

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

Meeting Date: 01/08/19 (12)

ORDINANCE NO 10587 (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 compensation for the following classified job code/classification, effective January 4, 2019:

Job Code No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Approx Minimum	Annual Salary Maximum	
005774	Sheriff's Communications Coord							
	39.64	41.62	43.70	45.88	49.38	\$82,451.20	\$102,710.40	
	3171.20	3329.60	3496.00	3670.40	3950.40			

Section 2. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following job codes/classifications in the unclassified service, effective January 4, 2019:

Job Code No.		UCE Range
002239	Dir, Behavioral Health Service	19
002257	Exec Finance Director	19
002277	Dir, Off of Ethics & Compliance	19
002298	Dir, Departmental Operations	19

Section 3. Appendix One of the Compensation Ordinance is hereby amended by designating the following job code/classification as "Terminal" effective February 15, 2019:

<u>Job Code No.</u>	<u>Job Code Title</u>
004035	Library Page (T)

Section 4. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classifications, effective February 15, 2019:

<u>Job Code No.</u>	<u>Job Code Title</u>
002300	Park Recreation Aide
006337	Parks Recreation Program Mgr

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

SECTION 1.8.2: WORK LOCATION PREMIUMS.

- (a) Supervising Nurse Work Location Premiums. Employees in the class designated below whose principal assignments are to East Mesa Juvenile Detention Facility, Kearny Mesa Juvenile Detention Facility, Detention Facility Work Locations or Rural Detention Institutional Work Locations designated below shall receive additional compensation at a rate approximately ten percent (10%) above his/her regular base rate for such assignment. This premium shall apply to time worked only and shall not apply toward paid time off or to terminal payoff.

Eligible Class: 4544 Supervising Nurse

Locations:

East Mesa Juvenile Detention Facility
Kearny Mesa Juvenile Detention Facility

- (b) 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		
	<ul style="list-style-type: none"> • Edgemoor • San Diego County Psychiatric Hospital 	007030	Sr Custodian
		007035	Health Care Agency Housekeeper
		007036	Sr Health Care Agency Housekeeper
2.	Sheriff's Detention Facilities	007030	Sr Custodian

- (c) Positions in Medical and Detention Facility Locations. Eligible employees assigned to work at a medical or detention facility as his/her primary work location shall be paid twenty-five cents (\$.25) per hour in addition to the salary prescribed for his/her class for each hour worked in the following locations.

Inpatient Units, Admissions and Screening:	
•	San Diego County Psychiatric Hospital
Initial Intake, Admissions and Screening of Kids:	
•	Polinsky Children's Center
Medication Management:	
•	Central Regional Clinic
•	East County Outpatient Clinic
•	Forensic Mental Health Services
•	Grantville
•	North Coastal Outpatient Clinic
•	North Inland Outpatient Clinic
•	Southeast Region Outpatient Clinic
Jail Information	
Booking Section	

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Release Section
Dispensary of the Sheriff's Department
Psychiatric Security Unit at the Jail
East Mesa Juvenile Detention Facility
Kearny Mesa Juvenile Detention Facility
Jail Kitchens
Sheriff's Central Production Center
Sheriff's Central Laundry

Eligible Classes:

002403	Accounting Technician
002430	Cashier
002493	Account Clerk
002494	Payroll Clerk
002510	Senior Account Clerk
002511	Senior Payroll Clerk
002513	Senior Cashier
002521	Account Clerk Specialist
002650	Stock Clerk
002655	Sr Storekeeper
002658	Storekeeper II (T)
002660	Storekeeper
002664	Pharmacy Stock Clerk
002700	Office Assistant
002706	Admissions Clerk
002707	Senior Admissions Clerk
002709	Departmental Clerk
002715	Records Clerk
002729	Office Support Specialist
002730	Senior Office Assistant
002745	Supervising Office Assistant
002756	Administrative Secretary I
002757	Administrative Secretary II
003009	Word Processor Operator
003046	Health Information Management Clerk
003049	Health Information Management Technician
003055	Senior Health Information Management Technician
004260	Pharmacy Technician
005236	Departmental Aide (T)
006405	Food Services Supervisor
006410	Senior Cook
006411	Cook
006415	Food Services Worker
006530	Laundry Worker
007530	Sewing Room Supervisor

- (d) 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/Principal Work Locations:	
•	Edgemoor
•	San Diego County Psychiatric Hospital
•	Sheriff's Detention Facilities

Eligible Classes:

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005050 Correctional Counselor
005051 Supervising Correctional Counselor

- (e) Locked Facilities Premium. Eligible employees in the classes listed below shall be compensated an additional twenty-five cents (\$.25) per hour for each hour worked in a locked facility in the Sheriff's Department. This premium shall apply to time worked and shall not apply towards paid time off or to terminal payoff.

Eligible Classes:

002650 Stock Clerk
005884 Building Maintenance Engineer
005885 Building Maintenance Supervisor
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 Assistant
006204 Carpenter Assistant
006224 Painter Assistant
006230 Plumber Assistant (T)
006410 Senior Cook
006510 Senior Laundry Worker
007030 Senior Custodian
007099 Sheriffs Range Guard

Section 6. Subsection (b) of section 1.8.4 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.4: PROBATION INSTITUTIONAL EMPLOYEES PREMIUM.

- (b) Institutional/Principal Work Locations: Girls Rehabilitation; Kearny Mesa Juvenile Detention Facility; East Mesa Juvenile Detention Facility

Eligible employees with a normal full-time schedule of eighty (80) or eighty-four (84) working hours per biweekly pay period whose principal assignment is a twenty-four (24) hour institution shall be paid at a rate which is two and one-half percent (2.5%) higher than their hourly rate. This premium shall apply to time worked and shall not apply toward paid time off or to terminal pay.

Eligible Classes

005115 Supervising Probation Officer

Section 7. Section 1.8.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.6: JAIL INSTITUTIONAL/DETENTION FACILITY WORK LOCATIONS. Employees in classifications designated below whose principal assignments are to jail institutional/detention facility work locations specifically designated below shall receive additional compensation at a rate approximately ten percent (10%) above their regular base rate for such assignment.

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Designated Detention Facility Work Locations	Eligible Classes
1. San Diego Central Jail 2. Las Colinas Detention and Reentry Facility 3. East Mesa Reentry Facility 4. George F. Bailey Detention Facility 5. South Bay Detention Facility 6. Vista Detention Facility 7. Psychiatric Security Units (PSU) at: <ul style="list-style-type: none"> • San Diego Central Jail • George F. Bailey Detention Facility • Las Colinas Detention and Reentry Facility 	004525 Psychiatric Nurse 004527 Psychiatric Clinical Nurse Spec 004618 Psychiatric Technician

Juvenile Detention Facilities	Eligible Classes
1. East Mesa Juvenile Detention Facility 2. Kearny Mesa Juvenile Detention Facility	004517 Certified Nurse Practitioner 004525 Psychiatric Nurse 004527 Psychiatric Clinical Nurse Specialist 004538 Staff Nurse 004618 Psychiatric Technician 004625 Licensed Vocational Nurse

Section 8. Section 1.9.11 of the Compensation Ordinance is hereby added.

SECTION 1.9.11: SPECIAL ENFORCEMENT DETAIL AND SPECIAL RESPONSE TEAM PREMIUM

An employee assigned by the department to the Special Enforcement Detail or Special Response Team shall be compensated an additional two point five percent (2.5%) in addition to the employee's base wage rate. The specific number of employees assigned by the department will be dependent on organization needs as determined by the appointing authority.

This premium pay provided to employees shall not be considered a permanent form of additional compensation. This premium pay will only be provided to those employees actually assigned by the appointing authority.

Employees who are assigned to the Special Enforcement Detail or Special Response Team on a full-time basis in the following classes:

Eligible Classes

- 005746 Deputy Sheriff
- 005790 Sheriff's Sergeant

Section 9. Section 1.11.6 of the Compensation Ordinance is hereby repealed.

SECTION 1.11.6: REMOTE LOCATIONS.

Section 10. Section 1.13.6 of the Compensation Ordinance is hereby repealed.

SECTION 1.13.6: CAMP BARRETT AND JUVENILE RANCH FACILITY HOUSING.

Section 11. Subsection (b) of section 1.13.9 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.9: UNIFORM ALLOWANCE (INITIAL ISSUE AND MAINTENANCE).

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(b) Probation Uniform Allowance.

- (1) Initial Issue. Employees in classes designated PO or SO, newly hired or newly assigned to Work Project, East Mesa Juvenile Detention Facility, Kearny Mesa Juvenile Detention Facility, the Girls Rehabilitation Facility, or Armed Units shall be reimbursed for an amount not to exceed the following:

<u>Facilities</u>	<u>Classes Designated</u>	
	<u>PO</u>	<u>SO</u>
Work Project – CDPO I & II	\$800	\$700
Work Project – Senior Probation Officer	\$400	\$300
East Mesa Juvenile Detention Facility	\$400	\$400
Kearney Mesa Juvenile Detention Facility	\$400	\$400
Girls Rehabilitation Facility	\$400	\$400
Armed Units	\$350	\$350

(2) Special Qualifications.

- (a) Employees transferring from one work location to another work location where different uniforms are required, shall receive the initial uniform allowance described above, except that employees transferring from a Juvenile Camp Facility to East Mesa Juvenile Detention Facility, Kearny Mesa Juvenile Detention Facility or the Girls Rehabilitation Facility are not eligible for an initial allowance at the new work location.
- (b) Employees who are separated during the probationary period are required to return all uniforms and patches for which reimbursement was paid or issued to a place designated by the Chief Probation Officer.

(3) Maintenance. The appointing authority shall require employees to purchase and maintain uniforms and equipment as specified.

- (a) If an employee in an eligible class is on leave (paid or unpaid) during Payroll 04, and has sufficient hours in the previous year to qualify for a Uniform Allowance maintenance payment, that payment will be made when the employee returns to active County service. If an eligible employee is active in Payroll 04, but on leave (paid or unpaid) in Payroll 05, the maintenance payment will be made when the employee returns to active County service. If an employee is in an eligible class in Payroll 04, but terminates County service, transfers to an ineligible class in Payroll 05, or is on leave (paid or unpaid) for more than twelve (12) months, that employee is not entitled to receive the maintenance payment as that employee is no longer required to wear a uniform, or was not required to purchase and/or maintain uniforms and equipment during the 12 months or longer when they were on leave. Payment will be included in the paycheck issued on the payday of Payroll 05 of each fiscal year.

Eligible Classes: Classes designated PO and SO

- (b) For purposes of computing the correct prorated payment amount, three-thirds (3/3) of the maintenance allowance is as follows:

<u>Facilities</u>	<u>Classes Designated</u>	
	<u>PO</u>	<u>SO</u>
Work Project – CDPO I & II	\$650	\$550
Work Project – Senior Probation Officer	\$400	\$300
East Mesa Juvenile Detention Facility	\$400	\$400
Kearny Mesa Juvenile Detention Facility	\$400	\$400
Girls Rehabilitation Facility	\$400	\$400

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Armed Units	\$350	\$350
Work Furlough	--	\$350
Work Project	--	\$350

The amount of the allowance shall be computed on paid service as follows:

% of Required Service in Paid Status	Allowance
Over 75% through 100%	Three-thirds (3/3)
Over 50% through 75%	Two-thirds (2/3)
Over 25 % through 50 %	One-third (1/3)
25% or less	Zero (0/3)

Eligible Classes: Classes designated PO and SO.

Section 12. Section 2.1.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.6: LUMP SUM PAYMENT.

(a) Effective June 22, 2018. A one-time lump sum payment of 1% of individual annualized compensation shall be paid to all eligible County employees in addition to the regular compensation for work performed during the payout pay period.

(1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2017/2018. This payment will be included in their regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day of payroll 2. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service. Part-time employees shall receive a pro-rated amount according to their standard hours.

Eligible Classes. All classes designated AM, AS, CC, CS, DA, EM, NA, NE, NM, NS, PD, PM, or UM.

(2) Payroll Calculation. Such one-time payment of 1% annualized compensation shall:

- (a) Be subject to normal deductions;
- (b) Not modify the salary base or computations of premiums or bonuses;
- (c) Not continue beyond Fiscal Year 2018/2019;

(3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 27, 2018) for all eligible classes.

(b) Effective June 21, 2019. A one-time lump sum payment of 1% of individual annualized compensation shall be paid to all eligible County employees in addition to the regular compensation for work performed during the payout pay period.

(1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2018/2019. This payment will be included in their regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day of payroll 2. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service. Part-time employees shall receive a pro-rated amount according to their standard hours.

Eligible Classes. All classes designated AM, AS, CC, CS, DA, EM, NA, NE, NM, NS, PD, PM, or UM.

(2) Payroll Calculation. Such one-time payment of 1% annualized compensation shall:

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- (a) Be subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not continue beyond Fiscal Year 2019/2020;
- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 26, 2019) for all eligible classes.
- (c) Effective June 19, 2020. A one-time lump sum payment of 2% of individual annualized compensation shall be paid to all eligible County employees in addition to the regular compensation for work performed during the payout pay period.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2019/2020. This payment will be included in their regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day of payroll 2. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service. Part-time employees shall receive a pro-rated amount according to their standard hours.

Eligible Classes. All classes designated AM, AS, CC, CS, DA, EM, NA, NE, NM, NS, PD, PM, or UM.

- (2) Payroll Calculation. Such one-time payment of 2% annualized compensation shall:
- (a) Be subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not continue beyond Fiscal Year 2020/2021;
- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 24, 2020) for all eligible classes.
- (d) Effective June 18, 2021. A one-time lump sum payment of 2% of individual annualized compensation shall be paid to all eligible County employees in addition to the regular compensation for work performed during the payout pay period.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2020/2021. This payment will be included in their regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day of payroll 2. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service. Part-time employees shall receive a pro-rated amount according to their standard hours.

Eligible Classes. All classes designated AM, AS, CC, CS, DA, EM, NA, NE, NM, NS, PD, PM, or UM.

- (2) Payroll Calculation. Such one-time payment of 2% annualized compensation shall:
- (a) Be subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not continue beyond Fiscal Year 2021/2022;
- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 23, 2021) for all eligible classes.

Section 13. Section 2.1.7 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.7: LUMP SUM PAYMENTS FISCAL YEARS 2019/2020 AND 2021/2022.

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(a) Effective June 21, 2019. A one-time lump sum payment of \$1,500.

(1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2018/2019.

Eligible Classes. All classes designated: PO.

(2) Payroll Calculation. Such one-time payment of \$1,500 shall:

- (a) Be included in the employees regular paycheck and subject to normal deductions;
- (b) Not modify the salary base or computations of premiums or bonuses;
- (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.

(3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 26, 2019) for all eligible classes.

(4) Part-time employees shall receive a pro-rated amount according to their standard hours.

(b) Effective June 18, 2021. A one-time lump sum payment of \$1,000.

(1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2020/2021.

Eligible Classes. All classes designated: PO.

(2) Payroll Calculation. Such one-time payment of \$1,000 shall:

- (a) Be included in the employees regular paycheck and subject to normal deductions;
- (b) Not modify the salary base or computations of premiums or bonuses;
- (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.

(3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 23, 2021) for all eligible classes.

(4) Part-time employees shall receive a pro-rated amount according to their standard hours.

Section 14. Section 2.1.8 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.8: LUMP SUM PAYMENTS FISCAL YEARS 2018/2019, 2019/2020, 2020/2021, AND 2021/2022.

(a) Effective June 22, 2018. A one-time lump sum payment of \$750.

(1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2017/2018.

Eligible Classes. All classes designated: AE, CE, CEM, CL, CM, CR, FS, HS, MA, MM, PR, PS, RN, SS, or SW.

(2) Payroll Calculation. Such one-time payment of \$750 shall:

- (a) Be included in the employees regular paycheck and subject to normal deductions;

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- (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.
- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 27, 2018) for all eligible classes.
- (4) Part-time employees shall receive a pro-rated amount according to their standard hours.
- (b) Effective June 21, 2019. A one-time lump sum payment of \$750.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2018/2019.
- Eligible Classes. All classes designated: AE, CE, CEM, CL, CM, CR, FS, HS, MA, MM, PR, PS, RN, SS, or SW.
- (2) Payroll Calculation. Such one-time payment of \$750 shall:
- (a) Be included in the employees regular paycheck and subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.
- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 26, 2019) for all eligible classes.
- (4) Part-time employees shall receive a pro-rated amount according to their standard hours.
- (c) Effective June 19, 2020. A one-time lump sum payment of \$1,500.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2019/2020.
- Eligible Classes. All classes designated: AE, CE, CEM, CL, CM, CR, FS, HS, MA, MM, PR, PS, RN, SS, or SW.
- (2) Payroll Calculation. Such one-time payment of \$1,500 shall:
- (a) Be included in the employees regular paycheck and subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.

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- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 24, 2020) for all eligible classes.
- (4) Part-time employees shall receive a pro-rated amount according to their standard hours.
- (d) Effective June 18, 2021. A one-time lump sum payment of \$1,500.
 - (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2020/2021.
Eligible Classes. All classes designated: AE, CE, CEM, CL, CM, CR, FS, HS, MA, MM, PR, PS, RN, SS, or SW.
 - (2) Payroll Calculation. Such one-time payment of \$1,500 shall:
 - (a) Be included in the employees regular paycheck and subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.
 - (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 23, 2021) for all eligible classes.
 - (4) Part-time employees shall receive a pro-rated amount according to their standard hours.

Section 15. Section 2.1.9 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.9: LUMP SUM PAYMENT YEARS 2017/2018, 2018/2019, 2019/2020, 2020/2021, 2021/2022, AND 2022/2023.

- (a) Effective January 05, 2018. A one-time lump sum payment of \$750.
 - (1) Eligibility. Regular employees in eligible classes listed below who have paid service during Fiscal Year (FY) 2016/2017 and who have not received the FY 2017/2018 lump sum payment as a result of a change in class. Part-time employees shall receive a pro-rated amount according to their standard hours.
Eligible Classes. Classes designated CE, CEM and MA.
 - (2) Payroll Calculation. Such one-time payment of \$750 shall:
 - (a) Be subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not continue beyond Fiscal Year 2017/2018;
 - (d) Not be paid to an employee no longer employed by the County before the first day of payroll 15.
 - (3) Payment Date. This payment shall be made on January 26, 2018.
- (b) Effective the pay period following adoption by the Board of Supervisors. A one-time lump sum payment of \$750.

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- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2017/2018.
Eligible Classes. All classes designated: DI, DM, and SO.
 - (2) Payroll Calculation. Such one-time payment of \$750 shall:
 - (a) Be included in the employees regular paycheck and subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not be paid if terminated before the first day of the payroll 02 for classes designated DI and DM, and payroll 08 for classes designated SO. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.
 - (3) Payment Date. This payment shall be paid effective the pay period following adoption by the Board of Supervisors for all eligible classes.
 - (4) Part-time employees shall receive a pro-rated amount according to their standard hours.
- (c) Effective June 21, 2019. A one-time lump sum payment of \$750.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2018/2019.
Eligible Classes. All classes designated: DI, DM, and SO.
 - (2) Payroll Calculation. Such one-time payment of \$750 shall:
 - (a) Be included in the employees regular paycheck and subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.
 - (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 26, 2019) for all eligible classes.
 - (4) Part-time employees shall receive a pro-rated amount according to their standard hours.
- (d) Effective June 19, 2020. A one-time lump sum payment of \$750.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2019/2020.
Eligible Classes. All classes designated: DI, DM, and SO.
 - (2) Payroll Calculation. Such one-time payment of \$750 shall:
 - (a) Be included in the employees regular paycheck and subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;

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- (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.
- (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 24, 2020) for all eligible classes.
- (4) Part-time employees shall receive a pro-rated amount according to their standard hours.
- (e) Effective June 18, 2021. A one-time lump sum payment of \$1,500.
 - (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2020/2021.
Eligible Classes. All classes designated: DI, DM, and SO.
 - (2) Payroll Calculation. Such one-time payment of \$1,500 shall:
 - (a) Be included in the employees regular paycheck and subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.
 - (3) Payment Date. This payment shall be paid on the payday of payroll 02 (July 23, 2021) for all eligible classes.
 - (4) Part-time employees shall receive a pro-rated amount according to their standard hours.
- (f) Effective July 1, 2022. A one-time lump sum payment of \$1,500.
 - (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2021/2022.
Eligible Classes. All classes designated: DI, DM, and SO.
 - (2) Payroll Calculation. Such one-time payment of \$1,500 shall:
 - (a) Be included in the employees regular paycheck and subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not be paid if terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.
 - (3) Payment Date. This payment shall be paid on the payday of payroll 02 (August 5, 2022) for all eligible classes.
 - (4) Part-time employees shall receive a pro-rated amount according to their standard hours.

Meeting Date: 01/08/19 (12)

Section 16. Subsection (c)(3) of section 5.1.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN. A flexible benefits plan, which is in accordance with Section 125 of the Internal Revenue Code, is authorized for eligible employees.

(c) Coverage.

- (3) Waive Coverage. Employees may elect not to be covered by the County’s health insurance plans. This election may only be made during the County’s open enrollment period or during the year as the result of a qualifying “change in status” as defined by Section 125 of the Internal Revenue Code. For employees waiving primary participation in a County-sponsored health plan, the County’s contribution will be deposited into the corresponding Reimbursement Accounts for pre-tax reimbursement of qualified medical expenses.

Section 17. Effective Date. Sections 1, 2, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15 and 16 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 18. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	01/04/2019
Section 2	01/04/2019
Section 3	02/15/2019
Section 4	02/15/2019
Section 5	01/18/2019
Section 6	01/18/2019
Section 7	01/18/2019
Section 8	01/18/2019
Section 9	01/18/2019
Section 10	01/18/2019
Section 11	01/18/2019
Section 12	01/18/2019
Section 13	01/18/2019
Section 14	01/18/2019
Section 15	01/18/2019
Section 16	01/18/2019

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL

BY: Dennis I. Floyd, Senior Deputy County Counsel

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 8th day of January, 2019.



DIANNE JACOB
Chairwoman, Board of Supervisors
County of San Diego, State of California

The above Ordinance was adopted by the following vote:

AYES: Cox, Jacob, Gaspar, Fletcher, Desmond

ATTEST my hand and the seal of the Board of Supervisors this 8th day of January, 2019.

DAVID HALL
Clerk of the Board of Supervisors

By 
Teresa Zurita, Deputy



Ordinance No.: 10587 (N.S.)
01/08/19 (12)