

Meeting Date: 10/15/19 (20)

ORDINANCE NO 10627 (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 non-represented and classified job codes/classifications, effective December 20, 2019:

Job Code No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Step 6 Hrly Biwkly	Approx Annual Salary Minimum Maximum
000735	Park Attendant (Seasonal)						
	13.36	14.03	14.73	15.47			\$27,788.80 – \$32,177.60
	1068.80	1122.40	1178.40	1237.60			
000737	General Support Aide						
	13.00						\$27,040.00
	1040.00						
000904	Student Worker – High School						
				13.00			\$27,040.00
				1040.00			
000905	Student Worker – Undergraduate						
	13.65	14.33	15.05	15.80			\$28,392.00 – \$32,864.00
	1092.00	1146.40	1204.00	1264.00			
000912	Retiree Non-Exempt Classified-General						
	13.00	97.47					\$27,040.00 – \$202,737.60
	1040.00	7797.60					
000913	Retiree Non-Exempt Classified-Safety						
	13.00	97.47					\$27,040.00 – \$202,737.60
	1040.00	7797.60					
002709	Departmental Clerk						
	13.11	13.77	14.46	15.36	16.13		\$27,268.80 – \$33,550.40
	1048.80	1101.60	1156.80	1228.80	1290.40		
006415	Food Services Worker						
	13.05	13.70	14.38	15.27			\$27,144.00 – \$31,761.60
	1044.00	1096.00	1150.40	1221.60			

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Section 2. Appendix One of the Compensation Ordinance is hereby amended by amending the compensation for the following non-represented job code/classification and classified job codes/classifications, effective October 25, 2019:

Job Code No.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Approx Annual Salary		
	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Minimum	Maximum	
000398	Management Fellow 26.45 2116.00								\$55,016.00	
004497	Assistant Director of Nursing 47.31 49.68 52.16 54.77 57.51 3784.80 3974.40 4172.80 4381.60 4600.80								\$98,404.80 – \$119,620.80	
004304	Utilization Review Quality Improvement Supervisor 38.16 40.07 42.07 44.17 46.86 3052.80 3205.60 3365.60 3533.60 3748.80								\$79,372.80 – \$97,468.80	
004314	Utilization Review Quality Improvement Specialist 36.30 38.11 40.02 42.02 44.62 2904.00 3048.80 3201.60 3361.60 3569.60								\$75,504.00 – \$92,809.60	
004525	Psychiatric Nurse 36.29 38.10 40.01 42.01 44.57 2903.20 3048.00 3200.80 3360.80 3565.60								\$75,483.20 – \$92,705.60	
004837	Mental Health Conservatorship Clinician 33.29 34.95 36.70 38.54 40.93 2663.20 2796.00 2936.00 3083.20 3274.40								\$69,243.20 – \$85,134.40	
005087	Senior Clinical Psychologist 42.25 44.36 47.11 3380.00 3548.80 3768.80								\$87,880.00 – \$97,988.80	
005102	Licensed Mental Health Clinician 34.56 36.29 38.10 40.01 42.49 2764.80 2903.20 3048.00 3200.80 3399.20								\$71,884.80 – \$88,379.20	
005279	Sheriff's Detentions, Mental Health Clinician 36.17 37.98 39.88 41.87 44.42 2893.60 3038.40 3190.40 3349.60 3553.60								\$75,233.60 – \$92,393.60	
005768	Paralegal Supervisor 31.90 33.50 35.18 36.94 39.23 2552.00 2680.00 2814.40 2955.20 3138.40								\$66,352.00 – \$81,598.40	
005900	Sheriff's Supervising Helicopter/Airplane Mechanic 38.06 39.96 41.96 44.06 46.75 3044.80 3196.80 3356.80 3524.80 3740.00								\$79,164.80 – \$97,240.00	
005901	Sheriff's Helicopter/Airplane Mechanic 33.10 34.76 36.50 38.33 40.25 42.26 44.37								\$68,848.00 – \$92,289.60	

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Job Code No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Step 6 Hrly Biwkly	Step 7 Hrly Biwkly	Approx Annual Salary Minimum Maximum	
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2648.00 2780.80 2920.00 3066.40 3220.00 3380.80 3549.60

Section 3. Appendix One of the Compensation Ordinance is hereby amended by establishing the following job codes/classifications and compensation in the classified service, effective November 22, 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 Annual Salary Minimum Maximum		Vari Entry	O/T	Rep Stat	Bene Prog
005777	Trial Support Specialist										
	33.43	35.10	36.85	38.69	41.09	\$69,534.40 – \$85,467.20		Y	N	PS	NMG
	2674.40	2808.00	2948.00	3095.20	3287.20						
005795	Investigative Specialist										
	18.13	19.04	20.01	21.01	22.31	\$37,710.40 – \$46,404.80		Y	N	PS	NMG
	1450.40	1523.20	1600.80	1680.80	1784.80						

Section 4. Appendix One of the Compensation Ordinance is hereby amended by changing the class characteristics for the following job code/classification from the classified service to the unclassified service, effective November 22, 2019:

Job Code No.	Approx Annual Salary Minimum Maximum		O/T	Rep Stat	Bene Plan
007566	\$102,689.60 – \$164,278.40		X	NA	UCL

Section 5. Appendix One of the Compensation Ordinance is hereby amended by retitling the following job codes/classifications in the classified service, effective November 22, 2019:

	Job Code No.	Job Code Title
From:	004460	Assistant Chief, Sheriff's Food Services
To:	004460	Assistant Manager, Sheriff's Food Services
From:	004761	Vector Control Technician II
To:	004761	Vector Control Technician
From:	004762	Vector Control Technician III
To:	004762	Senior Vector Control Technician
From:	004766	Vector Control Technician IV
To:	004766	Supervising Vector Control Technician

Section 6. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classifications in the classified service, effective November 22, 2019:

Job Code No.	Job Code Title
002485	Senior Crime Analyst (T)
002620	Property & Salvage Coordinator
003009	Word Processor Operator
003815	Air Pollution Control Engineering Technician
004193	Physician

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<u>Job Code No.</u>	<u>Job Code Title</u>
004308	Forensic Toxicology Laboratory Supervisor
004760	Vector Control Technician I
004910	Community Living Aide
005236	Departmental Aide (T)
005249	Psychiatric Social Worker Coordinator
005250	Senior Psychiatric Social Worker (T)
005732	District Attorney Legal Specialist
005791	Forensic Technician

Section 7. Section 1.7.9 of the Compensation Ordinance is hereby repealed:

SECTION 1.7.9: CLINIC PHYSICIAN.

Section 8. Subsection (c) of Section 1.8.2 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.8.2: WORK LOCATION PREMIUMS.

- (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.

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

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Eligible Classes:

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
003046	Health Information Management Clerk
003049	Health Information Management Technician
003055	Senior Health Information Management Technician
004260	Pharmacy Technician
006405	Food Services Supervisor
006410	Senior Cook
006411	Cook
006415	Food Services Worker
006530	Laundry Worker
007530	Sewing Room Supervisor

Section 9. Section 1.8.8 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.8.8: SAN DIEGO COUNTY PSYCHIATRIC HOSPITAL. Employees in classifications designated below whose principal assignment is to the San Diego County Psychiatric Hospital shall receive additional compensation above their regular base rate for such assignment at the approximate rate specified below:

<u>Eligible Classes:</u>	<u>Percent</u>
004497 Assistant Director of Nursing	10%
004525 Psychiatric Nurse	10%
004544 Supervising Nurse	15%
004618 Psychiatric Technician	10%
004625 Licensed Vocational Nurse	10%

Section 10. Section 1.8.10 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.8.10: PSYCHIATRIC HOSPITAL LOCATION PREMIUM. Employees in classifications designated below whose principal assignment is to the psychiatric hospital shall receive additional compensation at a rate of five percent (5%) above their regular base rate for such assignment. This premium shall not apply towards paid time off or terminal payoff.

Eligible Classes:

004162	Medical Consultant
004196	Psychiatrist
004198	Psychiatrist Resident
004199	Psychiatrist-Specialist
004406	Recreational Therapy Aide
004407	Recreational Therapist
004533	Inservice Education Coordinator

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Eligible Classes:

004839 Mental Health Aide
005102 Licensed Mental Health Clinician

Section 11. Section 1.9.12 of the Compensation Ordinance is hereby added:

SECTION 1.9.12: SPECIAL INVESTIGATOR PREMIUM. A District Attorney Investigator III assigned by the department to be a senior investigator shall be compensated an additional five percent (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 assigned as a senior investigator by the appointing authority.

Eligibility. Employees who are assigned as a senior investigator, District Attorney Investigator III 005754, on a full-time basis.

Section 12. Section 1.12.2 of the Compensation Ordinance is hereby amended 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.

Eligible Classes:

000304 EMS Medical Director
000335 Clinical Director, Behavioral Health Services
000340 Medical Director
000376 Chief Medical Officer
000918 Temporary Expert Professional – Psychiatrist Special Assignment
000919 Temporary Expert Professional Employee, M.D., D.O., D.V.M.
000922 Deputy Public Health Officer
002221 Public Health Officer
002239 Dir, Behavioral Health Services
004128 Public Health Medical Officer
004132 Sheriff’s Chief Medical Officer
004162 Medical Consultant
004184 Radiologist
004185 Pediatrician
004190 Sheriff’s Detentions 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.

Eligible Classes:

000304 EMS Medical Director
000335 Clinical Director, Behavioral Health Services

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Eligible Classes:

000340 Medical Director
 000376 Chief Medical Officer
 000918 Temporary Expert Professional – Psychiatrist Special Assignment
 000919 Temporary Expert Professional Employee, M.D., D.O., D.V.M.
 000922 Deputy Public Health Officer
 002221 Public Health Officer
 002239 Dir, Behavioral Health Services
 002285 Chief Dep Medical Examiner
 004128 Public Health Medical Officer
 004132 Sheriff's Chief Medical Officer
 004162 Medical Consultant
 004190 Sheriff's Detentions Physician
 004195 Supervising Psychiatrist
 004196 Psychiatrist
 004199 Psychiatrist-Specialist

Section 13. Section 1.13.5 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.13.5: INSTITUTIONAL ASSIGNMENTS - MEALS. Eligible employees employed at a County institution including, but not limited to Edgemoor, Kearny Mesa Juvenile Detention Facility, East Mesa Juvenile Detention Facility, Polinsky Children's Center, Las Colinas Detention and Reentry Facility, Juvenile Probation Camps, and County Jail, shall be furnished breakfast, lunch and/or dinner, whichever may be served during the scheduled work shifts of the employee.

Eligible Classes:

004460 Assistant Manager, Sheriff's Food Services
 004465 Nutritionist
 006405 Food Services Supervisor
 006410 Sr Cook
 006411 Cook
 006415 Food Services Worker
 006510 Laundry Supervisor

Section 14. Section 3.6.17 of the Compensation Ordinance is hereby amended 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
000210	Assistant Assessor/Recorder/County Clerk	NE
000212	Chief Deputy, Assessor/Recorder/County Clerk	NE
000215	Retirement CEO	NE
000231	Special Assistant, Treasurer/Tax Collector	NE
000232	Asst Treasurer-Tax Collector	NE
000240	Assistant District Attorney	NE
000245	Chief Deputy District Attorney	NE
000249	Special Assistant, County Assessor	NM
000260	Undersheriff	NE
000262	Director, Sheriff's Management Services	NE
000264	Sheriff's Human Resources Administrator	NE

Class No.	Title	Rep Stat
000265	Assistant Sheriff	NE
000266	Director, Sheriff's Legal Affairs	NE
000270	Chief Deputy, Treasurer/Tax Collector	NE
000284	Retirement Assistant Chief Investment Officer	NA
000286	Investment Officer	NA
000287	Retirement Asst Administrator	NA
000288	Chief Investment Officer	NA
000289	Retirement Chief Investment Officer	NE
000291	Retirement General Counsel	NA
000292	Retirement Assistant General Counsel	NA
000330	Victim/Witness Program Director	NA
000332	Deputy Chief Investigator	NE
000337	Public Affairs Officer, District Attorney	NA
000342	Special Investigator (DA)	NE
000343	Special Assistant (DA)	NE
000344	Chief Investigator	NE
000345	Assistant Chief Investigator	NE
000346	Confidential Secretary	NM
000362	Special Investigator (Sheriff)	NA
000372	Legislative Assistant I (Board of Supervisors)	NS
000373	Legislative Assistant II (Board of Supervisors)	NA
000374	Chief of Staff (Board of Supervisors)	NA
000375	Special Investigator (Citizens Review Board)	NA
000950	District Attorney Legal Operations Administrator	NA
002258	Information Technology Director, D.A.	NE
002259	Chief, District Attorney Administrative Officer	NE
007566	Retirement Assistant Director, Member Services	NA

Section 15. Subsection (d)(3) of Section 5.11.1 of the Compensation Ordinance is hereby amended as follows:

SECTION 5.11.1: EMPLOYEE RECOGNITION AND AWARDS PROGRAM.

(d) Method of Calculation.

(3) Maximum Award.

- (a) The maximum total cash or non-cash value of each separate award shall not exceed \$1,000.00 and no one employee shall receive awards valuing more than \$1,000.00 per fiscal year.
- (b) The Countywide Employee Wellness Incentive Program awards sponsored by the Department of Human Resources shall not be included in the maximum amount of the award.

Section 16. Effective Date. Sections 2, 9, and 11 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.

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Section 17. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	12/20/2019
Section 2	10/25/2019
Section 3	11/22/2019
Section 4	11/22/2019
Section 5	11/22/2019
Section 6	11/22/2019
Section 7	11/22/2019
Section 8	11/22/2019
Section 9	10/25/2019
Section 10	11/22/2019
Section 11	10/25/2019
Section 12	11/22/2019
Section 13	11/22/2019
Section 14	11/22/2019
Section 15	11/22/2019

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 15th day of October, 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 15th day of October, 2019.

ANDREW POTTER
Clerk of the Board of Supervisors

By 
Chrystal Rodriguez, Deputy



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