

**ORDINANCE NO. 10215 (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 amending the overtime designator for the following job code/classification effective June 29, 2012:

<u>Class No.</u>	<u>Class Title</u>	<u>Overtime Indicator</u>
0919	Temporary Expert Professional-MD, DO, DVM	E

**Section 2.** Appendix One of the Compensation Ordinance is hereby amended by re-titling the following job code/classification, effective July 27, 2012:

	<u>Class No.</u>	<u>Class Title</u>
From:	2119	Deputy Director, Agency Contract Support
To:	2119	Deputy Director, Agency Operations

**Section 3.** Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classifications, effective July 27, 2012:

<u>Class No.</u>	<u>Class Title</u>
2213	Deputy Director, Mental Health Services
2222	Deputy Director, Alcohol & Drug Services
2241	Deputy Director, Strategy & Planning
2418	Grants and Revenue Specialist, District Attorney
4099	Associate Health Administrator

**Section 4.** Subsection (k) of 1.5.2 of the Compensation Ordinance is hereby amended to read as follows:

(k) Holiday Worked Compensation Summary.

<b>Holiday Worked Compensation Summary</b>									
<b>Union Code</b>	<b>O/T Code</b>	<b>Holiday Falls on: Scheduled Work Day</b>					<b>Holiday Falls on: Regular Day Off</b>		
		<b>Cash 1.5</b>	<b>Cash 0.5/ Non-FLSA 1.0</b>	<b>Non- FLSA 1.5</b>	<b>Cash 1.0</b>	<b>Non- FLSA <sup>(a)</sup> 1.0</b>	<b>Cash 1.5</b>	<b>Cash 1.0</b>	<b>Non- FLSA <sup>(a)</sup> 1.0</b>
		<b>(HWA)</b>	<b>(HWB)</b>	<b>(HWC)</b>	<b>(HWD)</b>	<b>(HWE)</b>	<b>(HWA)</b>	<b>(HWD)</b>	<b>(HWE)</b>
AE, CL, CR, CM, FS, HS, MM PR, PS, SS, SW	N		√				√		
*RN	N	√		√			√		
MM: *Supv Nurses	N	√		√			√		
PO, SO	N	√					√		
DS	N	√					√		

### Holiday Worked Compensation Summary

Union Code	O/T Code	Holiday Falls on: Scheduled Work Day					Holiday Falls on: Regular Day Off		
		Cash 1.5	Cash 0.5/ Non-FLSA 1.0	Non-FLSA 1.5	Cash 1.0	Non-FLSA (a) 1.0	Cash 1.5	Cash 1.0	Non-FLSA (a) 1.0
		(HWA)	(HWB)	(HWC)	(HWD)	(HWE)	(HWA)	(HWD)	(HWE)
DI, DM	N		√				√		
CE, CEM, MA	N		√				√		
SM	E					√		√	
CEM, MA, MM, PR	E					√		√	
CC, CS	X					√		√	
AM, AS, CC, CS, DA, EM, MA, NA, NE, NM, NS, PD, PM, UM	X								

**General Rules:**

- Holiday hours worked are limited to no more than one-tenth (1/10) of the employee's normal biweekly pay period. (Biweekly pay period work schedules may be: 80, 84 or 85. For detail see: 1.6.2(b) (Overtime Designators and Compensation for Overtime)).
- The above summary is in addition to the paid holiday compensation provided in Section 5.9.1 (Holidays) if the employee required to work on the County holiday is otherwise eligible for the paid holiday.

**Notes:**

<sup>(a)</sup> *Non-FLSA Compensatory Time Accrual* is limited to number of hours actually worked, but not to exceed one-tenth (1/10) the number of hours in that employee's normal biweekly pay period.

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

(b) County Owned and Maintained Housing Facilities.

- 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.
- 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	\$44.84
2	2 BR / 1 BA Mobile Home	53.85
3	2 BR / 2 BA Mobile Home	62.80
4	1 BR / 1 BA Apartment	44.84

Class	Description	Biweekly Rate
5	2 BR / 1 BA Apartment	62.00
6	3 BR / 1 BA Apartment	62.80
7	3 BR / 1-1/2 - 2 BA Apartment	71.77
8	1 BR / 1 BA House	53.85
9	2 BR / 1 BA House	62.88
10	2 BR / 2 BA House or	71.77
	3 BR / 1 BA House	
11	3 BR / 1-1/2 - 2 BA House	80.72
12	4 BR / 2 BA House	206.29

**Section 6.** Subsection (f) of 4.2.2 (c)(4) of the Compensation Ordinance is hereby amended to read as follows:

(c) Earnings.

(4) Pandemic Advanced Credit Leave.

(f) This provision shall only be operative through June 30, 2013.

**Section 7.** Section 4.3.11 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.3.11: VOLUNTARY TIME OFF.

(a) Definition. Notwithstanding any other provision of this article, the appointing authority may for good cause grant an eligible permanent or probationary employee a voluntary leave of absence without pay with right to return to the same position. The employee's request for voluntary time off pursuant to this section shall be for the personal reasons of the employee to handle his or her personal affairs.

(b) Conditions. Voluntary time off (VTO) is subject to the following conditions:

- (1) Shall be taken in increments of one full-hour for all eligible employees.
- (2) Credits toward sick leave, vacation, retirement, and holiday eligibility shall accrue as though the employee were on paid status. The County shall pay for each employee the required retirement contribution consisting of the County's required contribution and the employee's required contribution. The County's payment of the employee's required contribution shall include the County's retirement contribution offset calculated pursuant to the provisions of Article 5.6.
- (3) Time shall apply toward time in service for step advancement, completion of probation, and toward seniority for purposes of layoff.
- (4) Shall be granted without requiring employees to first use accumulated vacation and compensatory time off.
- (5) Shall be available only to employees who are on paid status the entire workday immediately before as well as immediately after time taken off.
- (6) Shall not be available to employees on other leave without pay, nor shall it be used in combination with paid leave which must be exhausted prior to commencing other leave without pay. In addition, it shall not be available to employees in the same pay period they receive Pandemic Advanced Credit Leave.

- (7) Voluntary time off authorized per biweekly pay period shall not exceed one-half of the employee's total number of authorized hours for the biweekly pay period and, VTO shall not be used in more than two consecutive pay periods at a time.
- (c) Eligibility. Employees in classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DI, DM, 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, 2013 and, at that time, is repealed unless otherwise extended by ordinance action of the Board of Supervisors.

**Section 8.** Effective Date. Sections 1,4,6 and 7 of this ordinance affect compensation and shall take effect upon adoption; Section 5 shall take effect on the first full pay period of the fiscal year; 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 9.** Operative Date. Operative dates by specified section are listed in the table below.

<b>Section Number</b>	<b>Operative Date</b>
Section 1	6/29/12
Section 2	7/27/12
Section 3	7/27/12
Section 4	6/29/12
Section 5	7/13/12
Section 6	6/29/12
Section 7	6/29/12

PASSED, APPROVED AND ADOPTED by the Board of Supervisors of the County of San Diego this 26<sup>th</sup> day of June, 2012.

APPROVED AS TO FORM AND LEGALITY  
COUNTY COUNSEL

BY: Dennis I. Floyd, Senior Deputy County Counsel