

ORDINANCE NO 9507 (NEW SERIES)

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING
AUTHORIZED CLASSIFICATIONS, CHARACTERISTICS, AND 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 establishing the following classifications and compensation effective on the dates indicated:

Class No/ Eff. Date	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 Plan
2711	Sheriff's Property & Evidence Specialist I									
10/18/02	11.02 881.60	11.57 925.60	12.15 972.00	12.76 1020.80	13.40 1072.00	\$22,921.60 - \$27,872.00	N	F	CL	05
12/13/02	11.18 894.40	11.74 939.20	12.33 986.40	12.95 1036.00	13.60 1088.00	\$23,254.40 - \$28,288.00	N	F	CL	05
6/27/03	11.55 924.00	12.13 970.40	12.74 1019.20	13.38 1070.40	14.05 1124.00	\$24,024.00 - \$29,224.00	N	F	CL	05
6/25/04	11.91 952.80	12.51 1000.80	13.14 1051.20	13.80 1104.00	14.49 1159.20	\$24,772.80 - \$30,139.20	N	F	CL	05
6/24/05	12.30 984.00	12.91 1032.80	13.56 1084.80	14.24 1139.20	14.95 1196.00	\$25,584.00 - \$31,096.00	N	F	CL	05
5900	Sheriff's Supervising Helicopter & Airplane Mechanic									
10/18/02	26.25 2100.00	27.56 2204.80	28.94 2315.20	30.39 2431.20	31.91 2552.80	\$54,600.00 - \$66,372.80	Y	F	CR	05
6/27/03	27.12 2169.60	28.48 2278.40	29.90 2392.00	31.39 2511.20	32.96 2636.80	\$56,409.60 - \$68,556.80	Y	F	CR	05
6/25/04	27.97 2237.60	29.37 2349.60	30.84 2467.20	32.38 2590.40	34.00 2720.00	\$58,177.60 - \$70,720.00	Y	F	CR	05
6/24/05	28.86 2308.80	30.30 2424.00	31.81 2544.80	33.40 2672.00	35.07 2805.60	\$60,028.80 - \$72,945.60	Y	F	CR	05
5901	Sheriff's Helicopter & Airplane Mechanic									
10/18/02	22.68 1814.40	23.81 1904.80	25.00 2000.00	26.25 2100.00	27.56 2204.80	\$47,174.40 - \$57,324.80	Y	F	CR	05
6/27/03	23.42 1873.60	24.59 1967.20	25.82 2065.60	27.11 2168.80	28.47 2277.60	\$48,713.60 - \$59,217.60	Y	F	CR	05
6/25/04	24.16 1932.80	25.37 2029.60	26.64 2131.20	27.97 2237.60	29.37 2349.60	\$50,252.80 - \$61,089.60	Y	F	CR	05
6/24/05	24.93 1994.40	26.18 2094.40	27.49 2199.20	28.86 2308.80	30.30 2424.00	\$51,854.40 - \$63,024.00	Y	F	CR	05

Section 2. Appendix One of the Compensation Ordinance is hereby further amended by establishing compensation for the following classes effective on the dates indicated:

Class No/ Eff. Date	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
0733	Per Diem Staff Nurse						
6/28/02					29.27 2341.60		\$60,881.60 - \$60,881.60
6/27/03					30.24 2419.20		\$62,899.20 - \$62,899.20
6/25/04					31.19 2495.20		\$64,875.20 - \$64,875.20
6/24/05					32.17 2573.60		\$66,913.60 - \$66,913.60
0750	Per Diem Communications Dispatcher I						
6/28/02					14.99 1199.20		\$31,179.20 - \$31,179.20
6/27/03					15.48 1238.40		\$32,198.40 - \$32,198.40
6/25/04					15.97 1277.60		\$33,217.60 - \$33,217.60
6/24/05					16.47 1317.60		\$34,257.60 - \$34,257.60
0751	Per Diem Communications Dispatcher II						
6/28/02					22.70 1816.00		\$47,216.00 - \$47,216.00
6/27/03					23.45 1876.00		\$48,776.00 - \$48,776.00
6/25/04					24.19 1935.20		\$50,315.20 - \$50,315.20
6/24/05					24.95 1996.00		\$51,896.00 - \$51,896.00
2601	Assistant Procurement Specialist						
6/28/02	15.33 1226.40	16.10 1288.00	16.91 1352.80	17.76 1420.80	18.65 1492.00		\$31,886.40 - \$38,792.00
10/18/02	15.81 1264.80	16.60 1328.00	17.43 1394.40	18.30 1464.00	19.21 1536.80		\$32,884.80 - \$39,956.80
6/27/03	16.32 1305.60	17.14 1371.20	18.00 1440.00	18.90 1512.00	19.84 1587.20		\$33,945.60 - \$41,267.20
6/25/04	16.84 1347.20	17.68 1414.40	18.56 1484.80	19.49 1559.20	20.46 1636.80		\$35,027.20 - \$42,556.80
6/24/05	17.36 1388.80	18.23 1458.40	19.14 1531.20	20.10 1608.00	21.10 1688.00		\$36,108.80 - \$43,888.00
Class No/ Eff. Date	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

2610	Procurement Specialist						
6/28/02	18.00	18.90	19.84	20.83	21.87		\$37,440.00 - \$45,489.60
	1440.00	1512.00	1587.20	1666.40	1749.60		
10/18/02	18.54	19.47	20.44	21.46	22.53		\$38,563.20 - \$46,862.40
	1483.20	1557.60	1635.20	1716.80	1802.40		
6/27/03	19.14	20.10	21.10	22.16	23.27		\$39,811.20 - \$48,401.60
	1531.20	1608.00	1688.00	1772.80	1861.60		
6/25/04	19.74	20.73	21.77	22.86	24.00		\$41,059.20 - \$49,920.00
	1579.20	1658.40	1741.60	1828.80	1920.00		
6/24/05	20.37	21.39	22.46	23.58	24.76		\$42,369.60 - \$51,500.80
	1629.60	1711.20	1796.80	1886.40	1980.80		

2640	Senior Procurement Specialist						
6/28/02	19.82	20.81	21.85	22.94	24.09		\$41,225.60 - \$50,107.20
	1585.60	1664.80	1748.00	1835.20	1927.20		
10/18/02	21.81	22.90	24.04	25.24	26.50		\$45,364.80 - \$55,120.00
	1744.80	1832.00	1923.20	2019.20	2120.00		
6/27/03	22.52	23.65	24.83	26.07	27.37		\$46,841.60 - \$56,929.60
	1801.60	1892.00	1986.40	2085.60	2189.60		
6/25/04	23.23	24.39	25.61	26.89	28.23		\$48,318.40 - \$58,718.40
	1858.40	1951.20	2048.80	2151.20	2258.40		
6/24/05	23.95	25.15	26.41	27.73	29.12		\$49,816.00 - \$60,569.60
	1916.00	2012.00	2112.80	2218.40	2329.60		

2713	Sheriff's Property & Evidence Clerk						
6/28/02	11.02	11.57	12.15	12.76	13.40		\$22,921.60 - \$27,872.00
	881.60	925.60	972.00	1020.80	1072.00		
10/18/02	12.68	13.31	13.98	14.68	15.41		\$26,374.40 - \$32,052.80
	1014.40	1064.80	1118.40	1174.40	1232.80		
12/13/02	12.87	13.51	14.19	14.90	15.64		\$26,769.60 - \$32,531.20
	1029.60	1080.80	1135.20	1192.00	1251.20		
6/27/03	13.30	13.96	14.66	15.39	16.16		\$27,664.00 - \$33,612.80
	1064.00	1116.80	1172.80	1231.20	1292.80		
6/25/04	13.71	14.40	15.12	15.88	16.67		\$28,516.80 - \$34,673.60
	1096.80	1152.00	1209.60	1270.40	1333.60		
6/24/05	14.15	14.86	15.60	16.38	17.20		\$29,432.00 - \$35,776.00
	1132.00	1188.80	1248.00	1310.40	1376.00		

Class No/ Eff. Date	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
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3637	Supervising Deputy Public Administrator Guardian						
6/28/02	19.91	20.91	21.96	23.06	24.21		\$41,412.80 - \$50,356.80
	1592.80	1672.80	1756.80	1844.80	1936.80		
10/18/02	20.91	21.96	23.06	24.21	25.42		\$43,492.80 - \$52,873.60
	1672.80	1756.80	1844.80	1936.80	2033.60		

6/27/03	21.61	22.69	23.82	25.01	26.26		\$44,948.80 - \$54,620.80
	1728.80	1815.20	1905.60	2000.80	2100.80		
6/25/04	22.29	23.40	24.57	25.80	27.09		\$46,363.20 - \$56,347.20
	1783.20	1872.00	1965.60	2064.00	2167.20		
6/24/05	22.98	24.13	25.34	26.61	27.94		\$47,798.40 - \$58,115.20
	1838.40	1930.40	2027.20	2128.80	2235.20		

4157 Forensic Pathology Fellow

6/28/02					30.19		\$62,795.20 - \$62,795.20
					2415.20		
6/27/03					31.19		\$64,875.20 - \$64,875.20
					2495.20		
6/25/04					32.17		\$66,913.60 - \$66,913.60
					2573.60		
6/24/05					33.18		\$69,014.40 - \$69,014.40
					2654.40		

5046 Forensic Psychology Fellow

6/28/02					21.32		\$44,345.60 - \$44,345.60
					1705.60		
6/27/03					22.02		\$45,801.60 - \$45,801.60
					1761.60		
6/25/04					22.71		\$47,236.80 - \$47,236.80
					1816.80		
6/24/05					23.43		\$48,734.40 - \$48,734.40
					1874.40		

5115 Supervising Probation Officer

6/28/02	26.04	27.34	28.71	30.15	31.66		\$54,163.20 - \$65,852.80
	2083.20	2187.20	2296.80	2412.00	2532.80		
10/18/02	26.04	27.34	28.71	30.15	31.66	33.24	\$54,163.20 - \$69,139.20
	2083.20	2187.20	2296.80	2412.00	2532.80	2659.20	
6/27/03	26.90	28.25	29.66	31.14	32.70	34.34	\$55,952.00 - \$71,427.20
	2152.00	2260.00	2372.80	2491.20	2616.00	2747.20	
6/25/04	27.74	29.13	30.59	32.12	33.73	35.42	\$57,699.20 - \$73,673.60
	2219.20	2330.40	2447.20	2569.60	2698.40	2833.60	
6/24/05	28.63	30.06	31.56	33.14	34.80	36.54	\$59,550.40 - \$76,003.20
	2290.40	2404.80	2524.80	2651.20	2784.00	2923.20	

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5600 Deputy Public Administrator Guardian II

6/28/02	16.87	17.71	18.60	19.53	20.51		\$35,089.60 - \$42,660.80
	1349.60	1416.80	1488.00	1562.40	1640.80		
10/18/02	17.71	18.60	19.53	20.51	21.54		\$36,836.80 - \$44,803.20
	1416.80	1488.00	1562.40	1640.80	1723.20		
6/27/03	18.30	19.22	20.18	21.19	22.25		\$38,064.00 - \$46,280.00

	1464.00	1537.60	1614.40	1695.20	1780.00	
6/25/04	18.89	19.83	20.82	21.86	22.95	\$39,291.20 - \$47,736.00
	1511.20	1586.40	1665.60	1748.80	1836.00	
6/24/05	19.48	20.45	21.47	22.54	23.67	\$40,518.40 - \$49,233.60
	1558.40	1636.00	1717.60	1803.20	1893.60	

5601 Deputy Public Administrator Guardian I

6/28/02	13.97	14.67	15.40	16.17	16.98	\$29,057.60 - \$35,318.40
	1117.60	1173.60	1232.00	1293.60	1358.40	
10/18/02	14.67	15.40	16.17	16.98	17.83	\$30,513.60 - \$37,086.40
	1173.60	1232.00	1293.60	1358.40	1426.40	
6/27/03	15.14	15.90	16.70	17.54	18.42	\$31,491.20 - \$38,313.60
	1211.20	1272.00	1336.00	1403.20	1473.60	
6/25/04	15.64	16.42	17.24	18.10	19.00	\$32,531.20 - \$39,520.00
	1251.20	1313.60	1379.20	1448.00	1520.00	
6/24/05	16.12	16.93	17.78	18.67	19.60	\$33,529.60 - \$40,768.00
	1289.60	1354.40	1422.40	1493.60	1568.00	

5785 Sheriff's Property Investigator

6/28/02	13.90	14.59	15.32	16.09	16.89	\$28,912.00 - \$35,131.20
	1112.00	1167.20	1225.60	1287.20	1351.20	
10/18/02	14.59	15.32	16.09	16.89	17.73	\$30,347.20 - \$36,878.40
	1167.20	1225.60	1287.20	1351.20	1418.40	
6/27/03	15.08	15.83	16.62	17.45	18.32	\$31,366.40 - \$38,105.60
	1206.40	1266.40	1329.60	1396.00	1465.60	
6/25/04	15.54	16.32	17.14	18.00	18.90	\$32,323.20 - \$39,312.00
	1243.20	1305.60	1371.20	1440.00	1512.00	
6/24/05	16.05	16.85	17.69	18.57	19.50	\$33,384.00 - \$40,560.00
	1284.00	1348.00	1415.20	1485.60	1560.00	

Class No/ Eff. Date	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
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5787 Sheriff's Property & Evidence Manager

6/28/02	18.09	18.99	19.94	20.94	21.99	\$37,627.20 - \$45,739.20
	1447.20	1519.20	1595.20	1675.20	1759.20	
10/18/02	18.99	19.94	20.94	21.99	23.09	\$39,499.20 - \$48,027.20
	1519.20	1595.20	1675.20	1759.20	1847.20	
6/27/03	19.62	20.60	21.63	22.71	23.85	\$40,809.60 - \$49,608.00
	1569.60	1648.00	1730.40	1816.80	1908.00	
6/25/04	20.24	21.25	22.31	23.43	24.60	\$42,099.20 - \$51,168.00
	1619.20	1700.00	1784.80	1874.40	1968.00	
6/24/05	20.87	21.91	23.01	24.16	25.37	\$43,409.60 - \$52,769.60
	1669.60	1752.80	1840.80	1932.80	2029.60	

5793 Sheriff's Property & Evidence Custodian

6/28/02	14.58	15.31	16.08	16.88	17.72	\$30,326.40 - \$36,857.60
	1166.40	1224.80	1286.40	1350.40	1417.60	

10/18/02	15.31	16.08	16.88	17.72	18.61	\$31,844.80 - \$38,708.80
	1224.80	1286.40	1350.40	1417.60	1488.80	
6/27/03	15.81	16.60	17.43	18.30	19.22	\$32,884.80 - \$39,977.60
	1264.80	1328.00	1394.40	1464.00	1537.60	
6/25/04	16.31	17.13	17.99	18.89	19.83	\$33,924.80 - \$41,246.40
	1304.80	1370.40	1439.20	1511.20	1586.40	
6/24/05	16.83	17.67	18.55	19.48	20.45	\$35,006.40 - \$42,536.00
	1346.40	1413.60	1484.00	1558.40	1636.00	

Section 3. Appendix One of the Compensation Ordinance is hereby amended by designating the following class as “Variable Entry”:

<u>Class No.</u>	<u>Class Title</u>	<u>Variable Entry</u>
2258	Information Technology Director, D.A.	Y

Section 4. Appendix One of the Compensation Ordinance is hereby amended by retitling several classifications as follows:

From:	2287	Deputy Director, Architecture, Engineering & Facilities Services
To:	2287	Deputy Director, Facilities Management
From:	2713	Sheriff’s Property and Evidence Clerk
To:	2713	Sheriff’s Property and Evidence Specialist II
From:	3673	Chief Electrical Inspector
To:	3673	Chief Electrical and Mechanical Inspector

Section 5. Appendix One of the Compensation Ordinance is hereby amended by establishing the following Union Code for one non-represented classification in the unclassified service:

<u>Class No.</u>	<u>Class Title</u>	<u>Union Code</u>
2204	Deputy Controller	EM

Section 6. Appendix One of the Compensation Ordinance is hereby amended by deleting the following classes:

<u>Class No.</u>	<u>Class Title</u>
0290	Child Support Enforcement Director
0977	Child Support Enforcement, Deputy Director

Section 7. Subsections (b)(2) and (b)(2)(a) of Section 1.5.1 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 1.5.1: WORK PERIODS. All compensation prescribed herein is based on a full-time schedule of eighty (80) working hours in each biweekly pay period, except as hereinafter provided.

(b) Work Period - Probation Officers.

- (2) The appointing authority may assign employees in eligible classes assigned to eligible locations designated below to a normal work schedule of seven (7) work days and seven (7) off-duty days or six (6) work days and eight (8) off-duty days at Juvenile Institutions per work period, in which event the employee's compensation shall be based on a full-time schedule of eight-four (84) hours per work period; and such employees:

- (a) Shall be required to work at least ten (10) hours at Juvenile Institutions during each work day; and,

Eligible Classes:

5065 Deputy Probation Officer
5068 Correctional Deputy Probation Officer I
5069 Correctional Deputy Probation Officer II
5090 Senior Probation Officer
5115 Supervising Probation Officer

Eligible Locations: All Probation Juvenile Institutions.

Section 8. Subsection (c) of Section 1.6.4 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.6.4: STANDBY.

- (c) Compensation. Eligible employees shall be compensated in the following manner for standby. Except where otherwise stated, each normal standby shift shall not exceed the number of hours in the employee's normal workday.

Employees in eligible classes shall be paid the equivalent of one (1) hour compensation for each normal standby shift, and the equivalent of two (2) hours compensation for each critical standby shift.

Eligible Classes:

3026 Data Processing Supervisor I
3027 Data Processing Supervisor II
3036 EDP Operations Coordinator
5792 Supervising Medical Examiner Investigator

And classes designated AE, CL, CM, CR, DI, DM, FS, HS, MM, PR, PS, RN, SC, SS and SW; classes designated CE or CEM with a biweekly rate of pay which, at the top step, does not exceed \$2,144.00.

Section 9. Subsection (c) of Section 1.6.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.6.6: NON-ROUTINE SHIFT CHANGE.

- (c) Compensation.

- (1) Employees in eligible classes shall receive a one-time payment of thirty dollars (\$30) for each non-routine shift change.

Eligible Classes: Classes designated AE, CL, CM, CR, FS, HS, MM, PR, PS, RN, SC, SO, SS, and SW; classes designated CE or CEM with a biweekly rate of pay which, at the top step, does not exceed \$992.80; classes designated PO except relief officers.

- (2) Employees in classes designated DS shall begin a new work week beginning at the time the employee commences to work under a shift assignment schedule. Whenever an employee commences to work a new shift schedule which includes a day that would otherwise have been one of the employee's two (2) consecutive days of rest under the employee's former schedule, the employee shall receive overtime compensation for all time worked during either of the former schedule's two days of rest.

Section 10. Section 1.7.4 regarding, "Fire Fighter Crew Boss" is hereby deleted from the Compensation Ordinance.

Section 11. Section 1.9.9 of the Compensation Ordinance is hereby added and reads as follows:

SECTION 1.9.9: Eligible employees in class 7530, Sewing Room Supervisor, that are assigned to Las Colinas and are responsible for the uniform production, including the supervision of staff, shall be compensated an additional ten (10%) percent in addition to the employee's base wage rate. This premium shall apply to paid leave, but shall not apply to terminal payoff.

Section 12. Subsection (e) of Section 1.12.8 of the Compensation Ordinance is hereby added and reads as follows:

SECTION 1.12.8: REGISTERED ENGINEERS, ARCHITECTS AND SURVEYORS.

- (e) Effective November 15, 2002, an employee in an eligible class shall be paid at a rate approximately five percent (5%) higher than prescribed for his/her class upon furnishing satisfactory evidence that he/she possesses a current valid state Certification in Industrial Hygiene (CIH).

Eligible Classifications:

3161	Supervising Industrial Hygienist
3162	Industrial Hygienist III
3163	Industrial Hygienist I
3857	Industrial Hygienist II

Section 13. Subsection (b) of Section 3.6.18 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 3.6.18: OTHER COMPENSATED CLASSES.

- (b) For the following classes, compensation shall be at or within the hourly rate or hourly rate range established for the class in Appendix One.

<u>Class No.</u>	<u>Title</u>
0365	Special Guard
0735	Park Attendant (Seasonal)
0777	Election Worker IV
0779	Election Worker III
0780	Election Worker II
0781	Election Worker I
0790	Election Worker/Translator
0904	Student Worker - High School
0905	Student Worker - Undergraduate
0906	Student Worker - Graduate/Technical

The Student Worker classes are to provide for temporary appointments of students engaged in regularly established training programs. All appointments must be approved by the Director at the specified rate or a rate within the hourly range established in Appendix One.

Section 14. Section 3.6.19 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 3.6.19: UNCOMPENSATED CLASSES. The following classes shall receive no compensation:

<u>Class No.</u>	<u>Title</u>
0449	Member, Advisory Board
0459	Member, Commission on the Status of Women
0479	Member, Noise Control Hearing Board

Section 15. Subsections (f)(1) and (2) of Section 5.1.6 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN. A flexible benefits plan, administered in accordance with Section 125 of the Internal Revenue Code, the Flexible Benefits Plan Document, the Plan Brochure, and the requirements of the Director, Department of Human Resources, is a cafeteria-style benefits program wherein the County will make a contribution for each eligible employee. The County contribution is to be designated by the employee for distribution among the benefit options listed below. The plan features pre-tax contributions for premiums for all plans except Life Insurance as well as pre-tax contributions by the employee for deposit into Flexible Spending Accounts for reimbursement of qualified medical and/or dependent day care expenses.

(f) County Contributions. County contributions to the Flexible Benefits Plan on behalf of eligible employees are made on a twice-monthly basis. In months where there are three paydays, no contribution will be made on the third payday. County contributions shall be in the amounts established below for each eligible employee:

(1) Employees in classes designated EC, EM, EO, IW1, IW3, NA, NE, UM, or SD1 with Benefit Plan Designator 01 or 03:

<u>Effective October 1, 2001:</u>	<u>Monthly</u>
Employee Only	\$294.00
Employee + 1 Dependent	373.00
Employee + 2 or More Dependents	447.00
<u>Effective October 1, 2002:</u>	<u>Monthly</u>
Employee Only	\$300.00
Employee + 1 Dependent	389.00
Employee + 2 or More Dependents	483.00
<u>Effective October 1, 2003:</u>	<u>Monthly</u>
Employee Only	\$306.00
Employee + 1 Dependent	405.00
Employee + 2 or More Dependents	519.00
<u>Effective October 1, 2004:</u>	<u>Monthly</u>
Employee Only	\$312.00
Employee + 1 Dependent	421.00
Employee + 2 or More Dependents	555.00
<u>Effective October 1, 2005:</u>	<u>Monthly</u>
Employee Only	\$318.00
Employee + 1 Dependent	437.00
Employee + 2 or More Dependents	591.00

- (2) Employees in classes designated CEM, IW2, MA, NM, and SD2 with Benefit Plan designator 02 or 04, or employees designated CE , IW2, or SO with Benefit Plan designator 05:

<u>Effective October 1, 2001:</u>	<u>Monthly</u>
Employee Only	\$264.00
Employee + 1 Dependent	343.00
Employee + 2 or More Dependents	417.00
<u>Effective October 1, 2002:</u>	<u>Monthly</u>
Employee Only	\$270.00
Employee + 1 Dependent	359.00
Employee + 2 or More Dependents	453.00
<u>Effective October 1, 2003:</u>	<u>Monthly</u>
Employee Only	\$276.00
Employee + 1 Dependent	375.00
Employee + 2 or More Dependents	489.00
<u>Effective October 1, 2004:</u>	<u>Monthly</u>
Employee Only	\$282.00
Employee + 1 Dependent	391.00
Employee + 2 or More Dependents	525.00
<u>Effective October 1, 2005:</u>	<u>Monthly</u>
Employee Only	\$288.00
Employee + 1 Dependent	407.00
Employee + 2 or More Dependents	561.00

Section 16. Section 5.5.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.5.2: METHOD OF CALCULATION. The County shall contribute the full cost of each physical examination up to the following amounts:

<u>Effective Date:</u>	<u>Amount</u>
October 18, 2002	\$475.00
July 1, 2003	\$490.00
July 1, 2004	\$505.00

Section 17. Subsection (b) of section 5.6.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.6.2: METHOD OF CALCULATION. The County shall contribute on behalf of each employee, in accordance with the representation status designator of the employee's class, the lesser of either:

- (b) a percentage of the employee's actual prescribed rate of contribution to the County Employee's Retirement System as specified below:

Approximate Contribution	Eligibility Conditions and Classes by Representation Status Designator
2.75%	Effective June 28, 2002, employees last hired/rehired on or after March 15, 1996, employed in classes designated PO and SO, who have less than five (5) years of continuous service in CERS.
3.0%	Effective March 8, 2002, employees last hired/rehired on or after March 15, 1996, employed in classes designated SS, who have less than five (5) years of continuous service in CERS.
3.5%	<p>(1) <u>Effective March 15, 1996:</u> Employees last hired/rehired on or after March 15, 1996, employed in classes designated AM, AS, CE, CEM, CC, CS, DA and MA who have less than five (5) years of continuous service in the County Employees Retirement System (CERS).</p> <p>(2) <u>Effective July 5, 1996:</u> Employees last hired/rehired on or after July 5, 1996, employed in classes designated SW, who have less than five (5) years of continuous service in CERS.</p> <p>(3) <u>Effective September 27, 1996:</u> Employees last hired/rehired on or after September 27, 1996, employed in classes designated PD and PM, who have less than five (5) years of continuous service in CERS.</p> <p>(4) <u>Effective June 19, 1998:</u> Employees last hired/rehired on or after March 15, 1996, employed in classes designated AE, CL, CM, FS, HS, MM, PS, PR, and RN, who have less than five (5) years of continuous service in CERS.</p>
4.75%	Employees last hired/rehired on or after March 29, 1996, employed in classes designated DS and SM, who have less than five (5) years, of continuous service in CERS.
5.5%	Effective June 28, 2002, employees designated PO and SO upon completion of five (5) years of continuous service in CERS.
6%	Effective March 8, 2002, employees designated SS upon completion of five (5) years of continuous service in CERS.
7.0%	<p>Employees last hired/rehired prior to March 15, 1996, employed in classes designated AE, CL, CM, FS, HS, MM, PS, PR, and RN or upon completion of five (5) years of continuous service in CERS.</p> <p>Employees last hired/rehired prior to March 15, 1996 employed in classes designated AM, AS, CE, CEM, CC, CS, DA and MA or upon completion of five (5) years of continuous service in CERS.</p> <p>Employees last hired/rehired prior to July 5, 1998, employed in classes designated SW, or upon completion of five (5) years of continuous service in CERS.</p> <p>Employees last hired/rehired prior to September 27, 1996, employed in classes</p>

Approximate Contribution	Eligibility Conditions and Classes by Representation Status Designator
	<p>designated PD and PM, or upon completion of five (5) years of continuous service in CERS.</p> <p>Effective March 8, 2002, employees designated CR upon completion of five (5) years of continuous service in CERS.</p>
9.5%	<p>Employees last hired/rehired prior to March 29, 1996, employed in classes designated DS and SM or upon completion of five (5) years of continuous service in CERS.</p> <p>Employees in eligible classes:</p> <p style="text-align: center;"><u>Eligible Classes:</u></p> <p style="text-align: center;">0260 Undersheriff 0265 Assistant Sheriff</p> <p>Employees in classes designated EC, EM, EO, EU, NA, NE, NR, SD0, SD1 and UM.</p>
See (c), below	DI, DM

Section 18. Subsections (b)(2) and (b)(3) of Section 5.12.1 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 5.12.1: QUALITY FIRST PROGRAM.

- (b) Eligible Position. To receive the increased rate of performance pay during all or a portion of the temporary period that the increased pay is in effect, an employee must be:
- (2) For employees in representation units AE, CE, EC, EM, EU, CL, CM, CR, FS, HS, MA, MM, PO, PR, PS, RN, SO, SS, SW, UM and classes 0110, 0210, 0211, 0215, 0230, 0231, 0240, 0245, 0249, 0250, 0260, 0262, 0264, 0265, 0270, 0280, 0284, 0286, 0287, 0288, 0289, 0332, 0342, 0343, 0344, 0345, 0346, 0362, 0375, and 2259 eligibility criteria shall also include the following:
 - (a) The employee must have begun his/her employment with the county on or before December 31st of the Quality First Plan year; and
 - (b) The employee must not have received a sub-standard performance evaluation or equivalent rating; and
 - (c) The employee must not have received final disciplinary action, which includes any County appeal or County review procedures including the Civil Service Commission. Disciplinary actions are defined as those formal actions that are recognized by the Civil Service Rules, but shall not include written reprimands.
 - (3) In such position in the following representation units during all or any portion of the Payout Period during which the temporary increase in pay is in effect for the program indicated:

Quality First: AE, CE, CL, CM, CR, DA, DI, DM, DS, EC, EM, EU, FS, HS, MA, MM, PD, PM, PO, PR, PS, RN, SM, SO, SS, SW, UM and classes 0110, 0210, 0211, 0215, 0230, 0231, 0240, 0245, 0249, 0250, 0260, 0262, 0264, 0265, 0270, 0280, 0284, 0286, 0287, 0288, 0289, 0332, 0342, 0343, 0344, 0345, 0346, 0362, 0375, and 2259.

(Hereinafter, this position shall be referred to as an "eligible position.")

Section 19. Effective Date. Sections 1, 2, 6, 7, 8, 12, 15, 16, and 17 of this ordinance affect compensation and shall take effect upon adoption. 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 20. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	10/18/02
	12/13/02
	06/27/03
	06/25/04
	06/24/05
Section 2	10/18/02
	12/13/02
	06/27/03
	06/25/04
	06/24/05
Section 3	11/15/02
Section 4	11/15/02
Section 5	11/15/02
Section 6	11/15/02
Section 7	10/18/02
Section 8	10/18/02
Section 9	10/18/02
Section 10	11/15/02
Section 11	06/28/02
Section 12	11/15/02
Section 13	10/18/02
Section 14	11/15/02
Section 15	10/01/02
	10/01/03
	10/01/04
	10/01/05
Section 16	10/18/02
	07/01/03
	07/01/04
Section 17	10/18/02
Section 18	10/18/02

PASSED, APPROVED AND ADOPTED this 8th day of October 2002.