier A Effective June 27, 2014		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:
DS, SM	2.33%	2.33%

(2) Employees who are in Tier B, by Union Code

(a) Effective July 13, 2012:

Tier B Effective July 13, 2012		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:
PO, SO	1.0%	2.0%
SS	1.25%	2.5%
CR	1.75%	3.5%
CL, CM, FS, HS, SW	1.0%	2.0%
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, PD, PM, PR, PS, RN	1.75%	3.5%
EM, EO, NA, NE, NM, NS, UM	6.0%	6.0%
DS, SM	6.0%	6.0%
DI, DM	9.5%	10.755%

(b) Effective July 1, 2013:

Tier B Effective July 1, 2013		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:
PO, SO	1.0%	2.0%
SS	1.25%	2.5%
CR	1.75%	3.5%
CL, CM, FS, HS, SW	1.0%	2.0%
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, PD, PM, PR, PS, RN	1.75%	3.5%
EM, EO, NA, NE, NM, NS, UM	6.0%	6.0%
DS, SM	Hired prior to 7/1/2013: 6.0% Hired on or after 7/1/2013: 3.0%	6.0%
DI, DM	9.5%	10.755%

(c) Effective December 27, 2013:

Tier B Effective December 27, 2013		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:
AM, AS, CC, CS, DA, PD, PM	0.25%	2.0%
SS	0.83%	1.67%
CL, FS, HS, SW	1.0%	2.0%
AE, CE, CEM, CR, MA, MM, PR, PS, RN	1.17%	2.33%
PO, SO	.67%	1.34%
EM, EO, NA, NE, NM, NS, UM	4.0%	4.0%

Tier B Effective December 27, 2013		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:
DI, DM	0.0%	0.0%

(d) Effective June 27, 2014:

Tier B Effective June 27, 2014		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:
DS, SM	Hired prior to 7/1/2013: 2% Hired on or after 7/1/2013: 1%	2%

- (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).
- (4) Effective June 9, 2017, the County's retirement contribution offset shall be eliminated for bargaining units designated AE, CL, CM, FS, HS, MM, PR, PS, RN, SS, and SW.
- (5) Effective the final pay period in fiscal year 2017/2018, the County's retirement contribution offset shall be eliminated for bargaining units designated DS and SM.

Section 16. Effective Date. Sections 3, 9, 10, 11, 12, 13, 14 and 15 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.

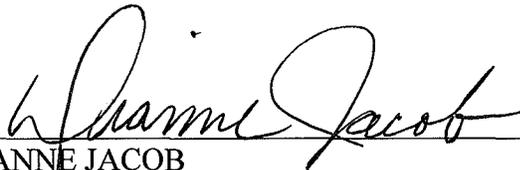
Section 17. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	07/25/2014
Section 2	07/25/2014
Section 3	06/27/2014
Section 4	07/25/2014
Section 5	07/25/2014
Section 6	07/25/2014
Section 7	07/25/2014
Section 8	07/25/2014
Section 9	06/27/2014
Section 10	06/27/2014
Section 11	06/27/2014
Section 12	06/27/2014
Section 13	06/27/2014
Section 14	06/27/2014
Section 15	06/27/2014

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL

BY: Dennis I. Floyd, Senior Deputy County Counsel

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 24th day of June, 2014.



DIANNE JACOB
Chairwoman, 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 24th day of June, 2014.

THOMAS J. PASTUSZKA
Clerk of the Board of Supervisors

By 
Christina Gomez, Deputy



Ordinance No. 10344 (N.S.)

06-24-14 (13)