

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE
AND ESTABLISHING COMPENSATION**

Meeting Date: 8/17/2021 (22)

ORDINANCE NO.: 10739 (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 changing compensation for the following classifications in the Unclassified Service, effective August 13, 2021:

Job Code No.		UCE Range
000335	Clinical Director, Behavioral Health Services	022
000376	Chief Medical Officer	023
002221	Public Health Officer	023

Section 2. Subsection (b) of Section 1.8.2 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.8.2: WORK LOCATION PREMIUMS.

- (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
	<ul style="list-style-type: none"> Edgemoor 	004615	Certified Nurse Assistant
		004625	Licensed Vocational Nurse
2.	Sheriff's Detention Facilities	007030	Sr Custodian

Section 3. Section 2.1.20 of the Compensation Ordinance is hereby added as follows:

SECTION 2.1.20: COVID-19 HAZARD PAY AND TELEWORK PAYMENT. A one-time lump sum payment shall be paid to eligible County employees in addition to the regular compensation for work performed during the specified period.

- (a) Compensation Categories. Eligible employees may receive compensation under only one of the following categories:

- (1) Category A: \$2,500 each.
County employees who work directly with COVID-19 positive individuals and Persons Under Investigation (PUIs) of being COVID-19 positive, including those who work with the deceased; as well as all employees who perform field work that requires them to enter residences or facilities not operated by

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the County, those who work in locked correctional facilities, residential care, patient care settings, and County employees who work onsite at County work locations during a documented COVID-19 outbreak.

(2) Category B: \$1,500 each.

County employees who do not perform work under Category A but engage with the public and/or clients that increases the potential for contact with COVID-19 positive individuals. Additionally, all County employees who are required to report to work onsite on a part-time or full-time basis and are at risk of exposure due to interaction with coworkers.

(3) Category C: \$750 each.

Teleworking payment to support employees who are teleworking and have incurred work-related expenses such as internet access, printing, equipment, electricity use, and other expenses necessary to fulfill job requirements.

(b) Eligibility. In order to be eligible for one of the Compensation Categories above, the employee must meet all of the following criteria:

(1) Employee is not eligible to receive any of the one-time lump sum payments above if they terminate before the first day of payroll 04 (July 30, 2021). This payment shall be paid on the payday of payroll 04 (August 20, 2021).

(2) Employee was employed by the County on or before October 19, 2020.

(3) Employee must have a minimum of 1040 paid work hours during the period of March 19, 2020 through May 31, 2021.

(4) Employee performed the duties under the working conditions described in a Category for more than 50% of their paid working hours during the period of March 19, 2020 through May 31, 2021.

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

(6) An employee shall not be entitled to the one-time lump sum payment above if they received a one-time payment under the terms of a different bargaining unit for the same COVID-19 compensation framework.

(7) Eligible Classes. Classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DI, DM, DS, EM, FS, HS, MA, MM, NA, NE, NM, PD, PM, PO, PR, PS, RN, SM, SO, SS, SW, and UM.

(c) Conditions.

(1) Agreement between the County of San Diego and associations on employee assignments to the three categories specified above.

(2) No portion of this proposed compensation framework shall be subject to the applicable grievance procedures contained in the applicable Memorandum of Agreement.

Section 4. Effective Date. Sections 1, 2, and 3 of this ordinance affect compensation and shall take effect upon 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.

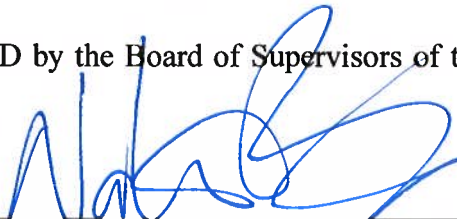
Section 5. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	8/13/2021
Section 2	8/13/2021
Section 3	8/13/2021

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APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL

BY: Smitha R. Arons, Senior Deputy County Counsel

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 17th day of August 2021.



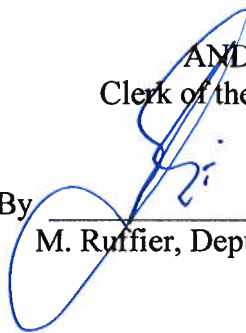
NATHAN FLETCHER
Chair, Board of Supervisors
County of San Diego, State of California

The above Ordinance was adopted by the following vote:

AYES: Vargas, Lawson-Remer, Fletcher, Desmond
NOES: Anderson

ATTEST my hand and the seal of the Board of Supervisors this 17th day of August 2021.

ANDREW POTTER
Clerk of the Board of Supervisors

By 

M. Ruffier, Deputy



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