

ORDINANCE NO. 10225 (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 establishing the following job codes/classifications in the unclassified service, effective October 26, 2012:

Job Code No.	Job Code Title	Salary Range	Vari Entry	O/T	Rep Stat	Bene Prog
000952	Facilities Svcs Program Mgr	5	Y	X	UM	UCL
002138	Dir, Planning & Dev Svcs	19	Y	X	EM	UCL
002269	Asst Dir, Planning & Dev Svcs	15	Y	X	EM	UCL
002289	Dep Dir, Planning & Dev Svcs	12	Y	X	EM	UCL

Section 2. Appendix One of the Compensation Ordinance is hereby amended by establishing the following job code/classification and compensation in the classified service, effective October 26, 2012:

Job Code No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Approx Annual Salary Minimum Maximum	Vari Entry	O/T	Rep Stat	Bene Prog
003631										
	\$35.88	\$37.68	\$39.55	\$41.53	\$43.61	\$74,630.40 - \$90,708.80	Y	N	PR	NMG
	\$2,870.40	\$3,013.60	\$3,164.00	\$3,322.40	\$3,488.80					

Section 3. Appendix One of the Compensation Ordinance is hereby amended by re-titling three job codes/classifications in the classified service effective October 26, 2012:

	<u>Job Code No.</u>	<u>Job Code Title</u>
From:	004140	Chief, Beh Hth SvcPgm&AdmSupt
To:	004140	Chief, Agency Operations
From:	005290	Child Welfare Services Mgr
To:	005290	Protective Svcs Program Mgr
From:	006327	Dist Park Manager
To:	006327	District Mgr, Parks and Rec

Section 4. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job code/classification, effective October 26, 2012:

<u>Job Code No.</u>	<u>Job Code Title</u>
002379	Chief, Emergency Medical Svcs

Section 5. Subsection (c) of Section 1.8.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.2: WORK LOCATION PREMIUMS.

- (c) Employees in classes designated below who occupy positions which are assigned to institutional work locations and who are assigned to a work station located within the specified institution, facility, locked ward or unit, or other specifically identified site, as the employee's principal work station, shall receive additional compensation of approximately five percent (5%) above their regular base pay rate for such assignment. This premium shall apply to time worked and shall not apply toward paid time off or to terminal payoff.

Institutional Work Locations		Classes/Principal Work Therein	
1.	Health & Human Services Agency		
	• Edgemoor	007030	Sr Custodian
		007035	Health Care Agency Housekeeper
	• San Diego County Psychiatric Hospital	007035	Health Care Agency Housekeeper
		007036	Sr Health Care Agency Housekeeper
2.	Sheriff's Detention Facilities	007030	Sr Custodian

Section 6. Section 1.8.9 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.9: INMATE SUPERVISION PREMIUM. An employee, as designated by the appointing authority, in the eligible classes listed below shall be paid an additional one dollar and twenty-five cents (\$1.25) per hour for the supervision of Sheriff's inmates. This premium shall not apply towards paid time off or terminal payoff. This premium shall only apply to time worked.

<u>Eligible Classes:</u>	
002650	Stock Clerk
002655	Sr Storekeeper
002658	Storekeeper II (T)
002660	Storekeeper
005789	Sheriff's Commissary Stores Supervisor
005884	Building Maintenance Engineer
005905	Carpenter
005920	Electrician
005930	Mason
005940	Painter
005950	Plumber
005960	Air Conditioning & Refrigeration Mechanic
006161	Electronic Security & Systems Technician
006180	Welder
006200	Building Maintenance Engineer Assistant
006405	Food Services Supervisor
006410	Senior Cook
006411	Cook
006415	Food Service Worker
006510	Senior Laundry Worker
006509	Laundry Supervisor
006530	Laundry Worker
007030	Senior Custodian
007069	Wastewater Plant Operator III
007070	Wastewater Plant Operator II

<u>Eligible Classes:</u>	
007099	Sheriff's Range Guard
007515	Stores Delivery Driver
007516	Delivery Vehicle Driver
007530	Sewing Room Supervisor

Section 7. Section 1.12.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.2: PHYSICIAN CLASSES BOARD CERTIFICATION BONUSES.

- (a) Board Certification. Eligible employees shall be paid at a rate approximately ten percent (10%) higher than prescribed for his/her class upon furnishing satisfactory evidence that he/she has earned a valid certificate issued by the American Board in the medical specialty determined by the Director to be especially suited to the position he/she holds.

<u>Eligible Classes:</u>	
000304	EMS Medical Director
000335	Clinical Director, Mental Health Services
000340	Medical Director
000918	Temporary Expert Professional Employee – Psychiatrist Special Assignment
000919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
000922	Deputy Public Health Officer
002221	Public Health Officer
002227	Deputy Director, Behavioral Health
004124	Chief, Maternal & Child Health
004127	Chief, Community Epidemiology Control
004128	Chief, Tuberculosis Control & Border Health
004132	Medical Director, Sheriff's Detentions
004162	Medical Consultant
004184	Radiologist
004185	Pediatrician
004192	Senior Physician
004193	Physician
004195	Supervising Psychiatrist
004196	Psychiatrist
004199	Psychiatrist-Specialist

- (b) Board Certification and Subspecialty. Eligible employees shall be paid at a rate approximately fifteen percent (15%) higher than prescribed for his/her class upon furnishing satisfactory evidence that he/she has earned a valid certificate issued by the American Board in the medical subspecialty determined by the Director to be especially suited to the position he/she holds.

<u>Eligible Classes:</u>	
000304	EMS Medical Director
000335	Clinical Director, Mental Health Services
000340	Medical Director
000918	Temporary Expert Professional Employee – Psychiatrist Special Assignment
000919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
000922	Deputy Public Health Officer
002221	Public Health Officer
002227	Deputy Director, Behavioral Health
002285	Chief Dep Medical Examiner
004124	Chief, Maternal & Child Health
004127	Chief, Community Epidemiology Control
004132	Medical Director, Sheriff's Detentions

<u>Eligible Classes:</u>	
004162	Medical Consultant
004192	Senior Physician
004193	Physician
004195	Supervising Psychiatrist
004196	Psychiatrist
004199	Psychiatrist-Specialist

Section 8. Subsection (a)(1) of Section 1.12.4 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.4: MASTER OF SOCIAL WORK (MSW).

(a) Application.

- (1) An employee in an eligible class shall be paid fifty dollars (\$50) biweekly upon furnishing satisfactory evidence that he/she possesses a Master of Social Work (MSW) degree. Employees in classes 005270, Social Work Supervisor, and 005289, Health & Human Services Admin must be performing either adult protective services work or children protective services work to be eligible for this premium.

<u>Eligible Classes:</u>	
005203	Aging Program Specialist I
005204	Aging Program Specialist II
005205	Aging Program Specialist III
005237	Adult Protective Services Specialist
005238	Senior Adult Protective Services Specialist
005239	Adult Protective Services Supervisor
005242	Child Welfare Services Policy Analyst
005253	Protective Services Worker
005254	Senior Protective Services Worker
005259	Protective Services Supervisor
005270	Social Work Supervisor (in adult protective services work or children protective services)
005289	Health & Human Svcs Admin (in adult protective services work or children protective services)
005290	Protective Services Program Manager

Section 9. Section 2.1.5 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.5: “PASS THROUGH” PAYMENTS: In recognition of the fact that the State of California has designated funds for the direct compensation of certain designated employees who provide health care services in Skilled Nursing Facilities; the monies involved derive directly from the State of California and not from the funds of the County of San Diego; the State of California seeks to “pass through” compensation for health care employees who are assigned to provide direct patient care at skilled nursing facilities for which the County receives funds through the State of California pursuant to the provisions of Welfare and Institutions Code Section 14110.6.

Edgemoor “Pass Through” Premium Pay: Eligible employees in the following classes shall receive “Edgemoor Pass Through” premium pay up to a maximum of 10% calculated on their base hourly pay rate. This premium shall apply to all paid hours and shall not apply towards terminal payoff.

<u>Job Code</u>	<u>Job Code Title</u>
<u>No.</u>	
002650	Stock Clerk
004465	Nutritionist
004538	Staff Nurse

<u>Job Code</u> <u>No.</u>	<u>Job Code Title</u>
004615	Nurses Assistant
004625	Licensed Vocational Nurse
004770	Dietitian
005884	Building Maintenance Engineer
005905	Carpenter
005920	Electrician
005940	Painter
005967	Senior Painter
006200	Building Maintenance Engineer Assistant
006305	Gardener
006410	Senior Cook
006411	Cook
006415	Food Services Worker
007030	Senior Custodian
007035	Healthcare Agency Housekeeper
007036	Sr Healthcare Agency Housekeeper
007514	Shuttle Bus Driver
007540	Construction & Services Worker

Payment of the “Edgemoor Pass Through” premium pay is contingent upon continuation of funding by the State of California or, if such funding is not continued, shall be at the discretion of the County.

Section 10. Effective Date. Sections 5, 6, 7, 8 and 9 of this ordinance affect compensation and shall take effect upon adoption 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 11. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	10/26/2012
Section 2	10/26/2012
Section 3	10/26/2012
Section 4	10/26/2012
Section 5	10/5/2012
Section 6	10/5/2012
Section 7	10/5/2012
Section 8	10/5/2012
Section 9	10/5/2012

PASSED, APPROVED AND ADOPTED by the Board of Supervisors of the County of San Diego this 25th day of September, 2012.