

Meeting Date: 09/26/2023 (9)

**AN ORDINANCE AMENDING  
THE COMPENSATION ORDINANCE**

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**ORDINANCE NO. 10864 (NEW SERIES)**

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING  
COMPENSATION FOR THE SUPERVISING 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 SO as follows:

Fiscal Year 2023-2024: 5.00% wage increase effective September 22, 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.** 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:

(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.

(b) Effective September 22, 2023. A one-time lump sum payment of \$600 for the purchase of uniforms.

(1) Eligibility. All regular employees in the eligible class listed below as of September 22, 2023.

Eligible Class: 005115 Supervising Probation Officer.

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

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- (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 07.
- (3) Payment Date. This payment shall be paid on the payday of payroll 07 (October 13, 2023) for the eligible class 005115 Supervising Probation Officer. 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 3.** Section 2.1.9 of the Compensation Ordinance is hereby added to read as follows:

**SECTION 2.1.9: LUMP SUM PAYMENT FISCAL YEAR 2023/24.**

- (a) Effective September 22, 2023. A one-time lump sum payment of 2% of individual annualized compensation shall be paid to all eligible County employees listed below in addition to the regular compensation for work performed during the payout pay period.
- (1) Eligibility. All regular employees in the eligible class listed below who have paid service during Fiscal Year 2022/2023. 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 07 (September 22, 2023). 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 prorated amount according to their standard hours.
- Eligible Class: 005115 Supervising Probation Officer.
- (2) Payroll Calculation. Such one-time payment of 2% annual compensation shall:
- (a) Be included in the employee's regular paycheck and subject to normal deductions;
  - (b) Not modify the salary base or computations of premiums or bonuses;
  - (c) Not continue beyond Fiscal Year 2023/24.
- (3) Payment Date. This payment shall be paid on the payday in payroll 07 (October 13, 2023) for the eligible class 005115 Supervising Probation Officer.

**Section 4.** 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

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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 the class designated SO:**

- (i) Effective September 22, 2023: all regular employees who have 20 years of service with the County of San Diego shall receive a 2.5% retention incentive premium.

**(d) 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 5.** 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:

**(7) Employees in the class designated under the SO Benefit Program.**

<u>Effective January 1, 2023:</u>	<u>Monthly</u>
Employee Only	\$ 863.00
Employee + 1 Dependent	1,291.00
Employee + 2 or More Dependents	1,836.00
<u>Effective January 1, 2024:</u>	<u>Monthly</u>
Employee Only	\$ 906.00
Employee + 1 Dependent	1,356.00
Employee + 2 or More Dependents	1,928.00
<u>Effective January 1, 2025:</u>	<u>Monthly</u>

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Employee Only	\$ 951.00
Employee + 1 Dependent	1,424.00
Employee + 2 or More Dependents	2,024.00

Effective January 1, 2026:

Monthly

Employee Only	\$ 999.00
Employee + 1 Dependent	1,495.00
Employee + 2 or More Dependents	2,125.00

**Section 6. Effective Dates.** Sections 1-5 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 7. Operative Dates.** Operative dates by specified section are listed in the table below.

<b>Section Number</b>	<b>Operative Date</b>
Section 1	9/22/23
	6/28/24
	6/27/25
Sections 2-4	9/22/23
Section 5	1/1/2024
	1/1/2025
	1/1/2026

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 26<sup>th</sup> 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 26<sup>th</sup> day of September 2023.

ANDREW POTTER  
Clerk of the Board of Supervisors

By



Nancy Vizcarra, Deputy



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