

ORDINANCE NO 10026 (NEW SERIES)

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE
ESTABLISHING CLASSIFICATIONS, CHARACTERISTICS AND 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 designating the following Job code/classification as “Terminal” (T) effective February 12, 2010:

<u>Class No.</u>	<u>Class Title</u>
005266	Social Worker IV (T)

Section 2. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classifications effective February 12, 2010:

<u>Class No.</u>	<u>Class Title</u>
005263	Sr Social Worker Supervisor
007073	Water Treatment Plant Operator

Section 3. Subsection (d) of 1.9.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.9.2: BILINGUAL PREMIUMS.

- (d) Bilingual Premium (Protective Service Worker/Social Worker Recruitment/Retention).
The appointing authority may assign a qualified employee to perform bilingual duties in child welfare services and social worker positions which have been identified and designated as requiring bilingual skills. The Health & Human Services Agency will recommend the effective date for bilingual pay as the date the employee is assigned such duties or passes the bilingual proficiency test, whichever is later. In order to ensure an adequate level of bilingual proficiency, the Director, Department of Human Resources, may require periodic evaluation of incumbents receiving the premium.

Class A: The rate for Class A bilingual skills is ninety dollars (\$90) biweekly; \$1.125 per hour for eighty (80) hours of paid service - thereafter, the FLSA regular rate for overtime shall apply. To qualify for this rate, the employee must be assigned to a position designated as requiring bilingual skills fifty percent (50%) or more of the time or forty (40) hours or more in an 80-hour biweekly pay period, or to a position designated as requiring technical bilingual skills (reading, writing and translation). The fifty percent (50%) usage requirement shall mean the actual time spent conversing or interpreting in a second language.

Class B: The rate of Class B bilingual skills is forty-five dollars (\$45) biweekly; \$0.5625 per hour for eighty (80) hours of paid service - thereafter, the FLSA regular rate for overtime shall apply. To qualify for this rate, the employee must be assigned to a position designated as requiring

bilingual skills less than fifty percent (50%) of the time or thirty-nine (39) or less hours in an 80-hour biweekly pay period. This fifty percent usage requirement shall mean the actual time spent conversing or interpreting in a second language.

<u>Eligible Classes:</u>	
5254	Senior Protective Services Worker
5253	Protective Services Worker
5261	Social Worker V
5266	Social Worker IV (T)
5260	Social Worker III
5265	Social Worker II
5235	Social Worker I

For purposes of terminal pay, this Spanish bilingual premium shall not be computed in the employee's base wage rate.

Section 4. Subsection (a) (1) of 1.13.10 of the Compensation Ordinance is hereby amended.

SECTION 1.13.10: WORK EQUIPMENT AND ARTICLES.

- (a) Hard Toe Shoes/Non slip Safety Shoes: Employees in the following classes shall be reimbursed one hundred dollars (\$100) 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 dollars (\$100) in the previous fiscal year shall have up to two hundred dollars (\$200) available in the second year. Employees who do not spend one hundred dollars (\$100) in each of the two (2) previous fiscal years shall have up to three hundred dollars (\$300) 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.

- (1) Hard Toe Shoes.

<u>Eligible Classes:</u>	
2660	Storekeeper
2664	Pharmacy Stock Clerk (Jail)
2666	Property & Salvage Worker
2667	Sr Property & Salvage Worker
2713	Sheriff's Property & Evidence Specialist II
4260	Pharmacy Technician (Jail Pharmacies only)
5785	Sheriff's Property Investigators
5787	Sheriff's Property & Evidence Manager
5793	Sheriff's Property & Evidence Custodian
6019	Road Crew Supervisor
6035	Equipment Operator
6036	Senior Equipment Operator
6305	Gardener
6310	Supervising Gardener
6345	Senior Park Maintenance Worker

Eligible Classes:

6347	Park Maintenance Worker
7068	Wastewater Facilities Supervisor
7069	Wastewater Plant Operator III
7070	Wastewater Plant Operator II
7071	Wastewater Plant Operator I
7083	Sewer Construction & Maintenance Worker
7515	Stores Delivery Driver
7518	Public Works Trainee
7539	Sr Construction & Services Worker
7540	Construction & Services Worker

Section 5. Section 2.1.6 of the Compensation Ordinance is hereby repealed.

SECTION 2.1.16: FIRESTORM 2007 EMPLOYEE COMPENSATION

Section 6. Subsection (g) of 3.6.22 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 3.6.22: ELECTION POLL WORKERS.

- (g) Extraordinary Expenses. Poll Worker volunteers may be called upon to perform extraordinary services and will be expected to incur personal expenses as a result. In the event they are asked by the Registrar of Voters to perform these services, they will be paid an additional stipend as follows:
- (1) Travel to and work at a polling place more than 15 miles from their home - \$20.
 - (2) Pick up ballots, equipment or other election materials at a time or a location different from their regularly scheduled Poll Worker training program - \$20.
 - (3) Collection and Drop off ballots, equipment and other election materials from remote poll stations at the request of the Registrar of Voters to a collection center 20 miles or more from the polling place where they worked - \$50. For collection and drop off of materials at the request of the Registrar of Voters from poll stations located more than 10 miles but less than 20 miles - \$20.
 - (4) Election related use of a personal cell phone by Precinct Inspectors on Election Day - \$5.

Section 7. Effective Date. Sections 5 and 6 of this ordinance affect compensation and shall take effect upon 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 8. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	02/12/10
Section 2	02/12/10
Section 3	02/12/10
Section 4	02/12/10
Section 5	01/15/10
Section 6	01/15/10

PASSED, APPROVED AND ADOPTED by the Board of Supervisors of the County of San Diego this 12th day of January, 2010.