

Meeting Date: 1/7/14 (17)

**ORDINANCE NO. 10314 (NEW SERIES)**

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE  
AND ESTABLISHING COMPENSATION**

The Board of Supervisors of the County of San Diego ordains as follows:

**Section 1.** Appendix One of the Compensation Ordinance is hereby amended by establishing the following job code/classification in the unclassified service, effective February 7, 2014:

| Job Code No. | Job Code Title             | Salary Range | Vari Entry | O/T | Rep Stat | Bene Prog |
|--------------|----------------------------|--------------|------------|-----|----------|-----------|
| 000925       | Public Health Lab Director | 12           | Y          | X   | UM       | UCL       |

**Section 2.** Appendix One of the Compensation Ordinance is hereby amended by establishing the following job codes/classifications and compensation in the classified service, effective February 7, 2014:

| Job Code No. | Step 1 Hrly Biwkly            | Step 2 Hrly Biwkly | Step 3 Hrly Biwkly | Step 4 Hrly Biwkly | Step 5 Hrly Biwkly | Approx Annual Salary Minimum | Approx Annual Salary Maximum | Vari Entry | O/T | Rep Stat | Bene Prog |
|--------------|-------------------------------|--------------------|--------------------|--------------------|--------------------|------------------------------|------------------------------|------------|-----|----------|-----------|
| 005297       | Human Services Program Mgr    |                    |                    |                    |                    |                              |                              |            |     |          |           |
|              | 29.26                         | 40.12              |                    |                    |                    | \$60,860.80                  | \$83,449.60                  | Y          | E   | MA       | MGT       |
|              | 2340.80                       | 3209.60            |                    |                    |                    |                              |                              |            |     |          |           |
| 005298       | Human Services Operations Mgr |                    |                    |                    |                    |                              |                              |            |     |          |           |
|              | 29.26                         | 40.12              |                    |                    |                    | \$60,860.80                  | \$83,449.60                  | Y          | E   | MA       | MGT       |
|              | 2340.80                       | 3209.60            |                    |                    |                    |                              |                              |            |     |          |           |

**Section 3.** Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following job codes/classifications in the unclassified service, effective January 10, 2014:

| Job Code No. | Min Hrly Biwkly             | Max Hrly Biwkly | Approx Annual Salary Minimum | Approx Annual Salary Maximum | UCE Range |
|--------------|-----------------------------|-----------------|------------------------------|------------------------------|-----------|
| 000240       | Assistant District Attorney |                 |                              |                              |           |
|              | 82.20                       | 118.03          | \$170,976.00                 | \$245,502.40                 | N/A       |
|              | 6576.00                     | 9442.40         |                              |                              |           |
| 000335       | Clinic Dir, Mntl Hlth Svcs  |                 |                              |                              |           |
|              | 72.00                       | 112.32          | \$149,760.00                 | \$233,625.60                 | 21        |
|              | 5760.00                     | 8985.60         |                              |                              |           |
| 000374       | Chief of Staff (B/S)        |                 |                              |                              |           |
|              | 40.09                       | 75.92           | \$83,387.20                  | \$157,913.60                 | N/A       |
|              | 3207.20                     | 6073.60         |                              |                              |           |

| Job Code No. | Min                       | Max         | Approx Annual Salary      |         | UCE Range |
|--------------|---------------------------|-------------|---------------------------|---------|-----------|
|              | Hrly Biwkly               | Hrly Biwkly | Minimum                   | Maximum |           |
| 000991       | Sheriff's Finance Officer |             |                           |         |           |
|              | 38.00                     | 73.52       | \$79,040.00- \$152,921.60 |         | 13        |
|              | 3040.00                   | 5881.60     |                           |         |           |
| 002203       | Auditor & Controller      |             |                           |         |           |
|              | 46.00                     | 90.88       | \$95,680.00- \$189,030.40 |         | 17        |
|              | 3680.00                   | 7270.40     |                           |         |           |

**Section 4.** Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following job codes/classifications in the classified service, effective December 27, 2013:

| Job Code No. | Step 1                      | Step 2      | Step 3      | Step 4      | Step 5      | Approx Annual Salary      |         |  |
|--------------|-----------------------------|-------------|-------------|-------------|-------------|---------------------------|---------|--|
|              | Hrly Biwkly                 | Hrly Biwkly | Hrly Biwkly | Hrly Biwkly | Hrly Biwkly | Minimum                   | Maximum |  |
| 000750       | Per Diem Comm Dispatcher I  |             |             |             |             |                           |         |  |
|              |                             |             |             |             | 18.81       | \$19,562.40 – \$19,562.40 |         |  |
|              |                             |             |             |             | 752.40      |                           |         |  |
| 000751       | Per Diem Comm Dispatcher II |             |             |             |             |                           |         |  |
|              |                             |             |             |             | 28.49       | \$29,629.60 – \$29,629.60 |         |  |
|              |                             |             |             |             | 1139.60     |                           |         |  |

**Section 5.** Appendix One of the Compensation Ordinance is hereby amended by re-titling the following job codes/classifications, effective February 7, 2014:

|       | <u>Job Code No.</u> | <u>Job Code Title</u>          |
|-------|---------------------|--------------------------------|
| From: | 000335              | Clinic Dir, Mntl Hlth Svcs     |
| To:   | 000335              | Clinic Dir, Behavioral Hth Svc |
| From: | 002106              | Chief Financial Of/General Mgr |
| To:   | 002106              | Dep Chief Admin Off/Aud & Ctrl |
| From: | 002158              | Public Admin/Public Guardian   |
| To:   | 002158              | Dep Dir, AIS & Pub Admin/Guard |
| From: | 002203              | Auditor & Controller           |
| To:   | 002203              | Asst Auditor & Controller      |
| From: | 002355              | Mntl Hlth Program Coord        |
| To:   | 002355              | Behavioral Hlth Program Coord  |
| From: | 004108              | Mntl Hlth Program Manager      |
| To:   | 004108              | Behavioral Hlth Program Mgr    |

From: 004780 Managed Care Program Manager  
To: 004780 Agency Program & Ops Manager

From: 004781 Sr Managed Care Program Mgr  
To: 004781 Sr Agency Program & Ops Mgr

**Section 6.** Appendix One of the Compensation Ordinance is hereby amended by designating the following job code/classification as "Terminal" effective February 7, 2014:

| <u>Job Code No.</u> | <u>Job Code Title</u>         |
|---------------------|-------------------------------|
| 005289              | Health & Human Svcs Admin (T) |

**Section 7.** Appendix One of the Compensation Ordinance is hereby amended by deleting the following job code/classification, effective February 7, 2014:

| <u>Job Code No.</u> | <u>Job Code Title</u>    |
|---------------------|--------------------------|
| 004315              | Chief, Public Health Lab |

**Section 8.** Subsection (22) of Section 1.1.3 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.1.3: DEFINITIONS. In this ordinance unless the context or subject matter otherwise requires:

- (22) "Payroll Fiscal Year" is comprised of 26 or 27 biweekly consecutive pay periods. The Payroll Fiscal Year varies from year-to-year but closely parallels the Budget Fiscal Year. The official payroll fiscal year (i.e., payroll calendar) is established by the Deputy Chief Administrative Officer/Auditor & Controller and published on the County's intranet.

**Section 9.** Section 1.7.3 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.7.3: FORENSIC AUTOPSY LEAD WORKER. Eligible employees shall be paid ten percent (10%) of their base pay when assigned as a Lead Worker in the Medical Examiner's Office responsible for leading a team in the absence of the Forensic Autopsy Room Supervisor. This premium shall be paid only for time worked in a lead worker capacity.

Eligible Classes:

004820 Forensic Autopsy Specialist

**Section 10.** 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> |
|---|-------------------------|
|---|-------------------------|

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

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

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

**Section 11.** 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                                  |
| •                                 | San Diego County Women's 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 12.** 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 San Diego County Women's 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 13.** Subsection (a) of Section 1.10.5 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 1.10.5: INSTITUTIONAL CHARGE NURSE.**

- (a) An employee in an eligible class (listed below) employed at eligible locations (listed below) shall be paid at a rate approximately five percent (5%) higher than prescribed for his/her class, for each hour worked as the assigned Institutional Charge Nurse on a shift in the absence of a Supervising Nurse, when the appointing authority determines that an employee in an eligible class at a facility designated below is assigned Charge Nurse institution-wide administrative responsibilities. Such higher rate of compensation shall be paid for only those hours worked under such assignments and shall not apply toward paid time off or to terminal payoff.

**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 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 | Clinic Dir, Behavioral Hth Svc   |
| 000340 | Medical Director   |
| 000918 | Temporary Expert Professional Employee – Psychiatrist Special Assignment |
| 000919 | Temporary Expert Professional Employee, M.D., D.O., D.V.M.               |
| 000922 | Deputy Public Health Officer   |
| 002221 | Public Health Officer  |
| 002227 | Deputy Director, Behavioral Health                                       |
| 004124 | Chief, Maternal & Child Health   |
| 004127 | Chief, Community Epidemiology Control                                    |
| 004128 | Chief, Tuberculosis Control & Border Health                              |
| 004132 | Medical Director, Sheriff's Detentions                                   |
| 004162 | Medical Consultant   |
| 004184 | Radiologist  |
| 004185 | Pediatrician   |
| 004192 | Sr 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 | Clinic Dir, Behavioral Hth Svc   |
| 000340 | Medical Director   |
| 000918 | Temporary Expert Professional Employee – Psychiatrist Special Assignment |
| 000919 | Temporary Expert Professional Employee, M.D., D.O., D.V.M.               |
| 000922 | Deputy Public Health Officer   |
| 002221 | Public Health Officer  |
| 002227 | Deputy Director, Behavioral Health                                       |
| 002285 | Chief Dep Medical Examiner   |
| 004124 | Chief, Maternal & Child Health   |
| 004127 | Chief, Community Epidemiology Control                                    |
| 004132 | Medical Director, Sheriff's Detentions                                   |
| 004162 | Medical Consultant   |
| 004192 | Sr Physician   |
| 004193 | Physician  |
| 004195 | Supervising Psychiatrist   |
| 004196 | Psychiatrist   |
| 004199 | Psychiatrist-Specialist  |

**Section 15.** Subsection (a) 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, 005289, Health & Human Services Admin (T), 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)        |
| 005289 | Health & Human Svcs Admin (T) (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) |

- (2) Notwithstanding (a)(1) above, employees employed as of December 12, 1988, as Protective Services Supervisor, class 005259, or Aging Program Specialist III, class 005205, will be eligible for the MSW premium herein, provided that the employee possesses either a Master of Counseling Degree based on a two-year program or a Master's Degree with an M.F.C.T. Employees in classes 005259, Protective Services Supervisor, or, class 005205, Aging Program Specialist III, appointed after December 12, 1988 must possess an MSW Degree in order to be eligible for the MSW premium.
- (3) This premium is paid for paid time off, but not for terminal payoff.

**Section 16.** Section 1.12.5 of the Compensation Ordinance is hereby repealed.

**Section 17.** 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, Police Children's Center, San Diego County Women's 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 18.** Section 2.1.3 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 2.1.3: RELOCATION ALLOWANCE FOR HARD-TO-RECRUIT PROFESSIONAL CLASSES.** Upon approval by the Chief Administrative Officer or designee, a relocation allowance, up to \$8,000, may be authorized for professional classes designated by the Director as Hard-to-Recruit. Relocation expenses may include, but are not limited to, personal transportation, moving expenses and temporary housing. Approval must be obtained prior to any job offer. Claims for expenses submitted pursuant to this provision shall be subject to review and determination by the Deputy Chief Administrative Officer/Auditor & Controller prior to reimbursement.

**Section 19.** Subsection (b)(1) of Section 2.1.8 of the Compensation Ordinance is hereby amended to read as follows:

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

- (b) Fiscal Year 2014/2015. A one-time monetary payment equivalent to 2% of individual annualized compensation shall be paid over six (6) pay periods to all regular employees in eligible classes listed below in addition to the regular compensation for work performed. The 2% one-time payment shall be paid out in six equal payments, to be paid with the first payday of each month. Part time employees shall receive a pro-rated amount according to their standard hours.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during the twenty sixth payroll period of Fiscal Year 2013/2014. In no event shall an employee be entitled to these provisions if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year or if they are no longer employed on the date of payment.

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

**Section 20.** Subsection (h) 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.**

- (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, Director, Health & Human Services, 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.
  - (2) The Executive Compensation Committee shall be responsible for assisting the Chief Administrative Officer to insure that all salary determinations are in accordance with the provisions set forth in this Plan, and that such determinations are applied consistently and equitably to employees in classes subject to this Plan.
  - (3) Any salary determinations by the Chief Administrative Officer pursuant to this Plan shall be made only after consideration of the recommendation of the Executive Compensation Committee, except with respect to executives appointed by the Board of Supervisors and the CAO, in which case the CAO shall act in place of the Executive Compensation Committee.
  - (4) In cases designated herein where the appointing authority must submit requests for salary adjustment to the Executive Compensation Committee for consideration, the Executive Compensation Committee shall consider such requests and may refer them back to the appointing authority or may make a recommendation to the Chief Administrative Officer.

**Section 21.** Section 3.5.3 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 3.5.3: RELOCATION ALLOWANCE.**

- (a) Executive Management. Upon determination by the Chief Administrative Officer, or the Board of Supervisors if the Board is the appointing authority, that relocation allowance is appropriate to facilitate recruitment for and appointment to a vacant position in a class designated EM, a relocation allowance in an amount not to exceed \$15,000.00 may be authorized for the actual and reasonable relocation expenses incurred incidental to relocation of the appointee and his/her immediate family to San Diego County. Expenses may include, but are not limited to, personal transportation, moving expenses for household goods and temporary housing arrangements. Claims for expenses submitted pursuant to this provision shall be subject to review and determination by the Deputy Chief Administrative Officer/Auditor & Controller prior to reimbursement.
- (b) Unclassified Management. Upon determination by the appointing authority and approval by the Chief Administrative Officer or designee, that relocation allowance is appropriate to facilitate recruitment or selection for an appointment to a vacant position in a class designated UM, NA or NE a relocation allowance in an amount not to exceed \$10,000 may be authorized for the actual and reasonable relocation expenses incurred incidental to relocation of the appointee and his/her immediate family to San Diego County. Expenses may include, but are not limited to, personal transportation, moving expenses for household goods, and temporary housing arrangements. Claims for expenses submitted pursuant to this provision shall be subject to review and determination by the Deputy Chief Administrative Officer/Auditor & Controller prior to reimbursement.



**Section 22.** Subsection (j)(3) of Section 4.2.2 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 4.2.2: SICK LEAVE.**

(j) Sick Leave Incentive Overtime Reduction Pilot Program: DS Classes Only.

(3) Administration of Sick Leave Cash-Out Process.

- (a) Time Period for Determining Maximum Annual Usage. The employee's usage of sick leave shall be measured over twenty-six (26) pay periods beginning with payroll 01 in July and ending with payroll 26 of each fiscal year during which this pilot program is in effect.
- (b) Report of Eligible Employees. As soon as practicable following the end of the fiscal year, a report will be prepared listing employees who are eligible for sick leave cash-out. Each eligible employee will be notified of the maximum number of sick leave hours that he/she may opt to cash out.
- (c) Employee Options. An eligible employee may opt to receive cash for all, or a portion of, the hours on the annual sick leave cash-out eligibility report. The sick leave credits that are received by the employee in cash will be removed from his/her sick leave balance.
- (d) The administration of this program is subject to the rules and regulations of the Deputy Chief Administrative Officer/Auditor & Controller.

**Section 23.** Subsection (d) 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.

- (1) Definition. Leave is paid absence from work granted to employees who have been ordered to active military duty as a direct result of the September 11, 2001 attacks on the World Trade Center and Pentagon.
- (2) Eligibility. Biweekly rate employees who are members of the reserved corps of the armed forces of the United States or the National Guard or the Naval Militia who have been ordered to active duty as a direct result of the September 11, 2001 attacks on the World Trade Center and Pentagon. Employees shall not be eligible for this paid leave during the period in which they are receiving paid military leave pursuant to the Federal Military Statutes or the California Military and Veterans Code. The Director of Human Resources, in consultation with the employee's appointing authority and the Deputy Chief Administrative Officer/Auditor & Controller, shall be the final arbiter of eligibility under this section.
- (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) December 31, 2014, whichever occurs earlier.  
Eligible Classes: Classes designated AE, CL, DS, FS, HS, MM, PR, PS, RN, SM, SS and SW.
  - (b) June 25, 2015, whichever occurs earlier.

Eligible Classes: Classes designated AM, AS, CC, CE, CEM, CR, CS, DA, DI, DM, EM, EO, MA, NA, NE, NM, NS, PD, PM, PO, SO and UM

(c) June 22, 2017, whichever occurs earlier.

Eligible Classes: Classes designated CM.

- (4) Method of Calculation. The amount of this paid leave shall be equal to the employee's normal biweekly gross pay (not including overtime pay) as of the first date the employee is absent from work due to being ordered to active military duty, offset by the amount of gross military pay for such duty including all military allowances paid to the employee. In the event the military pay, including allowances, equals or exceeds the employee's pay for the pay period pursuant to this provision, the employee shall receive no pay for that pay period except that the County shall continue to pay the required employer contributions toward the employee's premiums (including dependents' premiums) for group insurance benefits sponsored by the County of San Diego and the employee shall be responsible for making the required employee and dependent contributions, if any, toward the premiums for such group insurance benefits.
- (5) Condition of Payment. Payments authorized under this section shall be conditioned upon compliance with the procedures established by the Deputy Chief Administrative Officer/Auditor & Controller.

**Section 24.** Subsection (f) of Section 4.2.10 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 4.2.10: CHILD CARE VACATION EXCHANGE.** Vacation credits may be transferred by an employee to his/her spouse or Registered Domestic Partner (as defined in Section 1.1.3, Definitions) if the employee is married to, or a Registered Domestic Partner of, another employee in this unit and such couple are the parents of a child or are jointly adopting a child, for the purposes of maternity leave or child care purposes, in accordance with departmental policies, upon the request of both the receiving employee and the transferring employee and upon approval of the employee's appointing authority, under the following conditions:

- (f) The transfers shall be administered according to the rules and regulations of the Deputy Chief Administrative Officer/Auditor & Controller and made on a form prescribed by the Deputy Chief Administrative Officer/Auditor & Controller, approvals of the receiving and donating employees and the appointing authority will be provided for on each form.

**Section 25.** Subsection (b) of Section 4.2.13 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 4.2.13: CATASTROPHIC LEAVE PROGRAM.**

- (b) Transfer Requests. Transfers shall be administered according to the rules and regulations of the Deputy Chief Administrative Officer/Auditor & Controller, and made on a form prescribed by the Deputy Chief Administrative Officer/Auditor & Controller. Approvals of the receiving and donating employee, the donating employee's appointing authority, and the receiving employee's appointing authority (in the case of interdepartmental transfer) will be provided for on such form.

**Section 26.** Subsection (f) of Section 4.2.22 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 4.2.22: ASSOCIATION PRESIDENT'S LEAVE.**

- (f) Leave Accounting.

- (1) Each employee in the DS and SM units who have paid service in payroll 01 of each year, will have an equal number of hours deducted from their eight-and one-half (8-1/2) hours Floating Holiday time (Non-FLSA Comp Time) in payroll 02. The initial leave deduction will take place in payroll 02 of 04/05 and will include an additional proration for the period covered in 03/04 as

determined by the Deputy Chief Administrative Officer/Auditor & Controller. Successive years will be prorated as determined by previous fiscal year actual leave usage.

- (2) Each employee in the PO unit who has paid service in payroll 02 of each year, will have an equal number of hours deducted from their Floating Holiday time in payroll 03. Successive years will be prorated as determined by leave usage.

**Section 27. Effective Date.** Sections 3, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 26 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.

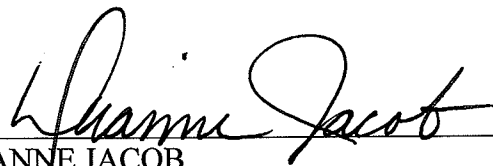
**Section 28. Operative Date.** Operative dates by specified section are listed in the table below.

| <b>Section Number</b> | <b>Operative Date</b> |
|-----------------------|-----------------------|
| Section 1             | 2/7/2014              |
| Section 2             | 2/7/2014              |
| Section 3             | 1/10/2014             |
| Section 4             | 12/27/2013            |
| Section 5             | 2/7/2014              |
| Section 6             | 2/7/2014              |
| Section 7             | 2/7/2014              |
| Section 8             | 1/10/2014             |
| Section 9             | 1/10/2014             |
| Section 10            | 1/10/2014             |
| Section 11            | 1/10/2014             |
| Section 12            | 1/10/2014             |
| Section 13            | 1/10/2014             |
| Section 14            | 1/10/2014             |
| Section 15            | 1/10/2014             |
| Section 16            | 1/10/2014             |
| Section 17            | 1/10/2014             |
| Section 18            | 1/10/2014             |
| Section 19            | 1/10/2014             |
| Section 20            | 1/10/2014             |
| Section 21            | 1/10/2014             |
| Section 22            | 1/10/2014             |
| Section 23            | 1/10/2014             |
| Section 24            | 1/10/2014             |
| Section 25            | 1/10/2014             |
| Section 26            | 1/10/2014             |

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 7<sup>th</sup> day of January, 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 7<sup>th</sup> day of January, 2014.

THOMAS J. PASTUSZKA  
Clerk of the Board of Supervisors

By  \_\_\_\_\_  
Sarah Panfil, Deputy



Ordinance No. 10314 (N.S.)

01-07-14 (17)