

ORDINANCE NO 10043 (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 establishing compensation for classes designated CE, CEM, and MA effective June 18, 2010.

Section 2. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for classes designated NA, NE, NM, and NS effective June 18, 2010.

Section 3. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for the following Unclassified/Executive Management Salary Plan Ranges effective June 18, 2010.

RANGE	EFFECTIVE DATE		MINIMUM	CONTROL / MID-POINT	MAXIMUM
1	6/18/10	Hourly	26.00	33.00	40.00
		Biweekly	2080.00	2640.00	3200.00
		Approx Annual	54,080.00	68,640.00	83,200.00
2	6/18/10	Hourly	26.00	33.50	41.00
		Biweekly	2080.00	2680.00	3280.00
		Approx Annual	54,080.00	69,680.00	85,280.00
3	6/18/10	Hourly	26.00	35.00	44.00
		Biweekly	2080.00	2800.00	3520.00
		Approx Annual	54,080.00	72,800.00	91,520.00
4	6/18/10	Hourly	26.00	37.50	49.00
		Biweekly	2080.00	3000.00	3920.00
		Approx Annual	54,080.00	78,000.00	101,920.00
5	6/18/10	Hourly	26.00	38.50	51.00
		Biweekly	2080.00	3080.00	4080.00
		Approx Annual	54,080.00	80,080.00	106,080.00
6	6/18/10	Hourly	26.00	39.50	53.00
		Biweekly	2080.00	3160.00	4240.00
		Approx Annual	54,080.00	82,160.00	110,240.00
7	6/18/10	Hourly	26.00	40.50	55.00
		Biweekly	2080.00	3240.00	4400.00
		Approx Annual	54,080.00	84,240.00	114,400.00
8	6/18/10	Hourly	32.00	46.00	60.00
		Biweekly	2560.00	3680.00	4800.00
		Approx Annual	66,560.00	95,680.00	124,800.00
9	6/18/10	Hourly	33.00	48.00	63.00

Section 3. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for the following Unclassified/Executive Management Salary Plan Ranges effective June 18, 2010.

RANGE	EFFECTIVE DATE		MINIMUM	CONTROL / MID-POINT	MAXIMUM
		Biweekly	2640.00	3840.00	5040.00
		Approx Annual	68,640.00	99,840.00	131,040.00
10	6/18/10	Hourly	33.00	49.00	65.00
		Biweekly	2640.00	3920.00	5200.00
		Approx Annual	68,640.00	101,920.00	135,200.00
11	6/18/10	Hourly	35.00	51.00	67.00
		Biweekly	2800.00	4080.00	5360.00
		Approx Annual	72,800.00	106,080.00	139,360.00
12	6/18/10	Hourly	36.00	53.00	70.00
		Biweekly	2880.00	4240.00	5600.00
		Approx Annual	74,880.00	110,240.00	145,600.00
13	6/18/10	Hourly	38.00	55.00	72.00
		Biweekly	3040.00	4400.00	5760.00
		Approx Annual	79,040.00	114,400.00	149,760.00
14	6/18/10	Hourly	39.00	58.50	78.00
		Biweekly	3120.00	4680.00	6240.00
		Approx Annual	81,120.00	121,680.00	162,240.00
15	6/18/10	Hourly	40.00	61.50	83.00
		Biweekly	3200.00	4920.00	6640.00
		Approx Annual	83,200.00	127,920.00	172,640.00
16	6/18/10	Hourly	44.00	65.00	86.00
		Biweekly	3520.00	5200.00	6880.00
		Approx Annual	91,520.00	135,200.00	178,880.00
17	6/18/10	Hourly	46.00	67.50	89.00
		Biweekly	3680.00	5400.00	7120.00
		Approx Annual	95,680.00	140,400.00	185,120.00
18	6/18/10	Hourly	62.00	79.50	97.00
		Biweekly	4960.0	6360.00	7760.00
		Approx Annual	128,960.00	165,360.00	201,760.00
19	6/18/10	Hourly	63.00	81.50	100.00
		Biweekly	5040.00	6520.00	8000.00
		Approx Annual	131,040.00	169,520.00	208,000.00
20	6/18/10	Hourly	66.00	86.00	106.00
		Biweekly	5280.00	6880.00	8480.00
		Approx Annual	137,280.00	178,880.00	220,480.00
21	6/18/10	Hourly	72.00	91.00	110.00
		Biweekly	5760.00	7280.00	8800.00
		Approx Annual	149,760.00	189,280.00	228,800.00
22	6/18/10	Hourly	77.00	96.50	116.00

Section 3. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for the following Unclassified/Executive Management Salary Plan Ranges effective June 18, 2010.

RANGE	EFFECTIVE DATE	MINIMUM	CONTROL / MID-POINT	MAXIMUM
		Biweekly 6160.00	7720.00	9280.00
		Approx Annual 160,160.00	200,720.00	241,280.00
23	6/18/10	Hourly 79.00	99.50	120.00
		Biweekly 6320.00	7960.00	9600.00
		Approx Annual 164,320.00	206,960.00	249,600.00
24	6/18/10	Hourly 85.00	104.50	124.00
		Biweekly 6800.00	8360.00	9920.00
		Approx Annual 176,800.00	217,360.00	257,920.00
25	6/18/10	Hourly 86.00	109.50	133.00
		Biweekly 6880.00	8760.00	10,640.00
		Approx Annual 178,880.00	227,760.00	276,640.00
26	6/18/10	Hourly 90.00	115.50	141.00
		Biweekly 7200.00	9240.00	11,200.00
		Approx Annual 187,280.00	240,240.00	293,280.00
27	6/18/10	Hourly 92.00	120.00	148.00
		Biweekly 7360.00	9600.00	11,840.00
		Approx Annual 191,360.00	249,600.00	307,840.00

Section 4. Appendix One of the Compensation Ordinance is hereby amended by retitling the following job codes/classifications effective April 23, 2010:

Class No. Class Title

From: 000212, Chief Deputy Valuation
 To: 000212, Chief Deputy Assessor

From: 005197, Alcohol & Drug Program Specialist II
 To: 005197, Alcohol & Drug Program Specialist

From: 005198, Alcohol & Drug Program Specialist III
 To: 005198, Alcohol & Drug Program Supervisor

From: 005261, Social Worker V
 To: 005261, Health Services Social Worker

From: 002778, Animal Control Dispatcher
To: 002778, Animal Services Dispatcher

Section 5. Appendix One of the Compensation Ordinance is hereby amended by designating the following job codes/classifications as “Terminal” (T) effective April 23, 2010:

<u>Class No.</u>	<u>Class Title</u>
002308	Training & Development Administrator, HHSA (T)
002714	Transcriber (T)
002724	Sr Transcriber (T)
002754	Board Secretary (T)
004566	Public Health Nurse I (T)
005287	Health & Human Svcs Admin I (T)

Section 6. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classifications effective April 23, 2010:

<u>Class No.</u>	<u>Class Title</u>
004504	Chief Nurse
005020	Psychosocial Rehabilitation Coordinator (T)
005045	Clinical Psychologist
005196	Alcohol & Drug Program Specialist I
005266	Social Worker IV (T)

Section 7. Subsection (4) (h) of 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.

(4) Hours Counted as Time Worked for Overtime Purposes.

- (h) The following shall count as hours worked for overtime purposes for nonexempt employees in classes designated below:

Hours Counted as Time Worked for Overtime Purposes for Nonexempt Employees								
	P O	S O	SW	CM	C R	H S	RN	<u>MM (Designated Classes Only)</u> 3074 Sr Mail Clerk Driver 5885 Building Maintenance Supv 5900 Sheriff's Supv Heli/Air Mech 6163 Sr Electronic Security & Sys Tech 6149 Telecommunications Tech III 7069 Wastewater Plant Operator III
Bereavement						√	√	
Holidays				√	√			√
Jury Duty							√	
Grievance (Investigation, Preparation, Presentation)	√	√	√					
Negotiations (Authorized Release Time)	√	√	√					

Section 8. 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	Health Services Social Worker
5260	Social Worker III
5265	Social Worker II
5235	Social Worker I

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

Section 9. Subsection (a) of 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, Associate or Assistant Hospital Administrator, 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 10. 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
0210	Assistant Assessor/Recorder/County Clerk	NE
0211	Chief Deputy Administrative Services	NE
0212	Chief Deputy Assessor	NE
0215	Retirement CEO	NE
0230	Chief Deputy Systems	NE
0231	Special Assistant, Treasurer/Tax Collector	NE
0232	Asst Treasurer-Tax Collector	NE
0240	Assistant District Attorney	NE
0245	Chief Deputy District Attorney	NE
0249	Special Assistant, County Assessor	NM
0250	Chief Deputy Recorder/County Clerk	NE
0260	Undersheriff	NE
0262	Director, Sheriff's Management Services	NE
0264	Sheriff's Human Resources Administrator	NE
0265	Assistant Sheriff	NE
0270	Chief Deputy County Tax Collector	NE
0280	Chief Deputy County Treasurer	NE
0284	Retirement Assistant Chief Investment Officer	NA
0286	Investment Officer	NA
0287	Retirement Asst Administrator	NA
0288	Chief Investment Officer	NA
0289	Retirement Chief Investment Officer	NE
0330	Victim/Witness Program Director	NA
0332	Deputy Chief Investigator	NE
0337	Public Affairs Officer, District Attorney	NA
0342	Special Investigator (DA)	NE
0343	Special Assistant (DA)	NE
0344	Chief Investigator	NE
0345	Assistant Chief Investigator	NE

Class No.	Title	Rep Stat
0346	Confidential Secretary	NM
0362	Special Investigator (Sheriff)	NA
0372	Legislative Assistant I (Board of Supervisors)	NS
0373	Legislative Assistant II (Board of Supervisors)	NA
0374	Chief of Staff (Board of Supervisors)	NA
0375	Special Investigator (Citizens Review Board)	NA
0950	District Attorney Legal Operations Administrator	NA
2258	Information Technology Director, D.A.	NE
2259	Chief, District Attorney Administrative Officer	NE

Section 11. Effective Date. Sections 7, 8, 9 and 10 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 12. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	06/18/10
Section 2	06/18/10
Section 3	06/18/10
Section 4	04/23/10
Section 5	04/23/10
Section 6	04/23/10
Section 7	03/26/10
Section 8	03/26/10
Section 9	03/26/10
Section 10	03/26/10

PASSED, APPROVED AND ADOPTED by the Board of Supervisors of the County of San Diego this 23rd day of March, 2010.