

Meeting Date: 09/12/2023 (15)

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

CLEAN VERSION

Meeting Date: 09/12/2023 (15)

ORDINANCE NO. 10860 (NEW SERIES)

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING
COMPENSATION FOR PROBATION OFFICERS EMPLOYEE BARGAINING UNIT**

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 compensation for job codes/classifications designated PO as follows:

Fiscal Year 2023-2024: 4.00% wage increase effective September 8, 2023
Fiscal Year 2024-2025: 2.75% wage increase effective June 28, 2024
Fiscal Year 2025-2026: 2.75% wage increase effective June 27, 2025

Section 2. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for job codes/classifications as follows:

Deputy Probation Officer, 005065:

Fiscal Year 2023-2024: 2.5% equity increase effective September 8, 2023
Fiscal Year 2024-2025: 2.5% equity increase effective June 28, 2024
Fiscal Year 2025-2026: 2.5% equity increase effective June 27, 2025

Senior Probation Officer, 005090:

Fiscal Year 2023-2024: 0.9% equity increase effective September 8, 2023
Fiscal Year 2024-2025: 0.9% equity increase effective June 28, 2024
Fiscal Year 2025-2026: 0.9% equity increase effective June 27, 2025

Section 3. Section 1.6.11 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.6.11: MANDATORY OVERTIME CANCELLATION COMPENSATION.

Employees who are required to work an ordered overtime shift, whose shift is canceled with less notice than the employee's regularly assigned shift hours prior to the start of the shift, shall receive a one-hundred dollar (\$100) premium in addition to the employee's prescribed biweekly salary.

Eligible Classes: Employees in classes designated PO

Section 4. Subsection 4 of Section 1.13.9 of the Compensation Ordinance is hereby added to read as follows:

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

(b) **Probation Uniform Allowance.**

(4) **One-time Uniform Lump Sum Payment**

(a) **Effective September 8, 2023.** A one-time lump sum payment of \$600 for the purchase of uniforms.

(1) **Eligibility.** All regular employees in eligible classes listed below as of September 8, 2023.

Eligible Classes. All classes designated: PO.

(2) **Payroll Calculation.** Such one-time payment of \$600 shall:

Meeting Date: 09/12/2023 (15)

- (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 06.
- (3) Payment Date. This payment shall be paid on the payday of payroll 06 (September 29, 2023) for all eligible classes. The expiration of the one-time payment is June 30, 2024.
- (4) Part-time employees shall receive a pro-rated amount according to their standard hours.

Section 5. Section 2.1.7 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.7: LUMP SUM PAYMENT FISCAL YEAR 2023/24.

- (a) Effective September 8, 2023. A one-time lump sum payment of \$2,000.
- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2022/23.
- Eligible Classes. All classes designated: PO.
- (2) Payroll Calculation. Such one-time payment of \$2,000 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 06. 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 06 (September 29, 2023) for all eligible classes. The expiration of the one-time payment is June 30, 2024
- (4) Part-time employees shall receive a pro-rated amount according to their standard hours.

Section 6. Section 2.1.19 of the Compensation Ordinance is hereby amended as follows:

SECTION 2.1.19: RETENTION INCENTIVE PROGRAM.

- (a) Employees in classes designated DS or SM:
- (i) Effective June 21, 2019: all regular employees who have 20 years of service with the County of San Diego shall receive a 2.5% retention incentive premium.
 - Effective June 18, 2021: the retention incentive premium will be increased to 5%.
 - (ii) Effective for all “new members”, as defined by Government Code section 7522.04(f), hired into DS or SM bargaining units on or after implementation of Safety Tier D, shall receive an additional retention premium of 5% at 25 years of service with the County of San Diego.

(b) Employees in classes designated PO:

(i) Effective September 8, 2023: all regular employees who have 20 years of service with the County of San Diego shall receive a 2.5% retention incentive premium.

(c) Employees in classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, EM, FS, HS, MA, MM, NA, NE, NM, NR, PD, PM, PR, PS, RN, SS, SW or UM:

(i) Effective July 1, 2022: all regular employees enrolled in General Tier D retirement who have 20 years of service with the County of San Diego shall receive a 5% retention incentive premium.

(ii) Effective July 1, 2022: all regular employees enrolled in General Tier D retirement who have 25 years of service with the County of San Diego shall receive an increase of 5% to the retention incentive premium for a total of 10%.

(iii) Effective for all “new members”, as defined by Government Code section 7522.04(f), hired into AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, EM, FS, HS, MA, MM, NA, NE, NM, NR, PD, PM, PR, PS, RN, SS, SW or UM bargaining units.

Section 7. Subsection (d) 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.

(d) County Contributions Toward Flexible Benefit Plan. Insurance premium costs shall be borne by the employee excepting that the County shall make the following contribution toward the Flexible Benefits Plan (which includes health insurance). The employee’s insurance premium costs will be reduced by the amount the employee elects to distribute to their insurance premium costs from the County’s contribution toward the Flexible Benefits Plan. The County’s contribution toward the Flexible Benefits Plan shall be:

(8) Employees in classes designated under the PO Benefit Program.

Effective January 1, 2023: Monthly

Employee Only	\$ 753.00
Employee + 1 Dependent	1,143.00
Employee + 2 or More Dependents	1,669.00

Effective January 1, 2024: Monthly

Employee Only	\$ 791.00
Employee + 1 Dependent	1,200.00
Employee + 2 or More Dependents	1,752.00

Effective January 1, 2025: Monthly

Employee Only	\$ 831.00
Employee + 1 Dependent	1,260.00
Employee + 2 or More Dependents	1,840.00

Effective January 1, 2026: Monthly

Employee Only	\$ 873.00
---------------	-----------

Meeting Date: 09/12/2023 (15)

Employee + 1 Dependent 1,323.00
Employee + 2 or More Dependents 1,932.00

Section 8. Effective Dates. Sections 1-7 of this ordinance shall take effect immediately upon adoption by the Board of Supervisors following the second reading. 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 Dates. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Sections 1-2	9/8/23 6/28/24 6/27/25
Sections 3-6	9/8/23
Sections 7	1/1/24 1/1/25 1/1/26

APPROVED AS TO FORM AND LEGALITY
CLAUDIA G. SILVA, COUNTY COUNSEL

BY: Frances Rogers, Senior Deputy County Counsel

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 12th day of September 2023.



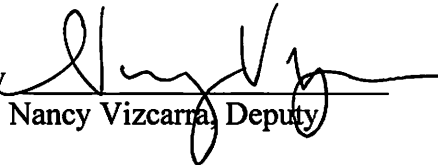
NORA VARGAS
Chair, Board of Supervisors
County of San Diego, State of California

The above Ordinance was adopted by the following vote:

AYES: Vargas, Anderson, Lawson-Remer, Desmond
ABSENT: (District 4 Seat Vacant)

ATTEST my hand and the seal of the Board of Supervisors this 12th day of September 2023.

ANDREW POTTER
Clerk of the Board of Supervisors

By 
Nancy Vizcarra, Deputy



Ordinance No.: 10860 (N.S.)
Meeting Date: 09/12/2023 (15)