

ORDINANCE NO 10153 (NEW SERIES)

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE

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 classification in the unclassified service, effective July 15, 2011.

Class No.		Salary Range	Vari Entry	O/T	Rep Stat	Bene Plan/ Bene Prog
002237	Deputy Director, Parks & Recreation	12	Y	X	EM	UCL

Section 2. Appendix One of the Compensation Ordinance is hereby amended by deleting the following classification/job code effective July 15, 2011.

<u>Class No.</u>	<u>Class Title</u>
000390	Manager, Civil Engineering Review

Section 3. Subsection (c) of Section 1.3.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.3.2: UPON INITIAL APPOINTMENT.

- (c) The Director may designate classes to which appointments may be made at any step of the range prescribed for the class. Designated classes shall be indicated by "Y" in the column headed "VARI ENTRY" in the Salary Schedule. Designated Variable Entry classes shall have step criteria approved by the Director.
- (1) Appointing authorities may not make appointments at a step above the normal entry step for such classes, unless approved by the Director. Appointments above the normal entry step shall take into consideration current job market conditions and available funds.
 - (2) If an appointment is made above the normal entry step based on Variable Entry criteria, all employees in the class in the same department who were appointed at the normal entry step and whose qualifications would have merited their appointment to a step above the normal entry step shall advance on the first day of the next succeeding biweekly pay period to an appropriate higher step determined by the Director.

Section 4. Section 1.12.5 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.5: DOCTORAL/MEDICAL DOCTOR DEGREE – CHIEF, PUBLIC HEALTH LABORATORY. Eligible employees shall be paid approximately seven and one-half percent (7-1/2%) above their regular base rate upon furnishing satisfactory evidence that they possess a doctoral or medical doctor degree in a field determined by the Director to be especially suited to the position held.

Eligible Classes:
4315 Chief, Public Health Lab

Section 5. Subsection (b) of Section 1.13.3 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.3: CHARGES FOR MAINTENANCE. In the following cases where full or part time maintenance is furnished, employees shall be charged the following amounts:

(b) County Owned and Maintained Housing Facilities.

- (1) The provisions of the Board of Supervisors Policy G-14 on Employee Occupied County-Owned Residences as adopted by the Board of Supervisors on May 1, 1990 govern the administration of this provision.
- (2) Charges for specific living quarters shall be based upon a determination of the class in which each house, apartment, or room shall be included, made by resolution of the Board of Supervisors. Employees shall be charged at the biweekly rate; however, when computing the charges for a portion of a biweekly pay period, the daily rate shall be used. Charges for living quarters shall be paid by employees or deducted from employees' compensation at the end of the pay period for which the living quarters are furnished.

Class	Description	Biweekly Rate
1	1 BR/ 1 BA Mobile Home	43.49
2	2 BR / 1 BA Mobile Home	52.23
3	2 BR / 2 BA Mobile Home	60.91
4	1 BR / 1 BA Apartment	43.49
5	2 BR / 1 BA Apartment	60.14
6	3 BR / 1 BA Apartment	60.91
7	3 BR / 1-1/2 - 2 BA Apartment	69.61
8	1 BR / 1 BA House	52.23
9	2 BR / 1 BA House	60.99
10	2 BR / 2 BA House or 3 BR / 1 BA House	69.61
11	3 BR / 1-1/2 - 2 BA House	78.29
12	4 BR / 2 BA House	200.09

Section 6. Subsection (c) (4) of Section 4.2.2 of the Compensation Ordinance is 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.
- (4) Pandemic Advanced Credit Leave. During a Pandemic, as declared by the Board of Supervisors and/or Chief Administrative Officer, employees who are ill with flu like symptoms, as defined by the Centers for Disease Control, and have exhausted all leave balances, may request and shall be advanced up to 80 hours of sick leave per fiscal year.
 - (a) The advanced sick leave credits are treated like regular sick leave and can be taken in units of 1/10 of an hour for either the employee or the care of an employee's immediate family member as defined in Section 4.2.2. (a)(2) above.
 - (b) Advanced sick leave credits cannot be used in conjunction with Voluntary Time Off.

- (c) Once an employee returns to work and begins accruing sick leave, the credit for the new sick leave hours will reduce the negative sick leave balance before any positive hours are credited.
- (d) If an employee separates from County service and is at a negative sick leave balance, the employee will be required to repay the sick leave from their final pay out.
- (e) This leave shall not be available to any employee currently on an approved leave of absence.
- (f) This provision shall only be operative through June 30, 2012.

Section 7. Subsections (c)(d) of Section 4.3.11 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.3.11: VOLUNTARY TIME OFF.

- (c) Eligibility. Employees in classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DS, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PO, PR, PS, RN, SM, SO, SS, SW and UM are eligible for participation in this program of voluntary time off.
- (d) Duration of Section. This section shall only be operative through June 30, 2012 and, at that time, is repealed unless otherwise extended by ordinance action of the Board of Supervisors.

Section 8. Subsection (b) of Section 5.6.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.6.2: METHOD OF CALCULATION.

- (b) Retirement Contribution Offset Provisions.
 - (1) Employees with regular status through June 30, 2011:

Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have <u>less than</u> <u>5 yrs. of continuous service is:</u>	Approximate % of the County contribution toward retirement for employees who have <u>at least 5 yrs. of</u> <u>continuous service is:</u>
PO, SO	2.75%	5.5%
SS	3.0%	6.0%
AE, AM, AS, CE, CEM, CC, CL, CM, CR, CS, DA, FS, HS, MA, MM, PD, PM, PR, PS, RN, SW	3.5%	7.0%
DS, EM, EO, NA, NE, NM, NS, SM, UM	9.5%	9.5%
DI, DM	Up to 9.5%	Full Amount upon completion of 5 yrs. in the DI or DM units.

- (2) Employees who are in Tier A or Tier I
 - (a) Effective July 1, 2011:

Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have <u>less than</u> <u>5 yrs.</u> of continuous service is:	Approximate % of the County contribution toward retirement for employees who have <u>at least 5 yrs.</u> of continuous service is:
PO, SO	2.25%	4.5%
SS	2.5%	5.0%
CL, CM, CR, FS, HS, SW	3.5%	7.0%
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, PD, PM, PR, PS, RN	3.0%	6.0%
EM, EO, NA, NE, NM, NS, UM	8.5%	8.5%
DS, SM	8.5%	8.5%
DI, DM	9.5%	13.255%

(b) Effective July 13, 2012:

Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have <u>less than</u> <u>5 yrs.</u> of continuous service is:	Approximate % of the County contribution toward retirement for employees who have <u>at least 5 yrs.</u> of continuous service is:
PO, SO	1.5%	3.0%
SS	1.75%	3.5%
CL, CM, CR, FS, HS, SW	3.5%	7.0%
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, PD, PM, PR, PS, RN	2.25%	4.5%
EM, EO, NA, NE, NM, NS, UM	7.0%	7.0%
DS, SM	7.0%	7.0%
DI, DM	9.5%	11.755%

(3) Employees who are in Tier B, by Union Code

(a) Effective July 1, 2011:

Union Code	Approximate % of the County contribution toward retirement for employees who have <u>less than 5 yrs.</u> of continuous service is:	Approximate % of the County contribution toward retirement for employees who have <u>at least 5 yrs.</u> of continuous service is:
PO, SO	2.0%	4.0%
SS	2.25%	4.5%
CL, CM, CR, FS, HS, SW	3.5%	7.0%
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, PD, PM, PR, PS, RN	2.75%	5.5%
EM, EO, NA, NE, NM, NS, UM	8.0%	8.0%
DS, SM	8.0%	8.0%
DI, DM	9.5%	12.755%

(b) Effective July 13, 2012:

Union Code	Approximate % of the County contribution toward retirement for employees who have <u>less than 5 yrs.</u> of continuous service is:	Approximate % of the County contribution toward retirement for employees who have <u>at least 5 yrs.</u> of continuous service is:
PO, SO	1.0%	2.0%
SS	1.25%	2.5%
CL, CM, CR, FS, HS, SW	3.5%	7.0%
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, PD, PM, PR, PS, RN	1.75%	3.5%
EM, EO, NA, NE, NM, NS, UM	6.0%	6.0%
DS, SM	6.0%	6.0%
DI, DM	9.5%	10.755%

(c) Effective July 1, 2013:

<u>Union Code</u>	Approximate % of the County contribution toward retirement for employees who have <u>less than 5 yrs.</u> of continuous service is:	Approximate % of the County contribution toward retirement for employees who have <u>at least 5 yrs.</u> of continuous service is:
PO, SO	1.0%	2.0%
SS	1.25%	2.5%
CL, CM, CR, FS, HS, SW	3.5%	7.0%

<u>Union Code</u>	Approximate % of the County contribution toward retirement for employees who have <u>less than 5 yrs. of continuous service is:</u>	Approximate % of the County contribution toward retirement for employees who have <u>at least 5 yrs. of continuous service is:</u>
AE, AM, AS, CE, CEM, CC, CS, DA, MA, MM, PD, PM, PR, PS, RN	1.75%	3.5%
EM, EO, NA, NE, NM, NS, UM	6.0%	6.0%
DS, SM	Hired prior to 7/1/2013: 6.0% Hired on or after 7/1/2013: 3.0%	6.0%
DI, DM	9.5%	10.755%

Section 9. Effective Date. Sections 3, 4, 5, 6, 7 and 8 of this ordinance affect compensation and shall take effect upon adoption. 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 10. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	07/15/2011
Section 2	07/15/2011
Section 3	06/17/2011
Section 4	06/17/2011
Section 5	07/01/2011
Section 6	06/17/2011
Section 7	06/17/2011
Section 8	06/17/2011

PASSED, APPROVED AND ADOPTED by the Board of Supervisors of the County of San Diego this 14th day of June, 2011.

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL

BY Dennis Floyd, Senior Deputy County Counsel