

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

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Meeting Date: 06/23/15 (21)

ORDINANCE NO. 10388 (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 in the classified service, effective July 24, 2015:

Job Code No.	Step 1 Hrly Biwly	Step 2 Hrly Biwly	Step 3 Hrly Biwly	Step 4 Hrly Biwly	Step 5 Hrly Biwly	Approx Annual Salary Minimum Maximum	Vari Entry	O/T	Rep Stat	Bene Prog
004301	Asst Public Health Lab Dir									
	51.64	62.77				\$107,411.20 - \$130,561.60	Y	X	MA	MGT
	4131.20	5021.60								

Section 2. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following job code/classification in the unclassified service, effective June 26, 2015:

Job Code No.	UCE Range
000351 Veteran Service Officer	9

Section 3. Appendix One of the Compensation Ordinance is hereby amended by amending the compensation and representation status for the following job code/classification from the classified service to the unclassified service, effective July 24, 2015:

Job Code No.	Rep Stat	UCE Range
004127 Cmnty Epidemiology Ctrl Ofc	UM	19

Section 4. Appendix One of the Compensation Ordinance is hereby amended by re-titling the following job code/classification, effective July 24, 2015:

	Job Code No.	Job Code Title
From:	000351	Veteran Service Officer
To:	000351	Military & Veterans Affrs Off

Section 5. Appendix One of the Compensation Ordinance is hereby amended by designating the following job code/classification as "Terminal" effective July 24, 2015:

Job Code No.	Job Code Title
002376	Telephone Systems Spec (T)

Section 6. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job code/classification, effective July 24, 2015:

<u>Job Code No.</u>	<u>Job Code Title</u>
004781	Sr Agency Program & Ops Mgr

Section 7. 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	45.86
2	2 BR / 1 BA Mobile Home	55.08
3	2 BR / 2 BA Mobile Home	64.24
4	1 BR / 1 BA Apartment	45.86
5	2 BR / 1 BA Apartment	63.43
6	3 BR / 1 BA Apartment	64.24
7	3 BR / 1-1/2 - 2 BA Apartment	73.43
8	1 BR / 1 BA House	55.08
9	2 BR / 1 BA House	64.32
	2 BR / 2 BA House or	
10	3 BR / 1 BA House	73.43
11	3 BR / 1-1/2 - 2 BA House	82.57
12	4 BR / 2 BA House	211.03

Section 8. Subsection (b)(8)(a) of Section 1.13.11 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.11 – SAFETY GLASSES. If safety glasses are deemed appropriate by the Department, employees shall be reimbursed for safety glasses, regular and prescription, according to the following criteria.

(b) Upon satisfying the criteria in (a) 1, 2 and 3 above, the County will reimburse the employee for a pair of basic safety glasses as follows:

(8) (a) One pair of glasses per year not to exceed two hundred dollars (\$200) per year. The annual two hundred dollars (\$200) may be accumulated over any three-year period to a maximum of six hundred dollars (\$600).

Eligible Classes:

The following MM classifications:

005885	Building Maintenance Supervisor
005900	Sheriff's Supervising Heli/Air Mechanic
006149	Telecommunications Technician III
006163	Sr Electronic Security & Systems Technician
007069	Wastewater Plant Operator III

Section 9. Subsection (c)(4) of Section 4.2.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.2: SICK LEAVE.

- (c) Earnings. Eligible employees shall earn sick leave credit at the rate of five percent (5%) of the employee's regularly scheduled hours per pay period. The hour/day approximate equivalent sick leave accrual for full-time employees over one year (26 pay periods) is one hundred four (104) hours, or thirteen (13) days. Sick leave is credited in units of one-tenth (1/10) of one hour, up to a maximum of four (4) hours, at the beginning of the pay period following the one in which it was earned.
- (4) Pandemic Advanced Credit Leave. During a Pandemic, as declared by the Board of Supervisors and/or Chief Administrative Officer, employees who are ill with flu like symptoms, as defined by the Centers for Disease Control, and have exhausted all leave balances, may request and shall be advanced up to 80 hours of sick leave per fiscal year.
- (a) The advanced sick leave credits are treated like regular sick leave and can be taken in units of 1/10 of an hour for either the employee or the care of an employee's immediate family member as defined in Section 4.2.2. (a)(2) above.
- (b) Advanced sick leave credits cannot be used in conjunction with Voluntary Time Off.
- (c) Once an employee returns to work and begins accruing sick leave, the credit for the new sick leave hours will reduce the negative sick leave balance before any positive hours are credited.
- (d) If an employee separates from County service and is at a negative sick leave balance, the employee will be required to repay the sick leave from their final pay out.
- (e) This leave shall not be available to any employee currently on an approved leave of absence.
- (f) Duration. This provision shall only be operative through:
- (1) June 22, 2017 for employees in classes designated AE, CL, CR, CM, FS, HS, MM, PR, PS, RN, SS, and SW; and
- (2) June 21, 2018 for regular employees designated AM, AS, CC, CS, DA, DI, DM, DS, PD, PM, PO, SO, and SM; and
- (3) June 30, 2018 for regular employees designated CE, CEM, EM, MA, NA, NE, NM, NS, and UM.

Section 10. Subsection (h)(1) of Section 4.2.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.2: SICK LEAVE.

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

- (1) Upon retirement, deferred retirement, disability retirement from County service, death or termination, all or a portion of an eligible employee's sick leave balance may be converted to cash at fifty percent (50%) of its value, except as otherwise provided in subsection 4.2.2(h)(2) below. One hundred percent (100%) of all sick leave credits that are paid to the employee in cash at fifty percent (50%) of their value will be removed from the employee's sick leave balance.
 - (a) The entire amount of the advanced sick leave credits provided in section 4.2.2(c)(3) may not be eligible for conversion upon separation from the County. Advanced sick leave hours will become convertible pursuant to this section as they are earned under the provisions of section 4.2.2(c).
 - (b) An employee eligible under this subsection and also subsection 4.2.2(g)(1) above may convert any unpaid portion of the sick leave balance to retirement credit.

Eligible Classes: Classes designated EM, NA, NE and UM.

Section 11. 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:
 - (a) June 22, 2017, whichever occurs earlier.
Eligible Classes: Classes designated AE, CL, CR, CM, FS, HS, MM, PR, PS, RN, SS, and SW.
 - (b) June 21, 2018, whichever occurs earlier.
Eligible Classes: Classes designated AM, AS, CC, CS, DA, DI, DM, DS; PD, PM, PO, SO, and SM.
 - (c) June 30, 2018, whichever occurs earlier.
Eligible Classes: Classes designated CE, CEM, EM, EO, MA, NA, NE, NM, NS; and UM.

Section 12. 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. This section shall only be operative through:
 - (1) June 22, 2017 for classes designated AE, CL, CM, CR, FS, HS, MM, PR, PS, RN, SS and SW; and
 - (2) June 21, 2018 for classes designated AM, AS, CC, CS, DA, DI, DM, DS, PD, PM, PO, SM and SO; and
 - (3) June 30, 2018 for classes designated CE, CEM, EM, MA, NA, NE, NM, NS, and UM; andat that time, is repealed unless otherwise extended by ordinance action of the Board of Supervisors.

Section 13. Effective Date. Sections 2, 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.

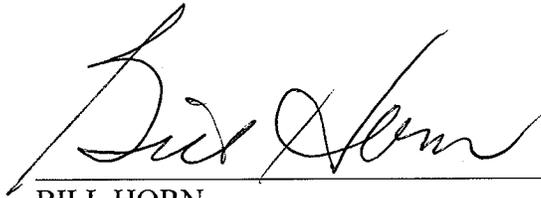
Section 14. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	7/24/2015
Section 2	6/26/2015
Section 3	7/24/2015
Section 4	7/24/2015
Section 5	7/24/2015
Section 6	7/24/2015
Section 7	6/26/2015
Section 8	6/26/2015
Section 9	6/26/2015
Section 10	6/26/2015
Section 11	6/26/2015
Section 12	6/26/2015

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 June, 2015.



BILL HORN
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 23rd day of June, 2015.

DAVID HALL
Clerk of the Board of Supervisors

By 
Teresa Zurita, Deputy



Ordinance No. 10388 (N.S.)

06/23/15 (21)