

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

Meeting Date: 9/23/14 (16)

ORDINANCE NO. 10354 (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 codes/classifications in the unclassified service, effective October 31, 2014:

Job Code No.	Job Code Title	Salary Range	Vari Entry	O/T	Rep Stat	Bene Prog
000927	Chief, Departmental Operations	9	Y	X	UM	UCL
002118	Children's Medical Hlth Ofcr	19	Y	X	EM	UCL
002134	Dep Dir, Environmental Health	12	Y	X	EM	UCL
002159	Dir, AIS & Public Admin/Guard	16	Y	X	EM	UCL
002239	Dir, Behavioral Health Services	18	Y	X	EM	UCL
002264	Asst Dir, Purchasing & Cntrtng	12	Y	X	EM	UCL
002267	Dir, Agency Operations	16	Y	X	EM	UCL
002272	Dir, Child Welfare Services	19	Y	X	EM	UCL
002296	Dep Dir, Departmental Ops	12	Y	X	EM	UCL
002297	Asst Dir, Departmental Ops	15	Y	X	EM	UCL
002298	Dir, Departmental Operations	16	Y	X	EM	UCL
002299	Dir, Regional Operations	19	Y	X	EM	UCL

Section 2. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following job codes/classifications in the unclassified service, effective September 19, 2014:

Job Code No.	Min Hrly Biwkly	Max Hrly Biwkly	Approx Annual Salary Minimum Maximum	UCE Range
000270	Chief Deputy, County Tax Collector	57.70 87.63 4616.00 7010.40	\$120,016.00 - \$182,270.40	N/A
000348	CAO Staff Officer	25.73 40.39 2058.40 3231.20	\$52,998.40 - \$84,011.20	1
002277	Dir, Off of Ethics & Compliance			16

Section 3. Appendix One of the Compensation Ordinance is hereby amended by amending the class characteristics for the following job codes/classifications, effective October 31, 2014:

Job Code No.	Job Code Title	Vari Entry	O/T	Rep Stat	Bene Prog
000321	Chief Dep Dir, Child Supt Svcs	Y	X	EM	UCL
000370	Chief Deputy, Public Defender	Y	X	EM	UCL
002243	Dep Dir, Child Support Svcs	Y	X	EM	UCL

Section 4. Appendix One of the Compensation Ordinance is hereby amended by re-titling the following job codes/classifications, effective October 31, 2014:

	<u>Job Code No.</u>	<u>Job Code Title</u>
From:	000212	Chief Deputy Assessor
To:	000212	Chief Dep, Assess/Rec/Cnty Clk
From:	000270	Chief Deputy, County Tax Collector
To:	000270	Chief Dep, Treas/Tax Collector
From:	000310	Sr Auditor & Controller Mgr
To:	000310	Manager, Auditor & Controller
From:	000320	Child Support Services Dir
To:	000320	Dir, Child Support Services
From:	000321	Chief Dep Dir, Child Supt Svcs
To:	000321	Asst Dir, Child Support Svcs
From:	000399	Probation Director
To:	000399	Division Chief, Probation
From:	002105	Dir, Health & Human Services
To:	002105	DCAO/Dir, Hlth & Hmn Svcs Agcy
From:	002111	Dep Chief Finance & Operations
To:	002111	Chief, Departmental Admin Svcs
From:	004127	Chief, Cmnty Epidemiology Ctrl
To:	004127	Cmnty Epidemiology Ctrl Ofcr

Section 5. Appendix One of the Compensation Ordinance is hereby amended by designating the following job code/classification as "Terminal" effective October 31, 2014:

<u>Job Code No.</u>	<u>Job Code Title</u>
000921	Admin, Public Health Services (T)

Section 6. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classifications, effective October 31, 2014:

<u>Job Code No.</u>	<u>Job Code Title</u>
000211	Chief Dep, Administrative Svcs
000230	Chief Dep Systems
000250	Chief Dep Recorder/County Clerk
000280	Chief Dep, County Treasurer
000285	Manager of Contracting
000349	Dep Chief Finance & Oper, CCnsl
000368	Admin Officer, Juv Justice Com
000920	Asst Dep Dir, HHSA
000951	Manager, Fleet Operations
000953	Chief, General Services
000957	Chief, Air Pollution Control
000958	Chief, Environmental Health
000959	Chief, Parks & Recreation
000965	Purchasing Mgr, Procuremt&Plng
000968	Chief, Land Use
000981	Chief, Housing & Community Dev
002119	Dep Dir, Agency Operations
002158	Dep Dir, AIS & Pub Admin/Guard
002227	Dep Dir, Behavioral Health
002242	Dep Dir, HHSA
002409	Juvenile Justice Commissn Asst

Section 7. Section 1.7.29 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.7.29: ADMINISTRATIVE SECRETARY IV SPECIAL ASSIGNMENT PREMIUM. Employees in class 002759, Administrative Secretary IV, that provide secretarial support to a Deputy Chief Administrative Officer, Chief Financial Officer or the Deputy Chief Administrative Officer/Director, Health & Human Services Agency shall be compensated an additional ten (10) percent in addition to the employee's base wage rate. This premium shall apply to paid leave, but shall not apply to terminal payoff.

Section 8. Section 1.8.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.6: JAIL INSTITUTIONAL/DETENTION FACILITY WORK LOCATIONS. Employees in classifications designated below whose principal assignments are to jail institutional/detention facility work locations specifically designated below shall receive additional compensation at a rate approximately ten percent (10%) above their regular base rate for such assignment.

<u>Designated Detention Facility Work Locations</u>	<u>Eligible Classes</u>
1. San Diego Central Jail 2. Las Colinas Detention and Reentry Facility 3. East Mesa Reentry Facility 4. George F. Bailey Detention Facility 5. South Bay Detention Facility 6. Vista Detention Facility 7. Psychiatric Security Units (PSU) at: San Diego Central Jail George F. Bailey Detention Facility Las Colinas Detention and Reentry Facility	004525 Psychiatric Nurse 004527 Psychiatric Clinical Nurse Spec 004618 Psychiatric Technician

Rural Detention Locations	Eligible Classes
1. Camp Barrett 2. Juvenile Ranch Facility	004538 Staff Nurse 004548 Sheriff's Detention Nurse 004625 Licensed Vocational Nurse

Juvenile Detention Facilities	Eligible Classes
1. East Mesa Juvenile Detention Facility 2. Kearny Mesa Juvenile Detention Facility	004517 Certified Nurse Practitioner 004525 Psychiatric Nurse 004527 Psychiatric Clinical Nurse Specialist 004538 Staff Nurse 004618 Psychiatric Technician 004625 Licensed Vocational Nurse

Section 9. Section 1.8.7 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.7: DETENTION FACILITY LOCATIONS: SHERIFF'S SOCIAL WORK UNIT. An eligible employee in a classification designated below whose principal assignment is to detention facility work locations specifically designated below shall receive additional compensation at a rate approximately ten percent (10%) above the employee's regular base rate for such assignment. This premium shall apply to time worked but shall not apply to terminal payoff.

Detention Facility Work Locations	
•	San Diego Central Jail
•	Las Colinas Detention and Reentry Facility
•	Vista Detention Facility
•	George F. Bailey Detention Facility

Eligible Classes:

- 004400 Occupational Therapist II (T)
- 004407 Recreational Therapist
- 005031 Chaplain Coordinator
- 005279 Sheriff's Detention, Mental Health Clinician
- 005280 Sheriff's Detention, Chief Mental Health Clinician

Section 10. Section 1.9.9 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.9.9: SEWING ROOM SUPERVISOR, SPECIAL ASSIGNMENT PREMIUM. Employees in class 007530, Sewing Room Supervisor that are assigned to Las Colinas Detention and Reentry Facility and are responsible for the uniform production, including the supervision of staff, shall be compensated an additional ten percent (10%) in addition to the employee's base wage rate. This premium shall apply to paid leave, but not to terminal payoff.

Section 11. Section 1.12.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.2: PHYSICIAN CLASSES BOARD CERTIFICATION BONUSES.

- (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
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 Chief, Tuberculosis Control & Border Health
004132 Medical Director, Sheriff's Detentions
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
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
004132 Medical Director, Sheriff's Detentions
004162 Consultant in Internal Medicine
004190 Sheriff's Detentions Physician
004192 Senior Physician
004193 Physician
004195 Supervising Psychiatrist
004196 Psychiatrist
004199 Psychiatrist-Specialist

Section 12. Section 1.13.5 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.5: INSTITUTIONAL ASSIGNMENTS - MEALS. Eligible employees employed at a County institution including, but not limited to Edgemoor, Kearny Mesa Juvenile Detention Facility, East Mesa Juvenile Detention Facility, Polinsky Children's Center, Las Colinas Detention and Reentry Facility, Juvenile Probation Camps, and County Jail, shall be furnished breakfast, lunch and/or dinner, whichever may be served during the scheduled work shifts of the employee.

Eligible Classes:

004460	Asst Chief, Sheriff's Food Services
004465	Nutritionist
006405	Food Services Supervisor
006410	Sr Cook
006411	Cook
006415	Food Services Worker
006510	Laundry Supervisor

Section 13. Subsection (h)(1) of section 3.5.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 3.5.2: EXECUTIVE/UNCLASSIFIED MANAGEMENT COMPENSATION PLAN. This Compensation Plan establishes compensation of employees in classes designated EM, NA, NE, or UM and provides for initial placement and subsequent adjustments of salaries within the structure of the Executive/Unclassified Management Schedule of Rates set forth in Appendix One (Salary Schedule). Any adjustments in rates of compensation pursuant to this Plan shall be administered by the Chief Administrative Officer for all classes subject to this Plan, including Board of Supervisors' appointees, except that the Board of Supervisors shall act in place of the Chief Administrative Officer and the Executive Compensation Committee in establishing the compensation of the Chief Administrative Officer. The CAO shall serve as the designated representative of the Board of Supervisors in salary discussions with appointees of the Board, and shall have the authority to approve salary rates and compensation of such appointees pursuant to the provisions of this Plan. For purposes of this provision, wherever this Plan indicates an "appointing authority" has salary approval authority, the CAO shall act in place of the Board for appointees of the Board.

- (h) Executive Compensation Committee. Wherever this Plan refers to the Executive Compensation Committee, the following shall apply:
- (1) The Executive Compensation Committee shall consist of the Assistant Chief Administrative Officer, the Group General Managers for the Community Services Group, Land Use and Environment Group, Public Safety Group, Deputy Chief Administrative Officer/Director, Health & Human Services Agency, Director, Human Resources, Deputy Chief Administrative Officer/Auditor & Controller and other designee(s) appointed by the CAO, and County Counsel as an ex officio member. The Assistant Chief Administrative Officer may serve as committee chairperson, the Director, Human Resources, shall serve as Secretary and the Director's designee(s) shall serve as staff to the Executive Compensation Committee.

Section 14. Section 3.6.17 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 3.6.17: CHARTER/STATUTE AUTHORIZED STAFF TO ELECTED OFFICIALS AND BOARDS. For the following classes, compensation shall be at or within the biweekly rate range established for the class in Appendix One. Employees shall be paid an amount set by the appointing authority and the level of such pay shall be based on the appointee's education, experience and the quality and quantity of work to be performed. After appointment, all pay adjustments by the appointing authority shall be prospective only.

Class No.	Title	Rep Stat
000210	Assistant Assessor/Recorder/County Clerk	NE
000212	Chief Deputy, Assessor/Recorder/County Clerk	NE
000215	Retirement CEO	NE
000231	Special Assistant, Treasurer/Tax Collector	NE

Class No.	Title	Rep Stat
000232	Asst Treasurer-Tax Collector	NE
000240	Assistant District Attorney	NE
000245	Chief Deputy District Attorney	NE
000249	Special Assistant, County Assessor	NM
000260	Undersheriff	NE
000262	Director, Sheriff's Management Services	NE
000264	Sheriff's Human Resources Administrator	NE
000265	Assistant Sheriff	NE
000270	Chief Deputy, Treasurer/Tax Collector	NE
000284	Retirement Assistant Chief Investment Officer	NA
000286	Investment Officer	NA
000287	Retirement Asst Administrator	NA
000288	Chief Investment Officer	NA
000289	Retirement Chief Investment Officer	NE
000330	Victim/Witness Program Director	NA
000332	Deputy Chief Investigator	NE
000337	Public Affairs Officer, District Attorney	NA
000342	Special Investigator (DA)	NE
000343	Special Assistant (DA)	NE
000344	Chief Investigator	NE
000345	Assistant Chief Investigator	NE
000346	Confidential Secretary	NM
000362	Special Investigator (Sheriff)	NA
000372	Legislative Assistant I (Board of Supervisors)	NS
000373	Legislative Assistant II (Board of Supervisors)	NA
000374	Chief of Staff (Board of Supervisors)	NA
000375	Special Investigator (Citizens Review Board)	NA
000950	District Attorney Legal Operations Administrator	NA
002258	Information Technology Director, D.A.	NE
002259	Chief, District Attorney Administrative Officer	NE

Section 15. Subsection (i)(2)(a) of Section 4.2.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.1: VACATION.

(i) Vacation Credits at Separation from County Service.

(2) Terminal Pay Plan.

(a) All employees shall participate in the County's Terminal Pay Plan (Plan). However, only the terminal paychecks (including unused vacation) of those employees who have reached the age of fifty-five (55) (age fifty (50) for employees in classes designated DS, SM, and Classes 000160, 000260 and 000265) shall be placed into the Plan. These terminal paychecks shall be placed into the Plan on a pre-tax basis in accordance with the Plan, all applicable laws and all rules and regulations applicable to the Plan.

Section 16. Subsection (h)(2)(a) of Section 4.2.2 of the Compensation Ordinance is hereby amended to read as follows:

(h) Conversion of Sick Leave Credits to Cash at Termination or Retirement.

(2) Terminal Pay Plan.

- (a) All employees shall participate in the County's Terminal Pay Plan (Plan). However, only the terminal paychecks (including sick leave, if applicable) of those employees who have reached the age of fifty-five (55) (age fifty (50) for employees in classes designated DS, SM, and Classes 000160, 000260 and 000265) shall be placed into the Plan. These terminal paychecks shall be placed into the Plan on a pre-tax basis in accordance with the Plan, all applicable laws and all rules and regulations applicable to the Plan.

Section 17. Subsection (d) of section 4.3.11 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.3.11: VOLUNTARY TIME OFF.

- (d) Duration of Section. This section shall only be operative through June 30, 2015 and, at that time, is repealed unless otherwise extended by ordinance action of the Board of Supervisors.

Section 18. Subsection (l) of section 5.1.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.2: BENEFIT PROGRAMS

- (l) Hourly and Special Rate Employees. Notwithstanding appointment to a class with a Benefit Program Designator, hourly or special rate employees may be eligible for only the following benefits:

Workers' Compensation coverage;
Unemployment Insurance;
Suggestion Awards Program
Employee Recognition Award (cash only)
Health Insurance Benefits as defined in Section 5.13.1

Section 19. 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, EO and NE.

Section 20. Section 5.13.1 of the Compensation Ordinance is hereby added and reads 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 under the following circumstances:

- (a) Eligibility: An Hourly or Special Rate employee who is employed by the County for an average of at least 30 hours of service per week, measured over a twelve month period, shall be eligible for participation in County-provided health insurance according to the terms of this section. A newly hired Hourly or Special Rate employee who, at the time of hire, will be expected to work an average of 30 or more hours per week, shall become eligible within 90-days upon his/her hire date, subject to the waiting period specified below. If it cannot reasonably be determined that a newly hired employee is expected to be employed on average at least 30 hours per week, he/she will be subject to the twelve month measurement period before eligibility is determined.

- (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) Waiting Period: Once an employee becomes eligible for coverage under this section, the effective date of coverage for employees shall be the first day following the month of eligibility. An employee will be required to complete a new waiting period if they have a break in service. A break in service occurs when an employee:

- (1) Has not been credited with paid hours of service for a period of 26 weeks or longer,
- (2) Has not been credited with hours of service for at least four consecutive weeks and the period of non-service exceeds the number of weeks the employee had paid hours of service immediately preceding the period of non-service.

- (d) For purposes of this section, periods of Special Unpaid Leave (as defined in 26 CFR §54.4980H-3) will not be counted in calculating an employee’s average hours worked for eligibility purposes, or in measuring an employee’s break in service.

(e) Employee Contribution

- (1) Eligible employees’ monthly contribution for self-only coverage shall be the lesser of the actual cost of the premium or 9.5% of the California minimum wage hourly rate of pay multiplied times 130 hours.
- (2) Eligible employees’ monthly contribution for employee plus dependents 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 21. Effective Date. Sections 2, 15, 16, 17, 18, and 19 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 22. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	10/31/2014
Section 2	9/19/2014
Section 3	10/31/2014
Section 4	10/31/2014
Section 5	10/31/2014
Section 6	10/31/2014
Section 7	10/31/2014
Section 8	10/31/2014
Section 9	10/31/2014
Section 10	10/31/2014

Section 11	10/31/2014
Section 12	10/31/2014
Section 13	10/31/2014
Section 14	10/31/2014
Section 15	9/19/2014
Section 16	9/19/2014
Section 17	9/19/2014
Section 18	9/19/2014
Section 19	9/19/2014
Section 20	9/19/2014

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 23rd day of September, 2014.



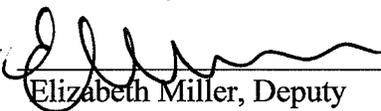
DIANNE JACOB
Chairwoman, Board of Supervisors
County of San Diego, State of California

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 23rd day of September, 2014.

THOMAS J. PASTUSZKA
Clerk of the Board of Supervisors

By 
Elizabeth Miller, Deputy



Ordinance No. 10354 (N.S.)

09-23-14 (16)