

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

ORDINANCE NO. 10439 (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 November 11, 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 Salary Minimum Maximum	Vari Entry	O/T	Rep Stat	Bene Prog
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005045 Clinical Psychologist

	32.73	34.37	36.09			\$68,078.40 - \$75,067.20	Y	N	PR	NMG
	2618.40	2749.60	2887.20							

Section 2. Appendix One of the Compensation Ordinance is hereby amended by establishing the following job code/classification and compensation in the unclassified service, effective November 11, 2016:

Job Code No.	UCE Range	Vari Entry	O/T	Rep Stat	Bene Prog
002156 Dep Dir, Inpat/Resid Care Fac	14	Y	X	EM	UCL

Section 3. Appendix One of the Compensation Ordinance is hereby amended by amending the compensation for the following non-represented and classified job codes/classifications, effective December 23, 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 Salary Minimum Maximum
000735 Park Attendant (Seasonal)	12.00	12.60	13.23	13.89	14.58	\$24,960.00 - \$30,326.40
	960.00	1008.00	1058.40	1111.20	1166.40	
000737 General Support Aide	10.50	11.04				\$21,840.00 - \$22,963.20
	840.00	883.20				
000896 Temp Expert Prof Employee	15.00	156.75				\$31,200.00 - \$326,040.00
	1200.00	12540.00				
005236 Departmental Aide			10.71	11.25	11.95	\$22,276.80 - \$24,856.00
			856.80	900.00	956.00	

Meeting Date: 10/04/16 (14)

Section 4. Appendix One of the Compensation Ordinance is hereby amended by amending the compensation for the following non-represented job code/classification, effective October 14, 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
000240	Asst District Attorney						
	90.74	130.29				\$188,739.20	\$271,003.20
	7259.20	10423.20					

Section 5. Appendix One of the Compensation Ordinance is hereby amended by re-titling the following job code/classification and removing the "Terminal" designation, effective November 11, 2016:

	<u>Job Code No.</u>	<u>Job Code Title</u>
From:	000921	Admin, Public Hlth Svcs (T)
To:	000921	Admin, Justice Sys Integration

Section 6. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job code/classification, effective November 11, 2016:

<u>Job Code No.</u>	<u>Job Code Title</u>
000476	Air Pollution Cntrl, Hrng Bd

Section 7. Section 1.4.13 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.4.13: PERFORMANCE BASED STEP ADVANCEMENT WITHIN RANGE. Employees in classes designated as eligible 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 that class for the specified time period required for step advancement, 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 if, for the preceding performance rating period, the employees' overall performance was rated standard or higher. This provision shall apply as long as the employee has unbroken service, even though the employee may change classes.

Eligible Classes:

Employees in classes designated AE, AM, AS, CE, CEM, CL, CM, CR, DA, DI, DM, DS, FS, HS, MA, MM, NM, PD, PM, PO, PR, PS, RN, SD2, SD5, SM, SO, SS and SW.

Section 8. Subsections (a) and (k) of Section 1.5.2 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 1.5.2: COMPENSATION FOR WORKING ON COUNTY HOLIDAYS. Employees in eligible classes required to work on County holidays shall receive the following compensation for such work:

(a) **Cash and Compensatory Time.**

- (1) **Holiday Worked on a Regularly Scheduled Work Day.** For working on a holiday on an employee's regularly scheduled day, employees in eligible classes with overtime designator "N" who are designated cash payment for overtime at one and one half (1½) times their hourly rate, or in a class eligible to receive overtime premium compensation, shall earn, for each hour of the holiday worked, compensatory time off equivalent to the number of hours actually worked, but not to

Holiday Worked Compensation Summary									
Union Code	O/T Code	Holiday Falls on: Scheduled Work Day					Holiday Falls on: Regular Day Off		
		Cash 1.5	Cash 0.5/ Non-FLSA 1.0	Non-FLSA 1.5	Cash 1.0	Non-FLSA ^(a) 1.0	Cash 1.5	Cash 1.0	Non-FLSA ^(a) 1.0
		(HWA)	(HWB)	(HWC)	(HWD)	(HWE)	(HWA)	(HWD)	(HWE)
General Rules:									
<ol style="list-style-type: none"> Holiday hours worked are limited to no more than one-tenth (1/10) of the employee's normal biweekly pay period. (Biweekly pay period work schedules may be: 80, 84 or 85. For detail see: 1.6.2(b) (Overtime Designators and Compensation for Overtime)). The above summary is in addition to the paid holiday compensation provided in Section 5.9.1 (Holidays) if the employee required to work on the County holiday is otherwise eligible for the paid holiday. 									
Notes:									
(a) <i>Non-FLSA Compensatory Time Accrual</i> is limited to number of hours actually worked, but not to exceed one-tenth (1/10) the number of hours in that employee's normal biweekly pay period.									
*Job Codes/Classifications in this Union Code may have an E, N, or X Overtime Code. You should verify you are using the correct row of information.									

Section 9. Subsection (1)(2) of Section 1.6.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.6.2: OVERTIME AND FLSA/NON-FLSA COMPENSATORY TIME.

- (1) Cash Pay Off of Compensatory Time Off Balances.
- (2) Cash Pay Off of Compensatory Time Summary.

Cash Pay Off of Compensatory Time Balances Summary										
Union Code	O/T Code	Termination			Layoff			Death		
		FLSA Hours	Non-FLSA Hours	Floating Holiday Hours	FLSA Hours	Non-FLSA Hours	Floating Holiday Hours	FLSA Hours	Non-FLSA Hours	Floating Holiday Hours
		AE, CE, CEM*, CL, CM, CR, DS, FS, HS, MA*, MM*, NA*, NS, PR*, PS, RN, SS, SW	N	All	Subject to CAO Approval	0	All	40	0	All
PO, SO	All	0		All		40	0	All	0	0
DI, DM	All	All		All		All	All		All	
DS	All	0		All		40	0	All		0
CEM*, MA*, PR*, MM*	E	All	0	0	All	40	0	All	40	0
SM		N/A	0	0	N/A	40	0	N/A	40	0
AM, AS, CC, CS, DA, EM, NA*, NE, NM, PD, PM, UM	X	N/A	N/A	0	N/A	N/A	0	N/A	N/A	0
Notes:										
1. FLSA hours are always paid off upon separation from service.										

Union Code	O/T Code	Cash Pay Off of Compensatory Time Balances Summary								
		Termination			Layoff			Death		
		FLSA Hours	Non-FLSA Hours	Floating Holiday Hours	FLSA Hours	Non-FLSA Hours	Floating Holiday Hours	FLSA Hours	Non-FLSA Hours	Floating Holiday Hours
2. N/A - Classifications in that union code cannot accrue hours in that comp time bucket.										
*Job Codes/Classifications in this Union Code may have an E, N, or X Overtime Code. You should verify you are using the correct row of information.										

Section 10. Subsections (c) and (d) of Section 1.8.2 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 1.8.2: WORK LOCATION PREMIUMS.

- (c) Employees in classes designated below who occupy positions which are assigned to institutional work locations and who are assigned to a work station located within the specified institution, facility, locked ward or unit, or other specifically identified site, as the employee's principal work station, shall receive additional compensation of approximately five percent (5%) above their regular base pay rate for such assignment. This premium shall apply to time worked and shall not apply toward paid time off or to terminal payoff.

Institutional Work Locations		Classes/Principal Work Therein	
1.	Health & Human Services Agency		
	<ul style="list-style-type: none"> Edgemoor San Diego County Psychiatric Hospital 	007030 007035 007036	Sr Custodian Health Care Agency Housekeeper Sr Health Care Agency Housekeeper
2.	Sheriff's Detention Facilities	007030	Sr Custodian

- (d) Positions in Medical and Detention Facility Locations. Eligible employees assigned to work at a medical or detention facility as his/her primary work location shall be paid twenty-five cents (\$.25) per hour in addition to the salary prescribed for his/her class for each hour worked in the following locations.

Inpatient Units, Admissions and Screening:	
•	San Diego County Psychiatric Hospital
Initial Intake, Admissions and Screening of Kids:	
•	Polinsky Children's Center
Medication Management:	
•	Central Regional Clinic
•	East County Outpatient Clinic
•	Forensic Mental Health Services
•	Grantville
•	North Coastal Outpatient Clinic
•	North Inland Outpatient Clinic
•	Southeast Region Outpatient Clinic
•	Camp Barrett
•	Juvenile Ranch Facility

Jail Information
Booking Section
Release Section
Dispensary of the Sheriff's Department
Psychiatric Security Unit at the Jail
East Mesa Juvenile Detention Facility
Kearny Mesa Juvenile Detention Facility
Jail Kitchens
Sheriff's Central Production Center
Sheriff's Central Laundry

Eligible Classes:

002403	Accounting Technician
002430	Cashier
002493	Account Clerk
002494	Payroll Clerk
002510	Senior Account Clerk
002511	Senior Payroll Clerk
002513	Senior Cashier
002521	Account Clerk Specialist
002650	Stock Clerk
002655	Sr Storekeeper
002658	Storekeeper II (T)
002660	Storekeeper
002664	Pharmacy Stock Clerk
002700	Office Assistant
002706	Admissions Clerk
002707	Senior Admissions Clerk
002709	Departmental Clerk
002715	Records Clerk
002729	Office Support Specialist
002730	Senior Office Assistant
002745	Supervising Office Assistant
002756	Administrative Secretary I
002757	Administrative Secretary II
003009	Word Processor Operator
003046	Medical Records Clerk
003049	Medical Records Technician
003055	Senior Medical Records Technician
004260	Pharmacy Technician
005236	Departmental Aide
006405	Food Services Supervisor
006410	Senior Cook
006411	Cook
006415	Food Services Worker
006530	Laundry Worker
007530	Sewing Room Supervisor

Section 11. Section 1.8.9 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.9: INMATE SUPERVISION PREMIUM. An employee, as designated by the appointing authority, in the eligible classes listed below shall be paid an additional one dollar and twenty-five cents (\$1.25) per hour for the supervision of Sheriff's inmates. This premium shall not apply towards paid time off or terminal payoff. This premium shall only apply to time worked.

Eligible Classes:

002650	Stock Clerk
002655	Sr Storekeeper
002658	Storekeeper II (T)
002660	Storekeeper
005789	Sheriff's Commissary Stores Supervisor
005884	Building Maintenance Engineer
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 Engineer Assistant
006405	Food Services Supervisor
006410	Senior Cook
006411	Cook
006415	Food Service Worker
006510	Senior Laundry Worker
006509	Laundry Supervisor
006530	Laundry Worker
007030	Senior Custodian
007069	Wastewater Plant Operator III
007070	Wastewater Plant Operator II
007099	Sheriff's Range Guard
007515	Stores Delivery Driver
007516	Delivery Vehicle Driver
007530	Sewing Room Supervisor

Section 12. 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, Behavioral Health Services
000340	Medical Director
000376	Chief Medical Officer
000918	Temporary Expert Professional – Psychiatrist Special Assignment
000919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
000922	Deputy Public Health Officer
002118	Children's Medical Health Officer
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

Eligible Classes:

004162	Medical Consultant
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, Behavioral Health Services
000340	Medical Director
000376	Chief Medical Officer
000918	Temporary Expert Professional – Psychiatrist Special Assignment
000919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
000922	Deputy Public Health Officer
002118	Children's Medical Health Officer
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	Medical Consultant
004190	Sheriff's Detentions Physician
004192	Senior Physician
004193	Physician
004195	Supervising Psychiatrist
004196	Psychiatrist
004199	Psychiatrist-Specialist

Section 13. Subsection (a)(2) of Section 1.13.10 of the Compensation Ordinance is 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:

- (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 (T)
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

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
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
000291	Retirement General Counsel	NA
000292	Retirement Assistant General Counsel	NA

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)	NA
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 (e)(2), (g)(1) and (i)(2) of Section 4.2.1 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 4.2.1: VACATION.

(e) Vacation Earnings.

(2) Rate of Earnings. Eligible employees in the designated union codes below earn vacation credit as follows:

Vacation Earnings by Union Code			
Union Code	Years of Continuous Service During Present Employment	Vacation Credit % Earned for Each Hour of Regularly Scheduled Paid Service	Hour/Day Approximate Equivalent for Full-Time Employees Over One Year (26 Biweekly Pay Periods)
AE, CE, CL, CM, CR, DI, DM, FS, HS, MM, PO, PR, PS, RN, SO, SS, SW	Less than five (5)	3.846%	80 hours/ 10 days
	Over five (5) but less than fifteen (15)	5.769%	120 hours/ 15 days
	Over fifteen (15)	7.692%	160 hours/ 20 days
EM (excluding class 2109), NA, NE, NS, UM, and employees grandfathered under Section 5.1.5	Less than 5	5.769%	15 days
	5 to 14	7.692%	20 days
	15 or more	9.615%	25 days
Class 2109	Less than 5	7.692%	20 days

Vacation Earnings by Union Code			
Union Code	Years of Continuous Service During Present Employment	Vacation Credit % Earned for Each Hour of Regularly Scheduled Paid Service	Hour/Day Approximate Equivalent for Full-Time Employees Over One Year (26 Biweekly Pay Periods)
	5 to 14	9.615%	25 days
	15 or more	11.538%	30 days
	Less than 5	4.615%	96 hours/ 12 work days
AM, AS, CC, CEM, CS, DA, MA, NM, PD, PM	5 to 15	6.548%	136 hours/ 17 work days
	15 or more	8.461%	176 hours/ 22 work days
	Less than 5	3.846%	85 hours/ 10 work days
DS	5 to 15	5.769%	127½ hours/ 15 work days
	15 or more	7.692%	170 hours/ 20 work days
	Less than 5	4.615%	102 hours/ 12 work days
SM	5 to 15	6.548%	144.5 hours/ 17 work days
	15 or more	8.461%	187 hours/ 22 work days
	Less than 5	4.615%	102 hours/ 12 work days

(g) Maximum Vacation Accumulation.

- (1) Maximum Balance. Eligible employees in the designated union codes below have a maximum vacation accumulation as follows:

Maximum Vacation Accumulation		
Union Code	Maximum Allowable Accumulation	High Water Mark Accrual Limits

	Two Times Annualized Vacation Earnings Rate Limit (2x)	Two and One-Half Times Annualized Vacation Earnings Rate Limit (2 ½x)	
CE, CEM, EM, MA, NA, NE, NM, NS, SO, UM		√	Vacation credits as of the end of payroll 6 in FY 97/98 (September 11, 1997), less any reduction to this amount following vacation credit pay-down.
AE, AM, AS, CC, CL, CM, CR, CS, DA, FS, HS, MM, PD, PM, PO, PR, PS, RN, SS, SW	√		
DI, DM	√		Vacation credits designated as the employee's "High Water Mark" effective November 17, 2000.
DS	√		Vacation credits designated as the employee's "High Water Mark" effective February 23, 2001.
SM	√		Vacation credits designated as the employee's "High Water Mark" effective January 12, 2001.

(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.
- (b) Notwithstanding any other provision in subsection 4.2.1(i) (Vacation Credits at Separation from County Service), for employees designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DI, DM, DS, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PO, PR, PS, RN, SO, SM, SS, SW, or UM, an eligible employee who is a participant in the County of San Diego Defined Benefit Pension Plan or the County of San Diego Defined Contribution Savings Plan or both of such plans on the date of his or her separation from County service, shall not be paid the monetary value of all available vacation credit as provided in subsection 4.2.1(i) (Vacation Credits at Separation from County Service) above but, in lieu of such payment, shall receive the benefits provided for under the County of San Diego Defined Benefit Pension Plan and the County of San Diego Defined Contribution Savings Plan, if any, as provided therein.
- (c) Notwithstanding any other provision, a "new member" as defined in Government Code section 7522.04 (f) is not eligible to participate in the County's Terminal Pay Plan.

Section 16. Subsections (c)(3), (d)(5), (f)(1), (g) and (h) of Section 4.2.2 of the Compensation Ordinance are 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.

(3) Advanced Credit. Employees first employed, or reemployed after a break in service when earned sick leave is not restored, shall be advanced eighty (80) hours of sick leave credit at the time of employment. Employees receiving advanced sick leave credit shall not accrue additional sick leave credits during the pay periods that the credited 80 hours were advanced.

Eligible Classes: Classes designated CEM, EM, MA, NM, NA, NE, NS and UM.

(d) Use of Sick Leave.

(5) Adoption of Child. Employees in eligible classes listed below shall be entitled to use up to eighty (80) hours of their accrued sick leave to make arrangements for the adoption of, and to care for, the adopted child.

Eligible Classes: Classes designated CE, CEM, SO, MA, UM, EM, NA, NE, NS and NM.

(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, NS and UM which are defined in subsection (h) (Conversion of Sick Leave Credits to Cash at Termination or Retirement) below.

(g) Conversion of Sick Leave Credits to Retirement Service Credit.

(1) Eligible employees in classes listed below, may, upon retirement, deferred retirement, disability retirement from County Service, or death, convert all or a portion of their sick leave balance into retirement service credits subject to the rules and regulations of the San Diego County Employees' Retirement Association, provided that:

(a) The employee has completed five (5) or more years of continuous service during that employee's present employment; and

(b) The employee's sick leave balance totals one hundred (100) hours or more.

Eligible Classes: Classes designated CE, CEM, MA and SO.

(2) Upon retirement, deferred retirement, disability retirement from County Service, or death, an eligible employee's sick leave balance may be converted into retirement service credits subject to the rules and regulations of the San Diego County Employee's Retirement Association, provided that:

(a) The employee has completed ten (10) or more years of continuous service during that employee's present employment; and

- (b) The employee's sick leave balance totals three hundred (300) hours or more; and therefore,
- (c) Employees with ten (10) or more years of service may convert one hundred percent (100%) of their total sick leave credits.

Eligible Classes: Classes designated AE, AM, AS, CC, CL, CM, CR, CS, DA, DI, DM, DS, FS, HS, MM, PD, PM, PO, PR, PS, RN, SM, SS, and SW.

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

- (1) Eligible employees, who have reached the age of fifty-five (55) (age fifty (50) for employees in classes 000260 and 000265) in the classes listed below, upon retirement, deferred retirement, disability retirement from County Service, or death, may elect to convert sick leave credits to cash or retirement service credit as follows:
 - (a) Eligible employees may convert all or a portion of their sick leave balance to cash at fifty percent (50%) of its value, except as otherwise provided in subsection 4.2.2(h)(2). 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.
 - (b) Eligible employees may, upon retirement, deferred retirement, disability retirement from County Service, or death, convert all or a portion of their sick leave balance into retirement service credits subject to the rules and regulations of the San Diego County Employees' Retirement Association, provided that:
 - i. The employee has completed five (5) or more years of continuous service during that employee's present employment; and
 - ii. The employee's sick leave balance totals one hundred (100) hours or more.
 - (c) Eligible employees who have reached the age of fifty-five (55) (age fifty (50) for employees in the classes 000260 and 000265), but not satisfied (a) or (b) shall receive cash at fifty percent (50%) of the value of that employee's accumulated sick leave credits.
 - (d) Eligible employees who have not reached the age of fifty-five (55) (age fifty (50) for employees in the classes 000260 and 000265) in the classes listed below, who retire, voluntarily terminate, or die, shall receive cash at fifty percent (50%) of the value of that employee's accumulated sick leave credits.
 - (e) The entire amount of the advanced sick leave credits provided in section 4.2.2(c)(3) may not be eligible for retirement conversion upon separation from the County. Advanced sick leave hours will become convertible to cash pursuant to this section as they are earned under the provisions of 4.2.2(c).

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

(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.
- (b) Notwithstanding subsections 4.2.2(f) (Payoff of Unused Sick Leave) and 4.2.2(h)(1) above, an eligible employee in classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DI, DM, DS, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PO, PR, PS, RN, SO, SM, SS, SW and UM, who is a participant in the County of San Diego Defined Benefit Pension Plan, or the County of San Diego Defined Contribution Savings

Plan, or both, on the date of his or her separation from County service, shall not be paid the monetary value of the sick leave balance otherwise payable under subsections 4.2.2(f) and 4.2.2(h)(1) above but, in lieu of such payment, shall receive the benefits provided for under the County of San Diego Defined Benefit Pension Plan and the County of San Diego Defined Contribution Savings Plan, if any.

- (c) Notwithstanding any other provision, a “new member” as defined in Government Code section 7522.04 (f) is not eligible to participate in the County’s Terminal Pay Plan.

Section 17. Subsection (d)(12) of Section 5.1.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN. A flexible benefits plan, which is in accordance with Section 125 of the Internal Revenue Code, is authorized for eligible employees.

- (d) County Contributions Toward Flexible Benefit Plan. Insurance premium costs shall be borne by the employee excepting that the County shall make the following contribution toward the Flexible Benefits Plan (which includes health insurance). The employee’s insurance premium costs will be reduced by the amount the employee elects to distribute to his or her insurance premium costs from the County’s contribution toward the Flexible Benefits Plan. The County’s contribution toward the Flexible Benefits Plan shall be:

(12) Employees in classes designated NS.

<u>Effective January 1, 2013:</u>	<u>Monthly</u>
Employee Only	\$ 421.00
Employee + 1 Dependent	627.00
Employee + 2 or More Dependents	899.00
<u>Effective January 1, 2014:</u>	<u>Monthly</u>
Employee Only	\$ 442.00
Employee + 1 Dependent	658.00
Employee + 2 or More Dependents	944.00
<u>Effective January 1, 2015:</u>	<u>Monthly</u>
Employee Only	\$ 464.00
Employee + 1 Dependent	704.00
Employee + 2 or More Dependents	1,029.00
<u>Effective January 1, 2016 through July 27, 2016:</u>	<u>Monthly</u>
Employee Only	\$ 487.00
Employee + 1 Dependent	739.00
Employee + 2 or More Dependents	1,080.00

Section 18. Subsection (a)(3) of Section 5.4.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.4.1: DEFINITION. Disability insurance is provided to eligible employees in addition to the benefits described in Articles 5.1 and 5.3, and administered in accordance with the terms and conditions of the contract between the County and the Insurer.

- (a) Long Term Disability Insurance (LTD). LTD is two-thirds (2/3) of the employee’s monthly salary up to a maximum benefit specified below.

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- (3) For employees in classes designated as EM, EO, NA, NE, NS and UM. Plan pays two-thirds (2/3) of monthly salary with a maximum benefit of twelve thousand dollars (\$12,000) per month. Benefits start thirty (30) days after disability commences.

Section 19. Section 6.1.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 6.1.1: AUTHORIZED POSITIONS: The total number of legally authorized positions in the County of San Diego shall be 20,000 regular positions and 5,500 temporary positions. Authorized positions shall only be available for use when they meet the "active" criteria cited in Section 6.1.3.

Section 20. Effective Date. Sections 4, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17 and 18 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 21. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	11/11/2016
Section 2	11/11/2016
Section 3	12/23/2016
Section 4	10/14/2016
Section 5	11/11/2016
Section 6	11/11/2016
Section 7	10/14/2016
Section 8	10/14/2016
Section 9	10/14/2016
Section 10	10/14/2016
Section 11	10/14/2016
Section 12	10/14/2016
Section 13	10/14/2016
Section 14	10/14/2016
Section 15	10/14/2016
Section 16	10/14/2016
Section 17	10/14/2016
Section 18	10/14/2016
Section 19	11/11/2016

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL

BY: Dennis I. Floyd, Senior Deputy County Counsel

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PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 4th day of October, 2016.



RON ROBERTS
Chairman, Board of Supervisors
County of San Diego, State of California

The above Ordinance was adopted by the following vote:

AYES: Jacob, D. Roberts, R. Roberts, Horn

ABSENT: Cox

ATTEST my hand and the seal of the Board of Supervisors this 4th day of October, 2016.

DAVID HALL
Clerk of the Board of Supervisors

By D. Lopez
Diana Lopez, Deputy



Ordinance No.10439 (N.S.)

10/04/16 (14)