

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

ORDINANCE NO 10432 (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 non-represented job code/classification and compensation, effective July 28, 2016:

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 Minimum	Annual Salary Maximum	Vari Entry	O/T	Rep Stat	Bene Prog
000398	Management Fellow										
	20.01					\$41,620.80		Y	N	NS	UCL
	1600.80										

Section 2. Appendix One of the Compensation Ordinance is hereby amended by establishing the following job codes/classifications and compensation in the unclassified service, effective July 28, 2016:

Job Code No.	UCE Range	Vari Entry	O/T	Rep Stat	Bene Prog	
000322	Financial Policy and Plng Mgr	15	Y	X	UM	UCL
000376	Chief Medical Officer	22	Y	X	UM	UCL
002261	Director of Integrative Svcs	20	Y	X	EM	UCL

Section 3. Appendix One of the Compensation Ordinance is hereby amended by amending the compensation and class characteristics for the following job codes/classifications from the classified service to the unclassified service, effective July 28, 2016:

Job Code No.	Approx Annual Minimum	Annual Salary Maximum	O/T	Rep Stat	UCE Range
002447	Debt & Capital Finance Officer		X	UM	9
004128	Chief, TB Control & Border Hlh		X	UM	19

Section 4. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following job code/classification in the unclassified service, effective July 8, 2016:

Job Code No.	UCE Range	
002240	Chief Operations Officer, HHSA	21

Section 5. Appendix One of the Compensation Ordinance is hereby amended by amending the compensation for the following non-represented job codes/classifications, effective July 8, 2016:

Job Code No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Approx Minimum	Annual Salary Maximum
000373	Legislative Assistant II (B/S)						
	22.83	72.19				\$47,476.00	\$150,155.20
	1826.00	5775.20					
000240	Asst District Attorney						
	88.96	127.74				\$185,036.80	\$265,699.20
	7116.80	10219.20					

Section 6. Appendix One of the Compensation Ordinance is hereby amended by amending the compensation for the following non-represented job codes/classifications, effective July 8, 2016:

Job Code No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Approx Minimum	Annual Salary Maximum
000918	TEP - Psychiatrist Spec Assign						
	24.04	156.75				\$50,003.20	\$326,040.00
	1923.20	12540.00					
000919	Temp Expert Prof Emp-MD,DO,DVM						
	24.04	156.75				\$50,003.20	\$326,040.00
	1923.20	12540.00					

Section 7. Appendix One of the Compensation Ordinance is hereby amended by amending the compensation for the following non-represented job code/classification, effective July 28, 2016:

Job Code No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Approx Minimum	Annual Salary Maximum
000348	CAO Staff Officer						
	24.04	42.02				\$50,003.20	\$87,401.60
	1923.20	3361.60					

Section 8. Appendix One of the Compensation Ordinance is hereby amended by amending the class characteristics for the following non-represented job code/classification, effective July 8, 2016:

Job Code No.	O/T
000372	Legislative Assistant I (B/S) N
005497	Airport Operations Coord N

Section 9. Appendix One of the Compensation Ordinance is hereby amended by re-titling the following job codes/classifications, effective August 5, 2016:

	<u>Job Code</u> <u>No.</u>	<u>Job Code Title</u>
From:	003677	Electrical Specialist
To:	003677	Wastewater Electrical Ctrl Spec
From:	004128	Chief, TB Control & Border Hlh
To:	004128	Public Health Medical Officer
From:	004132	Medical Dir, Sheriff's Detent
To:	004132	Sheriff's Chief Medical Officer
From:	004615	Nurse Assistant – Certified
To:	004615	Certified Nurse Assistant

Section 10. Appendix One of the Compensation Ordinance is hereby amended by designating the following job codes/classifications as "Terminal" effective August 5, 2016:

<u>Job Code No.</u>	<u>Job Code Title</u>
005743	Supv Crime Prevention Spec (T)
006230	Plumber Assistant (T)

Section 11. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classifications, effective August 5, 2016:

<u>Job Code No.</u>	<u>Job Code Title</u>
002363	Personnel Research Psychologist
002376	Telephone Systems Spec (T)
002400	Sr Personnel Research Psych
002404	Grants & Revenue Coord, DA
002439	Labor Relations Technician
002484	Crime Analyst (T)
002488	Criminal Intellig Analyst (T)
002495	Collections Service Mgr
003048	Publications Technician
004230	Veterinary Pathologist
005289	Health & Human Svcs Admin (T)
005970	Sign Painter
006305	Gardener
006310	Supv Gardener
007518	Public Works Trainee

Section 12. Section 1.7.7 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.7.7: ASSIGNMENT PREMIUMS (CM UNIT ONLY). The premium compensation set forth in this Section shall apply to time worked and shall not apply toward paid time off or to terminal pay off.

(a) Certain Equipment Operators.

(1) Employees in classes listed below shall be paid fifty cents (\$0.50) per hour premium while tree trimming. The department will determine which tasks are appropriate to earn the premium. These tasks may include but not limited to: Tasks requiring the wearing of personal protective equipment and requiring the use of chainsaws.

Eligible Classes:

Eligible Classes:

006023	Road Maintenance Worker
006035	Equipment Operator
006036	Sr Equipment Operator
006345	Sr Park Maintenance Worker
006347	Park Maintenance Worker
007540	Construction & Services Worker

- (2) Employees in classes listed below shall be paid a twenty-five cents (\$0.25) per hour premium while operating a motor sweeper.

Eligible Classes:

006023	Road Maintenance Worker
006035	Equipment Operator
006036	Sr Equipment Operator
007001	Airport Technician
007540	Construction & Services Worker

Section 13. Subsection (f) of Section 1.8.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.2: WORK LOCATION PREMIUMS.

- (f) Locked Facilities Premium. Eligible employees in the classes listed below shall be compensated an additional twenty-five cents (\$.25) per hour for each hour worked in a locked facility in the Sheriff's Department. This premium shall apply to time worked and shall not apply towards paid time off or to terminal payoff.

Eligible Classes:

002650	Stock Clerk
005884	Building Maintenance Engineer
005885	Building Maintenance Supervisor
005905	Carpenter
005920	Electrician
005930	Mason
005940	Painter
005950	Plumber
005960	Air Conditioning & Refrigeration Mechanic
006161	Electronic Security & Systems Technician
006180	Welder
006200	Building Maintenance Assistant
006204	Carpenter Assistant
006224	Painter Assistant
006230	Plumber Assistant (T)
006410	Senior Cook
006510	Senior Laundry Worker
007030	Senior Custodian
007099	Sheriff's Range Guard

Section 14. Section 1.12.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.2: PHYSICIAN CLASSES BOARD CERTIFICATION BONUSSES.

- (a) Board Certification. Eligible employees shall be paid at a rate approximately ten percent (10%) higher than prescribed for his/her class upon furnishing satisfactory evidence that he/she has earned a valid certificate issued by the American Board in the medical specialty determined by the Director to be especially suited to

the position he/she holds.

Eligible Classes:

000304	EMS Medical Director
000335	Clinical Director, Mental Health Services
000340	Medical Director
000376	Chief Medical Officer
000919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
000922	Deputy Public Health Officer
002118	Children's Medical Health Officer
002213	Deputy Director, Mental Health Services
002221	Public Health Officer
002239	Dir, Behavioral Health Services
004124	Chief, Maternal & Child Health
004127	Community Epidemiology Control Officer
004128	Public Health Medical Officer
004132	Sheriff's Chief Medical Officer
004162	Consultant in Internal Medicine
004184	Radiologist
004185	Pediatrician
004190	Sheriff's Detentions Physician
004192	Senior Physician
004193	Physician
004195	Supervising Psychiatrist
004196	Psychiatrist
004199	Psychiatrist-Specialist

- (b) Board Certification and Subspecialty. Eligible employees shall be paid at a rate approximately fifteen percent (15%) higher than prescribed for his/her class upon furnishing satisfactory evidence that he/she has earned a valid certificate issued by the American Board in the medical subspecialty determined by the Director to be especially suited to the position he/she holds.

Eligible Classes:

000304	EMS Medical Director
000335	Clinical Director, Mental Health Services
000340	Medical Director
000376	Chief Medical Officer
000919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
000922	Deputy Public Health Officer
002118	Children's Medical Health Officer
002213	Deputy Director, Mental Health Services
002221	Public Health Officer
002239	Dir, Behavioral Health Services
002285	Chief Dep Medical Examiner
004124	Chief, Maternal & Child Health
004127	Community Epidemiology Control Officer
004128	Public Health Medical Officer
004132	Sheriff's Chief Medical Officer
004162	Consultant in Internal Medicine
004190	Sheriff's Detentions Physician
004192	Senior Physician
004193	Physician
004195	Supervising Psychiatrist
004196	Psychiatrist
004199	Psychiatrist-Specialist

Section 15. Subsection (a)(1) of Section 1.12.4 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.4: MASTER OF SOCIAL WORK (MSW).

(a) **Application.**

- (1) An employee in an eligible class shall be paid fifty dollars (\$50) biweekly upon furnishing satisfactory evidence that he/she possesses a Master of Social Work (MSW) degree. Employees in classes 005270, Social Work Supervisor, 005297, Human Services Program Manager, and 005298 Human Services Operations Manager must be performing either adult protective services work or children protective services work to be eligible for this premium.

Eligible Classes:

005203	Aging Program Specialist I
005204	Aging Program Specialist II
005205	Aging Program Specialist III
005237	Adult Protective Services Specialist
005238	Sr Adult Protective Services Specialist
005239	Adult Protective Services Supervisor
005242	Child Welfare Services Policy Analyst
005253	Protective Services Worker
005254	Sr Protective Services Worker
005259	Protective Services Supervisor
005270	Social Work Supervisor (in adult protective services work or children protective services)
005290	Protective Services Program Manager
005297	Human Services Program Mgr (in adult protective services work or children protective services)
005298	Human Services Operations Mgr (in adult protective services work or children protective services)

Section 16. Subsection (b)(2) of Section 1.13.3 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.3: CHARGES FOR MAINTENANCE. In the following cases where full or part time maintenance is furnished, employees shall be charged the following amounts:

(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	46.41
2	2 BR / 1 BA Mobile Home	55.74
3	2 BR / 2 BA Mobile Home	65.01
4	1 BR / 1 BA Apartment	46.41
5	2 BR / 1 BA Apartment	64.19
6	3 BR / 1 BA Apartment	65.01

Class	Description	Biweekly Rate
7	3 BR / 1-1/2 - 2 BA Apartment	74.31
8	1 BR / 1 BA House	55.74
9	2 BR / 1 BA House	65.09
10	2 BR / 2 BA House or 3 BR / 1 BA House	74.31
11	3 BR / 1-1/2 - 2 BA House	83.56
12	4 BR / 2 BA House	213.56

Section 17. Subsection (c)(4) of Section 1.13.9 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.9: UNIFORM ALLOWANCE (INITIAL ISSUE AND MAINTENANCE).

(c) Uniform Allowance - Other.

- (4) Initial Issue and Uniform Maintenance/Replacement Rates by Class. Employees who receive a uniform allowance are required to wear a uniform at all times. For purposes of computing the correct payment amount, three-thirds (3/3) of the uniform allowance is as follows for the listed eligible classes:

Class No.	Title	Three-Thirds (3/3) Allowance
004548	Sheriff's Detentions Nurse	300
004615	Certified Nurse Assistant	300
004618	Psychiatric Technician	300
004625	Licensed Vocational Nurse	300
004626	Sheriff's Detentions LVN	300
005700	Animal Care Attendant	650
005702	Supervising Animal Care Attendant	650
005703	Animal Control Officer	650
005710	Registered Veterinary Technician	650
005711	Supervising Animal Control Officer	650
005748	Community Service Officer	650
006019	Road Crew Supervisor	400
006023	Road Maintenance Worker	550
006025	Road Structure Worker I	550
006026	Road Structure Worker II	550
006027	Road Structure Worker III	550
006028	Road Structures Supervisor (T)	400
006035	Equipment Operator	550
006036	Senior Equipment Operator	550
006332	Park Ranger	800
006342	Senior Park Ranger	800
006343	Supervising Park Ranger	800
006410	Senior Cook	400

Class No.	Title	Three-Thirds (3/3) Allowance
006411	Cook	400
006415	Food Services Worker	400
007089	Solid Waste Site Supervisor	400

Section 18. Subsections (a)(1) and (2) of Section 1.13.10 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 1.13.10: UNIFORM ALLOWANCE (INITIAL ISSUE AND MAINTENANCE / REPLACEMENT).

(a) Hard Toe Shoes/Non-slip Safety Shoes:

- (1) Employees in the following classes shall be reimbursed or issued a voucher for:

One hundred fifty-five dollars (\$155) for departmental approved, hard-toe shoes or non-slip safety shoes. If hard-toe shoes or non-slip safety shoes are deemed appropriate by the department for employees in other classes, these employees shall also be reimbursed or issued a voucher for one hundred fifty-five dollars (\$155) for departmental approved hard-toe shoes. Employees may accrue up to three (3) years' worth of reimbursement for the purchase of safety footwear. Employees who do not spend one hundred fifty-five dollars (\$155) in the previous fiscal year shall have up to three hundred ten dollars (\$310) available in the second year. Employees who do not spend one hundred fifty-five dollars (\$155) in each of the two (2) previous fiscal years shall have up to four hundred sixty-five dollars (\$465) available in the third year. Maintenance after purchase and reimbursement will be the responsibility of the employee. A portion of the reimbursement allowance can also be used for shoe repair and inserts.

Hard-Toe Shoes/Non-Slip Safety Shoes

Eligible Classes:

006035	Equipment Operator
006036	Sr Equipment Operator
006345	Sr Park Maintenance Worker
006347	Park Maintenance Worker
007030	Sr Custodian
007035	Healthcare Agency Housekeeper
007036	Sr Healthcare Agency Housekeeper
007070	Wastewater Plant Operator II
007071	Wastewater Plant Operator I
007515	Stores Delivery Driver
007540	Construction & Services Worker

- (2) Employees in the following classes shall be reimbursed:

One hundred and fifty-five dollars (\$155) upon proof of purchase of departmental approved hard-toe shoes or non-slip safety shoes. If hard-toe shoes or non-slip safety shoes are deemed appropriate by the department for employees in other classes, these employees shall also be reimbursed. Employees may accrue up to three (3) years' worth of reimbursement for the purchase of safety footwear. Employees who do not spend one hundred and fifty-five dollars (\$155) in the previous fiscal year shall have up to three hundred and ten dollars (\$310) available in the second year. Employees who do not spend one hundred and fifty-five dollars (\$155) in each of the two (2) previous fiscal years shall have up to four hundred and sixty-five dollars (\$465) available in the third year. Maintenance after purchase and reimbursement will be the responsibility of the employee. A portion of the reimbursement allowance can also be used for shoe repair.

(a) Hard Toe Shoes.

Eligible Classes:

002660	Storekeeper
002664	Pharmacy Stock Clerk (Jail)
002666	Property & Salvage Worker
002667	Sr Property & Salvage Worker
002713	Sheriff's Property & Evidence Specialist II
003588	Code Enforcement Officer
003589	Code Enforcement Coordinator
003715	Building/Enforcement Supervisor
004260	Pharmacy Technician (Jail Pharmacies only)
005785	Sheriff's Property Investigators
005787	Sheriff's Property & Evidence Manager
005793	Sheriff's Property & Evidence Custodian
006019	Road Crew Supervisor
007068	Wastewater Facilities Supervisor
007069	Wastewater Plant Operator III
007083	Sewer Construction & Maintenance Worker

(b) Non Slip Safety Shoes.

Eligible Classes:

004317	Disease Research Scientist
004318	Histology Technician
004319	Senior Histology Technician
005710	Registered Veterinary Technician

And classes designated: AE, CL, FS, MM, PR or PS when deemed appropriate by the department.

Section 19. Section 2.1.5 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.5: "PASS THROUGH" PAYMENTS: In recognition of the fact that the State of California has designated funds for the direct compensation of certain designated employees who provide health care services in Skilled Nursing Facilities; the monies involved derive directly from the State of California and not from the funds of the County of San Diego; the State of California seeks to "pass through" compensation for health care employees who are assigned to provide direct patient care at skilled nursing facilities for which the County receives funds through the State of California pursuant to the provisions of Welfare and Institutions Code Section 14110.6.

Edgemoor "Pass Through" Premium Pay: Eligible employees in the following classes shall receive "Edgemoor Pass Through" premium pay up to a maximum of 10% calculated on their base hourly pay rate. This premium shall apply to all paid hours and shall not apply towards terminal payoff.

<u>Class No.</u>	<u>Class Title</u>
002650	Stock Clerk
004465	Nutritionist
004538	Staff Nurse
004615	Certified Nurse Assistant
004625	Licensed Vocational Nurse
004770	Dietitian
005884	Building Maintenance Engineer
005905	Carpenter
005920	Electrician
005940	Painter
005967	Senior Painter

<u>Class No.</u>	<u>Class Title</u>
006200	Building Maintenance Engineer Assistant
006410	Senior Cook
006411	Cook
006415	Food Services Worker
007030	Senior Custodian
007035	Healthcare Agency Housekeeper
007036	Sr Healthcare Agency Housekeeper
007514	Shuttle Bus Driver
007540	Construction & Services Worker

Payment of the “Edgemoor Pass Through” premium pay is contingent upon continuation of funding by the State of California or, if such funding is not continued, shall be at the discretion of the County.

Section 20. Subsection (b) of Section 4.2.9 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.9: SICK LEAVE – TEMPORARY EMPLOYEES.

- (b) Eligibility to Earn: Employees are eligible to earn sick leave under this section if they work in one of the following temporary classifications for 30 days or more within a twelve month period.

Eligible Classes:

<u>Class No.</u>	<u>Title</u>
000735	Park Attendant (Seasonal)
000777	Election Worker IV
000779	Election Worker III
000780	Election Worker II
000790	Election Worker Specialist
000904	Student Worker – High School
000905	Student Worker – Undergraduate
000906	Student Worker – Graduate/Technical
000896	Temporary Expert Professional Employee
000918	Temporary Expert Professional Employee – Psychiatrist Special Assignment
000919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
002910	Graduate Law Clerk

Section 21. Section 5.13.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.13.1: HEALTH INSURANCE BENEFITS FOR HOURLY AND SPECIAL RATE EMPLOYEES.

Unless additional or different health insurance benefits are mandated by federal or state law, Hourly or Special Rate employees, not otherwise eligible for health insurance pursuant to the Section 5.1.6 (FLEXIBLE BENEFITS PLAN), shall be eligible for health insurance benefits:

- (a) Eligibility: A newly hired Hourly or Special Rate employee shall become eligible for health insurance upon his/her hire date. The effective date of coverage shall be the first day of the month following his/her hire date.
- (b) Employees eligible for coverage under this section will be enrolled in the County’s least costly health plan. An employee eligible for coverage under this section may elect employee only coverage, or they may choose coverage for themselves and their dependents.

For purposes of this section, the term “dependent” means a spouse or domestic partner (as defined in Compensation Ordinance §1.1.3) or a child (as defined in 26 USC §152(f)(1)) of an employee or child of a

domestic partner who has not attained age 26. A child attains age 26 on the 26th anniversary of the date the child was born.

(c) Employee Contribution

- (1) Eligible employees' monthly contribution for self-only coverage shall be the lesser of the actual cost of the premium, or a rate calculated per the IRS Applicable Percentage Table to determine affordability. This rate shall be calculated in accordance with the Rate of Pay Safe Harbor regulations found in the Patient Protection and Affordable Care Act.
- (2) Eligible employees' monthly contribution for employee plus dependants shall be the contribution required by subsection (1) above plus the difference between the premium for employee only coverage and employee plus dependent coverage.
- (3) Employees who enroll in coverage (either self-only or for employee plus dependents) but fail to pay their share of the premium on a timely basis, will not be entitled to coverage for the period for which the premium is not timely paid.

Section 22. Effective Date. Sections 1, 2, 3, 4, 5, and 7 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 23. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	07/28/2016
Section 2	07/28/2016
Section 3	07/28/2016
Section 4	07/08/2016
Section 5	07/08/2016
Section 6	07/08/2016
Section 7	07/28/2016
Section 8	07/08/2016
Section 9	08/05/2016
Section 10	08/05/2016
Section 11	08/05/2016
Section 12	08/05/2016
Section 13	08/05/2016
Section 14	08/05/2016
Section 15	08/05/2016
Section 16	07/08/2016
Section 17	08/05/2016
Section 18	08/05/2016
Section 19	08/05/2016
Section 20	07/08/2016
Section 21	07/08/2016

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 28th day of June, 2016.



RON ROBERTS
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 28th day of June, 2016.

DAVID HALL
Clerk of the Board of Supervisors

By Diana Lopez
Diana Lopez, Deputy



Ordinance No.10432 (N.S.)

06/28/16 (20)