

ARTICLE 1.7: TYPE A PREMIUMS: EXCEPTIONAL DUTY

SECTION 1.7.1: TYPE A PREMIUMS.

- (a) Definition. Type A Premiums compensate eligible employees for authorized duty performed which is identified and designated as exceptional in relation to the regular and routine duties of the employee's class, and required on an intermittent or temporary basis.
- (b) Method of Calculation. Premiums are paid in addition to the employee's base wage rate. Premiums designated as a percentage are calculated as a percentage of the employee's base rate for each individual premium. Premiums are not compounded or pyramided. Premiums are paid for time worked only and not for paid time off or terminal payoff unless specifically provided herein.
- (c) Eligibility. The employee must be in a class designated as eligible and must possess the requisite qualifications, skills, clearances, licenses, and/or certifications determined by the County to be necessary for the proper performance of the exceptional duty described herein below.

(Amended 01/18/08, Ord. No. 9912)

SECTION 1.7.2: TEMPORARY SERVICE WITH REGISTRAR OF VOTERS. Any employee other than an employee of the Registrar of Voters, designated by the Chief Administrative Officer and temporarily assigned to work on a holiday or in addition to his/her regular work shift for the said Registrar in connection with any general, special or primary election, shall be paid in the manner established by this Section.

- (a) An employee in a class assigned overtime designator "N" pursuant to Section 1.6.2 (Overtime and FLSA/Non-FLSA Compensatory Time) of the Compensation Ordinance shall receive compensatory time off hour for hour and cash compensation at a one-half time rate for the first eight (8) hours or less of such work, and cash compensation at one and one-half time rate for service in excess of the first eight (8) hours in a single shift.
- (b) An employee not in a class assigned overtime designator "N" shall receive compensatory time off hour for hour for all such work.

(Amended 05/23/86, Ord. No. 7136)
(Amended 01/18/08, Ord. No. 9912)

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:

4820 Forensic Autopsy Specialist

(Amended 07/03/98, Ord. No. 8932)
 (Amended 02/11/11, Ord. No. 10106)
 (Amended 01/10/14, Ord. No. 10314)

SECTION 1.7.4: TOWER CLIMBING PREMIUM.

Employees in the classes listed below shall be paid an additional one dollar and fifty cents (\$1.50) per hour for time actually spent climbing telecommunications towers. This premium shall not apply towards paid time off or terminal payoff.

<u>Eligible Classes:</u>	
6148	Telecommunications Tech IV
6149	Telecommunications Tech III
6150	Telecommunications Tech II
6151	Telecommunications Tech I
6152	Telecommunications Tech Trainee

(Repealed 10/08/02, Ord. No. 9507)
 (Added 06/23/06, Ord. No. 9786)
 (Amended 07/03/98, Ord. No. 8932)
 (Amended 01/18/08, Ord. No. 9912)

SECTION 1.7.5: NIGHT DUTY COMPENSATION IN OVERNIGHT CAMPING PARKS.

- (a) Upon approval of the Director of Parks and Recreation, an employee in an eligible class shall be paid at a rate of two (2) hours pay for each night that he/she is assigned night duty as described herein in (c), (d), and (e) below at a County overnight camping park.

<u>Eligible Classes:</u>	
6342	Senior Park Ranger
6343	Supervising Park Ranger

- (b) Upon approval of the Director of Parks and Recreation, four (4) employees in an eligible class who are assigned to roving duty, shall be paid at a rate of one (1) hour of pay for each work day he/she is assigned at a County park.

Eligible Classes:

6342	Senior Park Ranger
6343	Supervising Park Ranger

- (c) Night duty means that an employee is assigned to specific hours outside the normal work week during which he/she must remain in the camping park overnight to provide public safety and enforce park rules and regulations by performing related tasks and maintaining an on-call status;
- (d) Only one (1) employee will be assigned night duty in any one (1) park at any one time;
- (e) All hours worked by an employee while assigned night duty, to perform tasks above and beyond normal night duty assignments critical to maintaining public safety or enforcing park rules and regulations shall be compensated on an overtime basis;
- (f) This premium shall apply to time worked and shall not apply toward paid time off or to terminal payoff.

(Amended 06/20/86, Ord. No. 7154)
(Amended 12/19/86, Ord. No. 7254)
(Amended 01/18/08, Ord. No. 9912)

SECTION 1.7.6: EQUIPMENT OPERATORS TOXIC SEALERS. An employee in Liquid Waste Class 7080, Sanitation Regional Supervisor, shall be paid at a rate of sixty cents (\$0.60) higher than prescribed for said class for each hour worked in immediate proximity exposure to toxic sealers.

(Amended 07/27/90, Ord. No. 7789)
(Amended 09/21/90, Ord. No. 7810)
(Amended 08/15/97, Ord. No. 8820)
(Amended 01/18/08, Ord. No. 9912)

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

- (a) Certain Equipment Operators.

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

Eligible Classes:

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

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

Eligible Classes:

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

(Amended 07/27/90, Ord. No. 7789)
(Amended 01/18/08, Ord. No. 9912)
(Amended 09/25/09, Ord. No. 10008)
(Amended 11/05/10, Ord. No. 10079)
(Amended 12/03/13, Ord. No. 10303)
(Amended 08/05/16, Ord. No. 10432)

SECTION 1.7.8: COMPENSATION FOR LUNCH TIME SUPERVISOR OF ADULT INSTITUTION-RESIDENTS. Any employee, except Adult Institution employees who are scheduled to work more than forty (40) hours per week, who is required to supervise Adult Institution residents during his/her lunch period shall, at the employee's option be granted either equal compensatory time off, or be paid cash compensation for such work. The rate of compensation shall be computed in accordance with Section 1.6.2 (Overtime and FLSA/Non-FLSA Compensatory Time) of the Compensation Ordinance.

(Amended 01/18/08, Ord. No. 9912)

SECTION 1.7.9: CLINIC PHYSICIAN. Eligible employees employed on a "clinic" basis,

shall receive four (4) hours pay for each two (2) to four (4) hour clinic, not to exceed ten (10) clinics in any one (1) biweekly pay period.

Eligible Classes:

4192	Senior Physician
4193	Physician

SECTION 1.7.10: HELICOPTER DUTY.

This section establishes additional compensation for a properly qualified employee who is assigned to operate a Sheriff's Department helicopter as its pilot or for an employee who is assigned to service in a Sheriff's Department helicopter as a Tactical Flight Officer.

(a) Eligibility

Helicopter Pilot. Pilots are defined as those employees who are certified by the FAA as commercial helicopter pilots and are approved by the ASTREA lieutenant to act as "pilot in command" of a patrol or firefighting/rescue helicopter.

The ASTREA lieutenant's status as "pilot in command" must be approved by the Emergency Services Captain.

Tactical Flight Officer. Helicopter Tactical Flight Officers are defined as those employees who have successfully completed the ASTREA Tactical Flight Officer training syllabus and are approved by the ASTREA lieutenant to act as a fully functional tactical flight officer of a patrol helicopter.

Eligible Classes:

Employees who are assigned to ASTREA on a full-time basis in the following classes:

005746	Deputy Sheriff
005780	Sheriff's Lieutenant
005790	Sheriff's Sergeant

(b) Calculation of Premium. For each full standard work period of eighty-five (85) hours an eligible employee shall receive, in addition to his/her base biweekly rate, the following:

Pilot:

Years of Service	Amount of Premium
Pilots assigned to ASTREA with less than 5 years	7.5% of base pay
Pilots assigned to ASTREA with 5 years or more	12.5% of base pay

This premium shall apply for an eighty five (85) hour standard work period. Thereafter, the FLSA regular rate for overtime shall apply. This premium shall apply for time worked, paid time off, and overtime. This premium does not apply towards terminal pay.

Tactical Flight Officer:

Tactical Flight Officer Premium	Amount of Premium
Tactical Flight Officers assigned to ASTREA	5% of base pay

This premium shall apply for an eighty five (85) hour standard work period. Thereafter, the FLSA regular rate for overtime shall apply. This premium shall apply for time worked, paid time off, and overtime. This premium does not apply towards terminal pay.

- (c) Employees with more than one assignment/tour of duty in ASTREA shall calculate their years of service in ASTREA cumulatively.

(Amended 07/26/91, Ord. No. 7945)
(Amended 07/03/98, Ord. No. 8920)
(Amended 01/18/08, Ord. No. 9912)
(Amended 10/21/11, Ord. No. 10175)
(Amended 09/12/23, Ord. No. 10861)

SECTION 1.7.11: HELICOPTER OBSERVER.

(Repealed 01/18/08, Ord. No. 9912)

SECTION 1.7.12: IN-SERVICE SHERIFF'S TRAINING PREMIUM.

- (a) A Deputy Sheriff or Deputy Sheriff-Detentions/Court Services, who has been designated by the Department as a Training Officer shall be compensated forty five dollars (\$45.00) biweekly, based on \$0.53/hour for

an eighty-five (85) hour standard work period in addition to the regular rate of pay. Thereafter, the FLSA regular rate for overtime shall apply.

- (b) The premium bonus provided to Training Officers shall not be considered a permanent form of additional compensation. This bonus will only be provided to those officers actually designated by the appointing authority.
- (c) This premium shall apply to paid leave, but shall not apply to terminal payoff.

<u>Eligible Classes:</u>	
5746	Deputy Sheriff
5757	Deputy Sheriff - Detentions/Court Services

(Amended 09/21/90, Ord. No. 7810)
(Amended 03/19/93, Ord. No. 8217)
(Amended 07/05/96, Ord. No. 8650)
(Amended 01/01/00, Ord. No. 9099)
(Amended 04/16/02, Ord. No. 9453)
(Amended 01/18/08, Ord. No. 9912)

SECTION 1.7.13: TREE TRIMMER/MOTOR SWEEPER OPERATOR.

(Repealed 01/18/08, Ord. No. 9912)

SECTION 1.7.14: HANDLING OF EXPLOSIVE DEVICE/SUBSTANCE PREMIUM.

This section establishes additional compensation for a properly qualified employee who performs the functions required to neutralize any suspected or actual explosive device or substance.

- (a) Eligibility. An employee, listed below, must be assigned full time duty as a member of the Arson/Explosive Unit. Eligible employees must be certified by the FBI as a graduate of the Hazardous Devices School. Eligible employees must successfully complete a re-certification through the FBI every three years to remain eligible for this premium.

Eligible Classes:

005746 Deputy Sheriff
005790 Sheriff's Sergeant

- (b) Calculation of Premium. For each full standard work period of eighty-five (85) hours, an eligible employee shall receive, in addition to his/her

base biweekly rate, the following:

Years of Service	Amount of Premium
Eligible classes assigned to Bomb/Arson for less than 5 years	5% of base pay
Eligible classes assigned to Bomb/Arson for 5 years or more	10% of base pay

This premium shall apply for an eighty-five (85) hour standard work period. Thereafter, the FLSA regular rate for overtime shall apply. This premium shall apply for time worked, paid time off, and overtime. This premium does not apply towards terminal pay.

- (c) Employees with more than one assignment/tour of duty in Bomb/Arson shall calculate their years of service in Bomb/Arson cumulatively.

(Amended 01/27/89, Ord. No. 7585)
 (Amended 01/18/08, Ord. No. 9912)
 (Amended 10/21/11, Ord. No. 10175)
 (Amended 09/12/23, Ord. No. 10861)

Section 1.7.15: COUNTY PARK "ROVER" ASSIGNMENT.

(Repealed 01/18/08, Ord. No. 9912)

SECTION 1.7.16: SHERIFF'S DISPATCHER TRAINING PREMIUM. Eligible employees shall be paid an additional two dollars and fifty cents (\$2.50) per hour to provide training to newly hired staff in the areas of telephone and radio communications in the Sheriff's Communication Center. This type of training, which applies only to the Sheriff's Communication Center, is distinguished from what is considered typical training in that this training requires eligible employees to monitor trainees' work side-by-side on a telephone or radio console and prepare evaluations to be submitted to the Supervising Sheriff's Emergency Services Dispatcher in charge of training. This premium shall be paid for time worked only.

Eligible Classes:

002821	Sheriff's Communication Dispatcher
002822	Sheriff's Emergency Services Dispatcher

(Added 01/21/94, Ord. No. 8350)
 (Amended 07/17/01, Ord. No. 9356)
 (Amended 01/18/08, Ord. No. 9912)
 (Amended 06/28/22, Ord. No.10798)

SECTION 1.7.17: SHERIFF'S DISPATCHER LEAD PREMIUM. Eligible employees shall be paid ten percent (10%) of their base pay when assigned as a lead dispatcher responsible for staffing the radio or telephone master console in the Sheriff's Communications Center. This premium shall be paid for time worked and there shall be only a maximum of five (5) employees assigned as a lead dispatcher at any one time. Furthermore, employees receiving the lead premium shall not be eligible to receive the Sheriff's Dispatcher Training Premium (Section 1.7.16).

<u>Eligible Class:</u>	
2822	Sheriff's Emergency Services Dispatcher

(Added 01/21/94, Ord. No. 8350)
 (Amended 07/17/01, Ord. No. 9356)
 (Amended 01/18/08, Ord. No. 9912)

SECTION 1.7.18: SHERIFF'S DETENTIONS BOOKING PROCEDURES AND DETENTIONS INFORMATION ASSISTANT TRAINING PREMIUM.

- (a) Detentions Processing Technician: Eligible employees shall be paid an additional one dollar and forty-five cents (\$1.45) per hour to provide training to newly hired staff in the areas of pre-book, book, pre-release, release and court paper preparation in the Sheriff's booking facilities. This type of training, which applies only to Sheriff's Detentions Processing Technicians, is distinguished from what is considered typical training in that this training requires eligible employees to monitor trainees' work side-by-side for review and understanding of all booking procedures and related detention and court process and prepare evaluations to be submitted to the Detention Processing Supervisor in charge of training. This premium shall be paid for time worked only.

(Amended 06/28/22, Ord. No. 10798)

- (b) Detentions Information Assistant: Employees shall be paid an additional one dollar and forty-five cents (\$1.45) per hour to provide training to newly hired staff in the areas of receipt and disbursement of property, receipt and disbursement of monies, video conferencing and scheduling of visits. This premium shall be paid for time worked only.

<u>Eligible Classes:</u>	
003002	Detentions Processing Technician
003001	Detentions Information Assistant

(Added 07/05/96, Ord. No. 8650)
(Amended 08/02/96, Ord. No. 8707)
(Amended 07/17/01, Ord. No. 9356)
(Amended 04/16/02, Ord. No. 9453)
(Amended 01/18/08, Ord. No. 9912)
(Amended 06/28/22, Ord. No. 10798)

SECTION 1.7.19 SHERIFF'S TRANSPORTATION UNIT PREMIUM. This section establishes additional compensation for a properly qualified employee assigned to the Sheriff's Department Transportation Detail assigned to operate all of the rolling-stock equipment in the Sheriff's Department Transportation Detail including equipment weighing thirty-seven thousand four hundred (37,400) or more pounds, or equipment which is designed to transport forty (40) or more passengers including the driver.

- (a) Eligibility. Only an employee in Class 005746 (Deputy Sheriff), 005757 (Deputy Sheriff - Detentions/Court Service), 005781 (Sheriff's Sergeant – Detentions), or 005790 (Sheriff's Sergeant) assigned to the Transportation Detail who possess the required certification, and after receiving forty (40) hours of bus operation training along with two-hundred-forty (240) hours of phase training is eligible to receive this premium.
- (b) Calculation of Premium. A Deputy Sheriff, Deputy Sheriff-Detentions/Court Services, Sheriff's Sergeant – Detentions, or Sheriff's Sergeant shall be compensated three percent (3%) higher than the employee's base rate of compensation for each full standard work period so assigned. Periods of assignment for less than a full, standard work period shall be pro-rated. This premium shall apply to paid leave but shall not apply to terminal payoff.

(Added 07/05/96, Ord. No. 8650)
(Amended 09/17/96, Ord. No. 8721)
(Amended 01/01/00, Ord. No. 9099)
(Amended 04/16/02, Ord. No. 9453)
(Amended 01/18/08, Ord. No. 9912)
(Amended 09/12/23, Ord. No. 10861)

SECTION 1.7.20: MOTOR OFFICER PREMIUM.

- (a) A Deputy Sheriff, regardless of rank, who has been assigned as a motor officer shall be given four (4) consecutive hours per work week for home garaging and maintenance of their motorcycles. Said time shall be paid and considered time worked.
- (b) Deputies, regardless of rank, permanently assigned to a motor officer position shall have successfully completed a P.O.S.T. certified eighty (80) hour motorcycle riding training course. A deputy so qualified shall receive an additional seven and one-half percent (7.5%) in addition to the

employee's base rate.

Eligible Classes: Classes designated DS.

(Added 07/05/96, Ord. No. 8650)
(Amended 01/18/08, Ord. No. 9912)

SECTION 1.7.21 CHILD SUPPORT OFFICER LEAD PREMIUM. Eligible employees shall be paid seven and one-half percent (7.5%) of their base pay when assigned as a lead Child Support Officer responsible for leading a team and providing technical training guidance to other Child Support Officers. This premium shall be paid only for time worked in a lead worker position.

<u>Eligible Class:</u>	
2941	Child Support Officer

(Added 02/28/97, Ord. No. 8771)
(Amended 01/18/08, Ord. No. 9912)

SECTION 1.7.22: HAZARDOUS INCIDENT RESPONSE WORK - ENVIRONMENTAL HEALTH SPECIALISTS. Eligible employees who are assigned to perform hazardous incident response work shall be compensated at Step 5 of the rate for class 4723, Environmental Health Specialist III, for each hour actually worked performing hazardous incident response duties. To be considered eligible to perform this work the employee must possess current training and certification in hazardous incident response work.

<u>Eligible Classes:</u>	
4722	Environmental Health Specialist II
4723	Environmental Health Specialist III

(Added 02/28/97, Ord. No. 8773)
(Amended 01/18/08, Ord. No. 9912)

SECTION 1.7.23: SOLID WASTE TRANSITION PREMIUM.

(Repealed 04/01/05, Ord. No. 9708)

SECTION 1.7.23: OPEN ENROLLEE INCENTIVE PROGRAM.

(Added 12/21/07, Ord. 9910)
(Repealed 10/04/13, Ord. No. 10290)

SECTION 1.7.24: CORPORAL ASSIGNMENT PREMIUM. A Deputy Sheriff or Deputy Sheriff-Detentions/Court Services, who has been designated by the Department as a

Corporal shall be compensated an additional five (5%) percent in addition to the employee's base wage rate. This premium shall apply to paid leave, but shall not apply to terminal payoff.

<u>Eligible Classes:</u>	
5746	Deputy Sheriff
5757	Deputy Sheriff - Detentions/Court Services

(Added 07/03/98, Ord. No. 8920)
(Amended 01/01/00, Ord. No. 9099)
(Amended 04/16/02, Ord. No. 9453)
(Amended 01/18/08, Ord. No. 9912)

SECTION 1.7.25: DETECTIVE ASSIGNMENT PREMIUM. A Deputy Sheriff who has been designated by the Department as a Detective shall be compensated an additional five (5%) percent in addition to the employee's base wage rate. This premium shall apply to paid leave, but shall not apply to terminal payoff.

<u>Eligible Class:</u>	
005746	Deputy Sheriff
005757	Deputy Sheriff – Detentions/Court Services

(Added 07/03/98, Ord. No. 8920)
(Amended 01/18/08, Ord. No. 9912)
(Amended 12/05/23, Ord. No. 10870)

SECTION 1.7.26: ASBESTOS AND LEAD PAINT ABATEMENT. Employees assigned to asbestos and/or lead paint abatement work shall be compensated one dollar (\$1.00) per hour for each hour engaged in such assignment or work. This premium shall be paid only for time worked.

Eligible Classes: Classes designated CM and CR.

(Added 07/03/98, Ord. No. 8932)
(Amended 01/18/08, Ord. No. 9912)

SECTION 1.7.27: JUVENILE DRUG COURT PROGRAM.

(Repealed 01/16/09, Ord. No. 9963)

SECTION 1.7.28: SHIFT LEADER PREMIUM. Eligible employees shall receive a differential of three dollars (\$3.00) per hour when assigned as a shift-leader. This premium shall not apply to paid leave and shall not apply to terminal payoff.

Eligible Classes: Classes designated PO.

(Added 06/23/06, Ord. No. 9786)
(Amended 01/18/08, Ord. No. 9912)
(Amended 09/20/13, Ord. No. 10290)

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, 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.

(Added 07/02/99, Ord. No. 9050)
(Amended 12/15/00, Ord. No. 9288)
(Amended 10/31/14, Ord. No. 10354)
(Amended 07/01/19, Ord. No. 10609)

SECTION 1.7.30: INFORMATION TECHNOLOGY TWENTY PERCENT (20%) SEVERANCE OPTION.

(a) Eligibility Conditions. Employees in eligible “in-scope Information Technology classes” listed in Subsection (b) of 1.7.28 (except those employees of the District Attorney, Sheriff, and San Diego County Retirement Association), who elect the option of remaining in classes listed in subsection (b) of 1.7.28 until the transition date of information technology services to the selected service provider may be eligible to receive a severance option in the amount of twenty (20%) of annual salary. Annual salary is defined as twenty-six (26) times the biweekly pay rate set forth in Appendix One of the County’s Compensation Ordinance at the employee’s appropriate wage step. Eligible employees shall:

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| (1) | not have elected to receive an additional retirement service credit of two (2) years, |
| (2) | not have accepted a guaranteed offer of employment as provided in the agreement with the service providers(s) selected to provide information technology services, and |
| (3) | have terminated from County service as a result of layoff due to the |

outsourcing of information technology functions, and have neither accepted another County position following their layoff, nor are on a County employment list except with respect to a reinstatement list under Civil Service Rule Section 14.1.10.

- (b) Payment Conditions. Payment under this section shall occur after the information technology and telecommunications services have been transitioned to the service provider pursuant to the outsourcing contract.

(Added 11/09/99, Ord. No. 9094)

SECTION 1.7.31: HAZARDOUS INCIDENT RESPONSE TEAM (HIRT) DIFFERENTIAL. Eligible employees shall be paid ten percent (10%) of their base pay when assigned to the Hazardous Incident Response Team (HIRT). This premium shall be paid on paid time off during the employee's HIRT assignment but is not applicable to terminal payoff.

<u>Eligible Classes:</u>	
4722	Environmental Health Specialist II
4723	Environmental Health Specialist III
4726	Supervising Environmental Health Specialist

(Added 07/17/01, Ord. No. 9356)
(Amended 01/18/08, Ord. No. 9912)

SECTION 1.7.32 ARMED UNIT DIFFERENTIAL. Eligible employees assigned to a position in an Armed Unit that requires the carrying of a firearm shall be paid five (5%) percent higher than their hourly rate. This premium shall be paid for time worked only and shall not apply towards terminal payoff.

<u>Eligible Classes:</u>	
5065	Deputy Probation Officer
5068	Correctional Deputy Probation Officer I
5069	Correctional Deputy Probation Officer II
5090	Senior Probation Officer
5115	Supervising Probation Officer

(Added 07/17/01, Ord. No. 9094)
(Amended 09/29/06, Ord. No. 9799)
(Amended 01/18/08, Ord. No. 9912)
(Amended 06/20/08, Ord. No. 9943)
(Amended 07/12/13, Ord. No. 10269)
(Amended 09/20/13, Ord. No. 10290)

SECTION 1.7.33: TRAINING DIFFERENTIAL.

- (a) Eligible employees shall receive a training differential of three dollars and fifty cents (\$3.50) per hour when assigned to instruct a class. This premium shall not apply to paid leave and shall not apply to terminal payoff.

Eligible Classes: Classes designated SO

- (b) Eligible employees shall receive a training differential of three dollars and fifty cents (\$3.50) per hour when assigned to instruct a class. This premium shall not apply to paid leave and shall not apply to terminal payoff.

Eligible Classes: Classes designated PO

(Added 06/23/06, Ord. No. 9786)
(Amended 01/18/08, Ord. No. 9912)
(Amended 09/20/13, Ord. No. 10290)
(Amended 06/26/15, Ord. No. 10367)

SECTION 1.7.34: NEW HIRE LATERAL INCENTIVE PAY.

- (a) New hires who come into the Sheriff's Department from another public law enforcement agency on or after September 9, 2022 will receive lateral incentive pay for a maximum of \$20,000.00.

Lateral Deputies with a minimum of one year of peace officer experience in a law enforcement agency will be paid at the following intervals:

\$12,500 -	Upon completion of the hiring process,
\$ 2,000 -	Upon completion of department training period,
\$ 3,000 -	At the successful completion of their applicable probationary period,
\$ 2,500 -	One year after the end of their probationary period.

In no event will an employee receive more than the maximum of \$20,000 lateral incentive pay.

To be eligible for the lateral incentive pay, Lateral Deputies must possess the minimum California P.O.S.T. requirements for appointment to a peace officer position in the Law Enforcement Services Bureau, Court Services Bureau, or Detention Services Bureau at the time of hire and are not required to complete the applicable County Sheriff's Department Academy.

Eligible Classes: Classes designated DS.

- (b) New hires who come into the Probation Department from another public law enforcement agency on or after October 6, 2023, will receive lateral pay for a

maximum of \$20,000.00.

Lateral Probation Officers with a minimum of one year of peace officer experience in a law enforcement agency will be paid at the following intervals:

\$ 2,500 -	Upon completion of the hiring process,
\$ 2,500 -	Upon successful completion of their applicable probationary period,
\$ 5,000 -	One year after the end of their probationary period,
\$10,000 -	Two years after the end of their probationary period.
In no event will an employee receive more than the maximum of \$20,000 lateral incentive pay.	

To be eligible for the lateral incentive pay, Lateral Probation Officers must possess the minimum California P.O.S.T. and Standards and Training for Corrections requirements for appointment to a peace officer position in the Probation Department.

Eligible Classes: Classes designated PO.

(Added 09/30/05, Ord. No. 9734)
(Amended 08/30/22, Ord. No. 10805)
(Amended 09/12/23, Ord. No. 10861)

Section 1.7.35: FIRE/LIFE SAFETY PREMIUM.

This section establishes additional compensation for a properly qualified employee who possesses a current "Helicopter Pilot Qualification" through Cal Fire or the US Forest Service.

- (a) Eligibility. Fire/Life Safety Pilots are defined as those employees who possess a current "Helicopter Pilot Qualification" through Cal Fire or the US Forest Service.

Eligible Classes:

Employees who are assigned to ASTREA on a full-time basis in the following classes:

005746 Deputy Sheriff
005790 Sheriff's Sergeant
005780 Sheriff's Lieutenant

- (b) Calculation of Premium.

Fire/Life Safety Premium	Amount of Premium
Helicopter Pilots assigned to ASTREA	5% of base pay

This premium shall apply for an eighty-five (85) hour standard work period. Thereafter, the FLSA regular rate for overtime shall apply. This premium shall apply for time worked, paid time off, and overtime. This premium does not apply towards terminal pay.

(Added 10/21/11, Ord. No. 10175)
(Amended 9/12/23, Ord. No. 10861)

SECTION 1.7.36: FIELD TRAINING OFFICER PREMIUM.

- (a) Eligible employees in the unit who are designated by the Department shall receive a differential of one dollar and seventy-five cents (\$1.75) per hour when assigned as a Field Training Officer.

Eligible Classes: Classes designated PO.

- (b) The differential provided to Field Training Officers shall not apply toward paid time off or terminal payoff. This differential will only be provided to those officers designated by the appointing authority.
- (c) Employees in the class listed below shall be paid an additional two dollars and twelve cents (\$2.12) per hour for time spent providing on the job training to Animal Control Officer Academy recruits. This premium shall not apply towards paid time off or terminal payoff.

Eligible Classes:

005703 Animal Control Officer

(Added 09/20/13, Ord. No.10291)
(Amended 10/08/13, Ord. No. 10293)
(Amended 06/28/22, Ord. No.10798)

SECTION 1.7.37: CIVIL ENGINEER NEW HIRE LATERAL INCENTIVE PAY.

New hires who come to the County from another public agency on or after September 23, 2022 through September 12, 2024 with external State Licensure-related Professional Engineer (PE) experience in one or both Civil Engineering sub-branches of Structural Engineering and Geotechnical Engineering will receive lateral incentive pay from the County of San Diego up to a maximum of \$5,000. The lateral incentive pay will be paid out as follows:

Lateral incentive pay with a minimum of three years of prior Civil Engineer experience in the enumerated sub-branches is:

\$3,000 – Upon completion of the hiring process, once hired

Lateral incentive pay with a minimum of four years of prior Civil Engineer experience in the enumerated sub-branches includes the above and:

\$1,000 – At the successful completion of the applicable probationary period,

Lateral incentive pay with a minimum of five years of prior Civil Engineer experience in the enumerated sub-branches includes all of the above and:

\$1,000 – On the anniversary date of the third year of employment

Eligible Classes: 003635, Civil Engineer.

This lateral incentive pay shall expire on September 12, 2024 and shall not apply to any person hired on or after September 12, 2024, unless extended by mutual written agreement of the parties and approved by the Board of Supervisors by amendment to the Compensation Ordinance.

(Added 08/30/22, Ord. No.10805)
(Amended 09/12/23, Ord. No. 10861)

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