

ORDINANCE NO 9562 (NEW SERIES)

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE ESTABLISHING
AUTHORIZED CLASSIFICATION 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 classification and compensation in the classified service effective July 25, 2003:

Class No.	Step 1	Step 2	Step 3	Step 4	Step 5	Approx Annual Salary		Vari	Rep	Bene Plan/	
	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Minimum	Maximum	Entry	O/T	Stat	Bene Prog
2491	Sheriff's Program Coordinator										
	30.78	35.41				\$64,022.40 - \$73,652.80		Y	C	MA	02/MGT
	2462.40	2832.80									

Section 2. Appendix One of the Compensation Ordinance is hereby amended by establishing the following compensation for one class in the unclassified service effective July 25, 2003:

<u>Class No.</u>	<u>Class Title</u>	<u>Union Code</u>	<u>Range</u>
0977	Sheriff's Support Services Manager	UM	11

Section 3. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following classes effective June 27, 2003.

Class No/	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Approx Annual Salary Minimum – Maximum
	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	
0211	Chief Dep Assessor, Valuation							
	49.00	63.00						\$101,920.00 - \$131,040.00
	3920.00	5040.00						
2751	CAO Office Specialist							
	13.85	14.54	15.27	16.03	16.83			\$28,808.00 - \$35,006.40
	1108.00	1163.20	1221.60	1282.40	1346.40			
4194	Consulting Physician Spec							
	100.00	100.00						\$208,000.00 - \$208,000.00
	8000.00	8000.00						

Section 4. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following classes effective July 25, 2003.

Class 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
3104	Precinct Planning Technician							
	12.13 970.40	12.74 1019.20	13.38 1070.40	14.05 1124.00	14.75 1180.00	15.49 1239.20	16.26 1300.80	\$25,230.40 - \$33,820.80
3105	Sr Precinct Planning Technician							
	15.38 1230.40	16.15 1292.00	16.96 1356.80	17.81 1424.80	18.70 1496.00			\$31,990.40 - \$38,896.00
3575	Project Manager General Services							
	30.08 2406.40	40.31 3224.80						\$62,566.40 - \$83,844.80
4506	Nursing Dir, Edgemoor Geriatric Hospital							
	37.59 3007.20	39.47 3157.60	41.44 3315.20	43.51 3480.80	45.69 3655.20			\$78,187.20 - \$95,035.20
4529	Nursing Dir, Sheriff's Detentions Facilities							
	37.59 3007.20	39.47 3157.60	41.44 3315.20	43.51 3480.80	45.69 3655.20			\$78,187.20 - \$95,035.20
4546	Sheriff's Detentions Supv Nurse							
	35.78 2862.40	37.57 3005.60	39.45 3156.00	41.42 3313.60	43.49 3479.20			\$74,422.40 - \$90,459.20
4548	Sheriff's Detentionss Nurse							
	25.01 2000.80	26.26 2100.80	27.57 2205.60	28.95 2316.00	30.40 2432.00	31.92 2553.60	33.51 2680.80	\$54,620.80 - \$68,700.80

Section 5. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following classes to be operative on the dates indicated.

Operative Date	Class 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
	0211	Chief Dep Assessor					
06/25/2004		51.00 4080.00	65.00 5200.00				\$106,080.00 - \$135,200.00
06/24/2005		53.00 4240.00	67.00 5360.00				\$110,240.00 - \$139,360.00

Section 6. Appendix One of the Compensation Ordinance is hereby amended by establishing the following O/T Eligibility Indicators for classifications/job codes effective July 25, 2003:

<u>Class No.</u>	<u>Class Title</u>	<u>O/T Code</u>
0950	Dist Atty Legal Operations Admin	N
0959	Chief, Park & Recreation	N
2133	Exec Dir, County TEC Office	N
2279	Asst Dir, Housing & Community Dev	N
2485	Sr Crime Analyst	C
2486	Crime Analyst Manager	C
4132	Med Dir, Sheriff's Detentionss	N
4157	Forensic Pathology Fellow	N

Section 7. Appendix One of the Compensation Ordinance is hereby amended by removing the terminal designation for the following classification effective July 25, 2003:

<u>Class No.</u>	<u>Class Title</u>
4037	Library Substitute (T)

Section 8. Appendix One of the Compensation Ordinance is hereby amended by retitling classifications as follows effective July 25, 2003:

	<u>Class No.</u>	<u>Class Title</u>
From:	0211	Chief Dep Assessor, Valuation
To:	0211	Chief Dep Assessor
From:	0309	Internal Audits Director
To:	0309	Chief of Audits
From:	0380	Asst Dir, Office of Disaster Preparedness
To:	0380	Asst Dir, Office of Emergency Services
From:	2274	Asst Dir, Off of Media & Public Relations
To:	2274	Asst Dir, Media & Public Relations
From:	2275	Dir, Off of Media & Public Relations
To:	2275	Dir, Media & Public Relations
From:	3104	Precinct Planning Technician I
To:	3104	Precinct Planning Technician
From:	3105	Precinct Planning Technician II
To:	3105	Sr Precinct Planning Technician
From:	4037	Library Substitute (T)
To:	4037	Library Technician Substitute
From:	4529	Correctional Facility Nurse Manager
To:	4529	Nursing Dir, Sheriff's Detentions Facilities
From:	4548	Sheriff's Detentions Nurse II
To:	4548	Sheriff's Detentions Nurse
From:	5864	Disaster Preparedness Operations Officer III
To:	5864	Sr Emergency Services Coordinator
From:	5865	Disaster Preparedness Operations Officer II
To:	5865	Emergency Services Coordinator

Section 9. Appendix One of the Compensation Ordinance is hereby amended by deleting the following classifications/ job codes effective July 25, 2003:

<u>Class No.</u>	<u>Class Title</u>
5409	Agric Program Dev Spec
3821	Air Quality Prog Policy Spec
2414	Analyst IV (T)
0924	Animal Control Project Mgr
2310	APCD Public Information Mgr
3627	Assoc Communications Ntwk Eng
2235	Asst Agric Commissnr/Sealer W&M

Section 9. Appendix One of the Compensation Ordinance is hereby amended by deleting the following classifications/ job codes effective July 25, 2003:

2354	Asst Career Counselor
3626	Asst Communications Ntwk Eng
2217	Asst County Counsel
0395	Asst Dep Dir, Pub Wks-Aviation
2263	Asst Dir, Purchasing & Conrtct
2226	Asst Dir, Revenue & Recovery
2201	Asst Public Defender
2426	Asst Systems Analyst
5919	Building Automation Tech
2311	Cable Television Review Off
2361	Career Counselor
5906	Carpenter & Painter Supv
0255	Chief- Agriculture Services
3674	Chief Plumbing Inspector
3704	Chief, APC Engineering
3703	Chief, APC Monitng & Tech Svcs
3702	Chief, APC Surveillance & Enf
3571	Chief, Arch Planning & Design
2385	Chief, Child Support Admin Svc
4459	Chief, Food Services
3526	Chief, Housing Rental Asst
3520	Chief, Planning Division
6147	Communications Coordinator
0984	Community Development Manager
3020	Computer Operator
3019	Computer Operator Trainee
2771	Confidential Legal Secty I
2772	Confidential Legal Secty II
2773	Confidential Legal Secty III
2720	Correctional Facility Clerk
5784	Corrections Dep Shff Cadet (T)
0130	County Clerk
7536	Crafts Supervisor
5733	Crime Scene Reconstructionist
0972	Data Base Administrator
2828	Data Communicat Ntwk Mgr
2841	Data Communicat Ntwk Spec I
2842	Data Communicat Ntwk Spec II
2843	Data Communicat Ntwk Spec III
2834	Data Communicat Ntwk Tech I
2833	Data Communicat Ntwk Tech II
2832	Data Communicat Ntwk Tech III
3034	Data Control Technician I
3033	Data Control Technician II
3032	Data Control Technician III
3031	Data Control Technician IV
3035	Data Entry Supervisor
3027	Data Processing Supv I
3026	Data Processing Supv II
0983	Data Security Administrator
2231	Dep Dir, Information Svcs
2262	Dep Dir, Pur, Cntrt & Fleet Mg

Section 9. Appendix One of the Compensation Ordinance is hereby amended by deleting the following classifications/ job codes effective July 25, 2003:

2643	Dep Dir, Purchasing & Contract
2228	Dep Dir, Revenue & Recovery
5866	Disaster Prepared Oper Off I
2207	Dir, Alt Defense Counsel
2144	Dir, Revenue & Recovery
3112	DIS Computer Operator
3113	DIS Computer Operator Trainee
2473	Div Chief, Revenue & Recovery
2506	EDP Audit Specialist I
2507	EDP Audit Specialist II
2366	EDP Coordinator, HHSA
3036	EDP Operations Coordinator
0973	EDP Operations Manager
5925	Electrician & Sec Alarm Supv
5221	Eligibility Technician
2398	Employee Benefits Coord
4829	Environmental Hlth Educator
7533	Fire Extinguisher Svce Wkr
2381	Fleet Safety Specialist
5046	Forensic Psychology Fellow
4503	Forensic Quality Assurance Spc
4118	Forensic Services Manager
3818	Graphic Supervisor
0795	Hazardous Incidnt Response Spc
0986	Housing Assistance Mgr
0979	Housing Development Mgr
3786	Industrial Engineer I (T)
3787	Industrial Engineer II (T)
4730	Industrial Waste Control Rep
2515	Info Systems Auditor I
2516	Info Systems Auditor II
0971	Info Systems Mgr
0955	Info Systems Mgr, DA
2805	Intermediate Transcbr Typ-Conf
5752	Investigative Spec I
5751	Investigative Spec II
5749	Investigative Spec III
2762	Jr Clerk Typist - Conf
3025	Jr Data Entry Operator
3756	Landfill Gas Management
2731	Legal Office Trainer
2774	Legal Support Svcs Office Mg (T)
2788	Legislative Secretary
2331	Loss Prevention Analyst
2345	Loss Prevention Manager
2394	Management Academy Coordinator
6220	Mason Tender
6000	Mechanical Superintendent
2332	Medical Standards Coordinator
5245	Patient Services Specialist I (T)
5255	Patient Services Specialist II (T)
0313	Performance Audits Manager (T)

Section 9. Appendix One of the Compensation Ordinance is hereby amended by deleting the following classifications/ job codes effective July 25, 2003:

7097	Photo ID/Security Spec
3106	Precinct Planning Tech III
2766	Principal Clerk I - Conf
3629	Principal Communs Netwk Engr
3705	Principal Land Surveyor
5064	Probation Staff Develop Coord
3011	Production Control Tech I
3012	Production Control Tech II
3013	Production Control Tech III
0985	Public Works Policy&Resrs Adm
0964	Purchasing Mgr,Materiel&Resour
2542	Recorder Inform Svcs Mgr
0150	Recorder/County Clerk
1078	Resident/Field Engineer
6007	Road Maintenance Supt
2334	Safety Specialist
0976	Sheriff's Community Relatns Crd
4549	Sheriff's Detentions Nurse I
2780	Sheriff's Executive Assistant
3938	Small Claims Counsel
5296	Social Services Admin IV (T)
0341	Special Asst Community Affairs
5959	Sr A C & Refrigeration Mechanic
3839	Sr Air Resources Spec
3628	Sr Communications Ntwk Engr
3072	Sr Computer Operator
3069	Sr Data Entry Operator
3111	Sr DIS Computer Operator
4731	Sr Industrial Waste Crtl Rep
5933	Sr Mason
3730	Sr Sanitary Engineer
2809	Sr Telecommunications Ntwk Ana
2661	Storekeeper/Evidence Custodian
6013	Supv Planner Estimator
5750	Supv Public Defender Investgr
3038	Supv Tape Librarian
2431	Systems Support Analyst I
2432	Systems Support Analyst II
2433	Systems Support Analyst III
2428	Systems Support Analyst Tr
2816	Telecommunications Custmr Rep
2386	Telecommunications Manager
2818	Telecommunications Ntwk Analyt
2819	Telecommunications Ntwk Mgr
0992	Telecommunications Systems Mgr
2815	Telephone Supervisor
2810	Telephone Switchboard Operator
6033	Tractor Trailer Truck Driver
5761	Traffic Safety Investigator
6166	Traffic Signal Tech I (T)
6165	Traffic Signal Tech II (T)
6164	Traffic Signal Tech III (T)

Section 9. Appendix One of the Compensation Ordinance is hereby amended by deleting the following classifications/ job codes effective July 25, 2003:

6167	Traffic Signal Tech Tr (T)
6034	Transfer Truck Driver
2346	Unemployment Insur Claims Aide
4769	Vector Surveillance & Ctrl Mgr
5202	Vocational /Education Crd (T)
5210	Vocational Rehab Counselor
5796	Weapons Training Coordinator

Section 10. Subsections (j), (w) and (x) of section 1.1.3 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 1.1.3: DEFINITIONS. In this ordinance unless the context or subject matter otherwise requires:

- (j) "Continuous Service" means County service uninterrupted by separation. However, that continuous service immediately prior to separation of a permanent/regular employee because of disability retirement or layoff shall be counted in computing the continuous service of such permanent employee if he/she returns to County service within three years of separation. Continuous Service for the purposes of this Compensation Ordinance shall mean "Service Date".
- (w) "Service Hours and/or Hours of Service" for the purposes of this Compensation Ordinance shall mean any paid time, excluding overtime hours. Service hours also include Short-term Voluntary Work Furlough and Voluntary Time Off hours.
- (x) "Step" or "Salary Step" means a rate of compensation at prescribed increments within a range.

Section 11. Section 1.4.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.4.2: "SERVED IN CLASS" DEFINED.

- (a) An employee has served in class when:
 - (1) Performing actual service, that is, the performance of assigned duties;
 - (2) Performing service in a class with the same or higher maximum salary while on leave without pay from the class for which the salary step is being determined;
 - (3) Performing service in any two or more classes prior to their being combined into the one class for which the salary step is being determined;
 - (4) Performing service in a class prior to its division into two or more classes, for one of which the salary step is being determined;
 - (5) Performing service in any other class with the same or higher maximum salary immediately prior to the period for which the salary step is being determined; or
 - (6) On leave of absence with pay;
 - (7) On short-term Voluntary Work Furlough;
 - (8) On holidays;
 - (9) On military leave;
 - (10) On Department of Social Services Graduate Stipend Leave.
- (b) "Served in class" does not include:
 - (1) Service prior to resignation from the County;
 - (2) Service in a class prior to removal therefrom for unsatisfactory service;
 - (3) Service as a former temporary employee occurring prior to any interruption of two years or more;
 - (4) Leave without pay/Unpaid Leave unless authorized in subparagraph (a) above.

Section 12. Subsection (b)(2)(c) of section 1.5.1 of the Compensation Ordinance is 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 classifications/job code 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:

(Amended 10/08/02, Ord. No. 9507)

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

(Amended 10/08/02, Ord. No. 9507)

- (b) May be authorized by the appointing authority to be absent from the place of duty during the employee's non-work period, provided the employee shall complete the hours of work in (a) above required at the place of duty.

Section 13. Subsection (d)(3) of 1.6.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.6.2: SCHEDULED OVERTIME.

(d) Types of Overtime.

- (3) Premium Cash or Compensatory Time (Non-Exempt Designator "F").

Except for classes designated DI or DM (see [4] below) eligible for payment of overtime in cash at one and one-half (1-1/2) times the employee's hourly rate for each hour of overtime worked, the decision to pay cash or compensatory time off shall be at the discretion of the appointing authority.

- (a) For employees in classes with non-exempt designator "F," cash payment shall be made at straight-time rates for all of the eligible employees' Fair Labor Standards Act (FLSA) compensatory time balance upon termination. This payoff shall be at the average hourly rate received by the employee during the last three years of employment, or the final hourly rate, whichever is higher.
- (b) For employees in classes with designator "F" the appointing authority may, with the approval of the Chief Administrative Officer, authorize the payment of cash at straight-time rates for all or any portion of the eligible employees' non-FLSA compensatory time balance upon termination. This payoff shall be at the final hourly rate.
- (c) Employees in the Classified Service who transfer into the Unclassified Service and have FLSA compensatory time accumulated while in the Classified Service must use that FLSA compensatory time prior to the date of the status change from Classified to Unclassified. The appointing authority may, with the approval of the Chief Administrative Officer, authorize the payment of cash at the employee's regular hourly base rate in lieu of compensatory time for any portion of the accumulated FLSA compensatory time.
- (d) For eligible employees in classes designated AE, CE, CEM, CL, CM, CR, DS, FS, MM, PR, PS, RN, SM or SS, all non-FLSA compensatory time balances for "F" designated classes shall be paid off at the final hourly rate in the event of death of the employee.

Section 14. Section 1.8.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.6: NURSING DETENTIONS FACILITY AND REMOTE ASSIGNMENT. Eligible employees shall be paid approximately ten percent (10%) when employed at a designated work location.

Designated Detentions Facility Work Locations	Eligible Classes
<ol style="list-style-type: none"> 1. Central Jail 2. Descanso 3. Colinas (Women's & Men's) 4. East Mesa 5. El Cajon Jail 6. George Bailey Detentions Facility 7. South Bay Jail 8. Vista Jail 9. Psychiatric Security Units(PSU)at: <ul style="list-style-type: none"> • Central Jail • George Bailey Detentions Facility • Las Colinas 	<p>3058 Medical Assistant 4524 Psychiatric Nurse I 4525 Psychiatric Nurse II 4526 Head Psychiatric Nurse 4527 Psychiatric Clinical Nurse Spec. 4545 Sheriff's Detentions Certified Nurse Practitioner 4618 Psychiatric Technician 4625 Licensed Vocational Nurse</p>

Designated Remote Detentions Facility Work Locations	Eligible Classes
<ol style="list-style-type: none"> 1. Camp Barrett 2. Camp La Cima 3. Camp Morena 4. Camp West Fork 5. Descanso 6. Rancho del Campo 7. Rancho del Rayo 8. Descanso 	<p>3058 Medical Assistant 4538 Staff Nurse II 4539 Staff Nurse I 4544 Supervising Nurse 4625 Licensed Vocational Nurse</p>

Juvenile Hall	Eligible Classes
	<p>3058 Medical Assistant 4517 Certified Nurse Practitioner 4524 Psychiatric Nurse I 4525 Psychiatric Nurse II 4527 Psychiatric Clinical Nurse Specialist 4536 Head Staff Nurse 4538 Staff Nurse II 4539 Staff Nurse I 4544 Supervising Nurse 4618 Psychiatric Technician 4625 Licensed Vocational Nurse</p>

Section 15. Subsection (c) of section 1.12.2 of the Compensation Ordinance is hereby amended to read as follows:

1.12.2 AMERICAN BOARD CERTIFICATE AND SUBSPECIALTY.

- (c) Medical or Dental Subspecialty. Eligible employees shall be paid an additional five 5% upon furnishing satisfactory evidence that they have earned a valid certificate issued by the American Board in the medical or dental subspecialty determined by the Director to be especially suited to the position held. Eligible employees in possession of both a Medical Specialty and a Subspecialty, or multiple Subspecialty, certificates may receive up to 15% for the combined certificates.

Eligible Classifications/job code:

0340 Medical Director
0740 Emergency Room Psychiatrist
2213 Deputy Director, Mental Health Services
2285 Chief of Forensic Pathologist
4123 Chief, Community Disease Control
4124 Chief, Maternal & Child Health
4126 Chief, State Communicable Disease Control
4127 Chief, Community Epidemiology Control
4130 Medical Director, Edgemoor
4132 Medical Director, Sheriff's Detentionss
4135 Associate Medical Director
4162 Consultant in Internal Medicine
4170 Dentist
4183 Neurologist
4190 Sheriff's Detentionss Physician
4192 Senior Physician
4193 Physician
4195 Supervising Psychiatrist
4196 Psychiatrist II
4198 Psychiatrist I
4199 Psychiatrist III

Section 16. Subsection (b) of section 1.13.3 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.3: CHARGES FOR MAINTENANCE. In the following cases where full or part time maintenance is furnished, employees shall be charged the following amounts:

(a) Meals.

\$1.70 in cash for each meal purchased individually.

\$1.60 in cash for each meal when purchased by meal book in quantities of not less than ten (10).

(b) Living Quarters. Charges for specific living quarters shall be based upon a determination of the class in which each house, apartment, or room shall be included, made by resolution of the Board of Supervisors. Employees shall be charged at the biweekly rate; however, when computing the charges for a portion of a biweekly pay period, the daily rate shall be used. Charges for living quarters shall be paid by employees or deducted from employees' compensation at the end of the pay period for which the living quarters are furnished.

Class	Description	Biweekly Rate
1	1 BR / 1 BA Mobile Home	\$35.71
2	2 BR / 1 BA Mobile Home	42.87
3	2 BR / 2 BA Mobile Home	50.01
4	1 BR / 1 BA Apartment	35.71
5	2 BR / 1 BA Apartment	49.38
6	3 BR / 1 BA Apartment	50.01
Class	Description	Biweekly Rate
7	3 BR / 1-1/2 - 2 BA Apartment	57.15
8	1 BR / 1 BA House	42.87
9	2 BR / 1 BA House	50.07
10	2 BR / 2 BA House or 3 BR / 1 BA House	57.15
11	3 BR / 1-1/2 - 2 BA House	64.28
12	4 BR / 2 BA House	164.25

Section 17. Section 1.9.7 of the Compensation Ordinance is hereby repealed:

Section 18. Article 3.7, Compensation for Superior Court Service, of the Compensation Ordinance is hereby repealed:

Section 19. Subsections (g)(2) and (g)(3) of section 4.2.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.1: VACATION.

(g) Payoff of Unused Vacation.

- (2) Except as otherwise provided in Article 4.2.1(g)(3) below, an eligible employee separating from County service, whether voluntarily or involuntarily, or ceasing to earn vacation credit due to changing from a biweekly to other pay rate, shall be paid the monetary value of all available vacation credit, including credit earned during the pay period in which the change of status occurs. The monetary value shall be computed on the basis of the employee's rate of pay at the time of separation or change of status, and shall not include any increase in pay which would have occurred had the vacation been granted, nor shall it include payment for any holiday. Notwithstanding the above, an eligible employee retiring from County service may be granted pre-retirement vacation in lieu of being paid its monetary value.
- (3) Notwithstanding any other provision in this Article 4.2.1(g), for employees designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DI, DM, DS, EC, EM, EU, FS, HS, MA, MM, NA, NE, NM, NR, PD, PM, PO, PR, PS, RN, SD0, SD1, SD2, SO, SM, SS, SW, or UM, an eligible employee who is a participant in the County of San Diego Defined Benefit Pension Plan or the County of San Diego Defined Contribution Savings Plan or both of such plans on the date of his or her separation from County service, shall not be paid the monetary value of all available vacation credit as provided in Article 4.2.1(g) above but, in lieu of such payment, shall receive the benefits provided for under the County of San Diego Defined Benefit Pension Plan and the County of San Diego Defined Contribution Savings Plan, if any, as provided therein.

Section 20. Subsection (h) section of 4.2.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.2: SICK LEAVE.

(i) Conversion of Sick Leave Credits to Cash at Termination or Retirement

- (1) Notwithstanding the provisions of Article 4.2.2 (f) herein, upon retirement, deferred retirement, disability retirement from County service, death or termination, all or a portion of an eligible employee's sick leave balance may be converted to cash at fifty percent (50%) of its value, except as otherwise provided below in this Article 4.2.2(i)(1). One hundred percent (100%) of all sick leave credits that are paid to the employee in cash at 50% will be removed from the employee's sick leave balance.

Representation Status Designator
UM, EC, EM, EU, NA, NE, NR, SD0, and SD1.

- (2) Notwithstanding any other provision in this Article 4.2.2(i), an eligible employee who is a participant in the County of San Diego Defined Benefit Pension Plan or the County of San Diego Defined Contribution Savings Plan or both of such plans on the date of his or her separation from County service, shall not be paid the monetary value of the sick leave balance otherwise payable under this Article 4.2.2(i) but, in lieu of such payment, shall receive the benefits provided for under the County of San Diego Defined Benefit Pension Plan and the County of San Diego Defined Contribution Savings Plan, if any, as provided therein.

Representation Status Designator
AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DI, DM, DS, EC, EM, EU, FS, HS, MA, MM, NA, NE, NM, NR, PD, PM, PO, PR, PS, RN, SD0, SD1, SD2, SO, SM, SS, SW, and UM.

Section 21. Section of 4.3.11 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.3.11: VOLUNTARY TIME OFF.

- (a) **Definition.** Notwithstanding any other leave provision of this article, the appointing authority may for good cause grant an eligible permanent or probationary employee a voluntary leave of absence without pay with right to return to the same position. The employee's request for voluntary time off pursuant to this section shall be for the personal reasons of the employee to handle his or her personal affairs.
- (b) **Conditions.** Voluntary time off (VTO) is subject to the following conditions:
 - (1) Shall be taken in increments of one full-hour for all eligible employees.
 - (2) Credits toward sick leave, vacation, retirement, and holiday eligibility shall accrue as though the employee were on paid status. The County shall pay for each employee the required retirement contribution consisting of the County's required contribution and the employee's required contribution. The County's payment of the employee's required contribution shall include the County's retirement contribution offset calculated pursuant to the provisions of Article 5.6.
 - (3) Time shall apply toward time in service for step advancement, completion of probation, and toward seniority for purposes of layoff.
 - (4) Shall be granted without requiring employees to first use accumulated vacation and compensatory time off.
 - (5) Shall be available only to employees who are on paid status the entire workday immediately before as well as immediately after time taken off.
 - (6) Shall not be available to employees on other leave without pay, nor shall it be used in combination with paid leave which must be exhausted prior to commencing other leave without pay.
 - (7) Voluntary time off authorized per biweekly pay period shall not exceed one-half of the employee's total number of authorized hours for the biweekly pay period and, VTO shall not be used in more than two consecutive pay periods at a time.
- (c) **Eligibility.** Employees in classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DI, DM, DS, EC, EM, EU, FS, HS, MA, MM, NA, NE, NM, NR, NS, PD, PM, PO, PR, PS, RN, SD0, SD1, SD2, SD5, SM, SS, SW and UM are eligible for participation in this program of voluntary time off.
- (d) **Duration of Section.** This section shall only be operative through June 30, 2004 and, at that time, is repealed unless otherwise extended by ordinance action of the Board of Supervisors.

Section 22. Effective Date. Sections 3, 4, 5,6, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20 and 21 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 23. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	07/25/03
Section 2	07/25/03
Section 3	06/27/03
Section 4	07/25/03
Section 5	06/25/2004 06/24/2005
Section 6	07/25/03
Section 7	07/25/03
Section 8	07/25/03
Section 9	07/25/03
Section 10	06/27/03
Section 11	06/27/03
Section 12	06/27/03
Section 13	06/27/03
Section 14	06/27/03
Section 15	06/27/03
Section 16	06/27/03
Section 17	06/27/03
Section 18	06/27/03
Section 19	06/27/03
Section 20	06/27/03
Section 20	06/27/03
Section 21	06/27/03

PASSED, APPROVED AND ADOPTED this 17th day of June, 2003.