

**ORDINANCE NO. 9602\_(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 October 31, 2003:

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	Vari Entr	Rep O/T	Bene Stat	Pla Bene Pro
2521	Account Clerk Specialist										
	13.38	14.05	14.75	15.49	16.26	\$27,830.40 -	\$33,820.80	N	F	CL	05/NMG
	1070.40	1124.00	1180.00	1239.20	1300.80						
2523	Auditor & Controller Payroll Specialist										
	17.32	18.19	19.10	20.05	21.05	\$36,004.80 -	\$43,784.00	Y	F	CE	05/NMG
	1385.60	1455.20	1528.00	1604.00	1684.00						
5702	Supervising Animal Care Attendant										
	15.36	16.13	16.94	17.79	18.68	\$31,948.80 -	\$38,854.40	Y	F	MM	05/NMG
	1228.80	1290.40	1355.20	1423.20	1494.40						
5732	District Attorney Legal Specialist										
	31.35	32.97	34.57	36.30	38.12	\$65,208.00 -	\$79,289.60	Y	F	PS	05/NMG
	2508.00	2633.60	2765.60	2904.00	3049.60						

**Section 2.** Appendix One of the Compensation Ordinance is hereby amended by establishing the following classification in the unclassified service effective October 31, 2003:

<u>Class No.</u>	<u>Class Title</u>	<u>Union Code</u>	<u>Range</u>
2217	Assistant County Counsel	EM	22

**Section 3.** Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following classifications/job codes effective October 3, 2003.

Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Approx Annual Salary Minimum - Maximum
No.	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	
	Biweekly	Biweekl y	Biweekl y	Biweekl y	Biweekl y	Biweekl y	Biweekl y	
2437	Public Works Program Coordinator							\$55,536.00 - \$76,086.40
	26.70	36.58						
	2136.00	2926.40						
2475	Section Chief, Revenue & Recovery							\$50,523.20 - \$61,401.60
	24.29	25.50	26.77	28.11	29.52			
	1943.20	2040.00	2141.60	2248.80	2361.60			
2477	Revenue & Recovery Officer III							\$39,083.20 - \$47,528.00
	18.79	19.73	20.72	21.76	22.85			
	1503.20	1578.40	1657.60	1740.80	1828.00			
2478	Revenue & Recovery Officer I							\$33,758.40 - \$41,017.60
			16.23	17.04	17.89			
			1298.40	1363.20	1431.20			
2479	Revenue & Recovery Officer II							\$32,177.60 - \$43,097.60
	15.47	16.24	17.05	17.90	18.79	19.73	20.72	
	1237.60	1299.20	1364.00	1432.00	1503.20	1578.40	1657.60	

Auditor & Controller Payroll  
2480 Technician

15.74	16.53	17.36	18.23	19.14							\$32,739.20 -
1259.20	1322.40	1388.80	1458.40	1531.20							\$39,811.20

2483 Revenue & Recovery Officer Trainee

12.41	13.02	13.67	14.36	15.07							\$25,812.80 -
992.80	1041.60	1093.60	1148.80	1205.60							\$31,345.60

2778 Animal Control Dispatcher

12.97	13.62	14.30	15.02	15.77							\$26,977.60 -
1037.60	1089.60	1144.00	1201.60	1261.60							\$32,801.60

3104 Precinct Planning Technician

12.53	13.16	13.82	14.51	15.24	16.00	16.80					\$26,062.40 -
1002.40	1052.80	1105.60	1160.80	1219.20	1280.00	1344.00					\$34,944.00

3105 Sr Precinct Planning Technician

15.90	16.69	17.52	18.40	19.32							\$33,072.00 -
1272.00	1335.20	1401.60	1472.00	1545.60							\$40,185.60

**Section 3. Continued.**

Class No.	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	
		Biweekl	Biweekl	Biweekl	Biweekl	Biweekl	Biweekl	
	Biweekly	y	y	y	y	y	y	
3575 Project Manager General Services	21.19	40.31						\$44,075.20 - \$83,844.80
	1695.20	3224.80						
5864 Senior Emergency Services Coordinator	24.52	25.75	27.04	28.39	29.81	31.30	32.87	\$51,001.60 - \$68,369.60
	1961.60	2060.00	2163.20	2271.20	2384.80	2504.00	2629.60	
5865 Emergency Services Coordinator	21.39	22.46	23.58	24.76	26.00	27.30	28.67	\$44,491.20 - \$59,633.60
	1711.20	1796.80	1886.40	1980.80	2080.00	2184.00	2293.60	

**Section 4.** Appendix One of the Compensation Ordinance is hereby amended by amending the following compensation for one class in the unclassified service effective October 3, 2003:

<u>Class No.</u>	<u>Class Title</u>	<u>Union Code</u>	<u>Range</u>
0314	Revenue & Recovery Director	UM	16

**Section 5.** Appendix One of the Compensation Ordinance is hereby amended by establishing the Overtime Eligibility Indicator Code for the following classifications/job codes effective October 3, 2003:

<u>Class No.</u>	<u>Class Title</u>	<u>Overtime Eligibility</u>
0904	Student Worker High School	F
0905	Student Worker Undergraduate	F

0906	Student Worker Graduate/Technical	F
5499	Principal Airport Manager	C

**Section 6.** Appendix One of the Compensation Ordinance is hereby amended by establishing the union codes for the following classifications/job codes effective October 31, 2003:

<u>Class No.</u>	<u>Class Title</u>	<u>Union Code</u>
2480	Auditor & Controller Payroll Technician	CE
2510	Senior Account Clerk	MM
2513	Senior Cashier	MM
2730	Senior Clerk	MM
3074	Senior Mail Clerk Driver	MM
4157	Forensic Pathology Fellow	PR
5885	Building Maintenance Supervisor	MM
5900	Sheriff's Supervising Helicopter/Air Mechanic	MM
6150	Telecommunications Technician III	MM
6163	Senior Electronic Security & Systems Technician	MM
7069	Wastewater Plant Operator	MM

**Section 7.** Appendix One of the Compensation Ordinance is hereby amended by establishing the following classifications/job codes as variable entry effective October 3, 2003:

<u>Class No.</u>	<u>Class Title</u>	<u>Variable Entry</u>
2479	Revenue & Recovery Officer II	Y
2483	Revenue & Recovery Officer Trainee	Y
3660	Building Inspector I	Y
3661	Building Inspector II	Y
3715	Supv. Building Inspector	Y
6346	Coordinator, Volunteer and Public Services	Y

**Section 8.** Section 4.2.1 Subsections (e) and (f) of the Compensation Ordinance are hereby amended to read as follows:

SECTION 2.1.5: "PASS THROUGH" PAYMENTS: In recognition of the fact that that State of California has designated funds for the direct compensation of certain designated employees who provide health care services in Skilled Nursing Facilities; the monies involved derive directly from the State of California and not from the funds of the County of San Diego; the State of California seeks to “pass through” compensation for health care employees who are assigned to provide direct patient care at skilled nursing facilities for which the County receives funds through the State of California pursuant to the provisions of Welfare and Institutions Code Section 14110.6.

- (a) Edgemoor "Pass Through" Premium Pay: Eligible employees in the following classes shall receive “Edgemoor Pass Through” premium pay of 5.5% calculated on their base hourly pay rate. This premium shall apply to all paid hours and shall not apply towards terminal payoff.

<u>Class No.</u>	<u>Class Title</u>
2650	Stock Clerk
4538	Staff Nurse II
4539	Staff Nurse I
4613	Hospital Supply Technician
4615	Nurses Assistant
4625	Licensed Vocational Nurse
4770	Dietitian
5884	Building Maintenance Engineer
5905	Carpenter
5920	Electrician
5940	Painter
5967	Senior Painter
6200	Building Maintenance Engineer Assistant

6305	Gardener II
6320	Gardner I
6410	Senior Cook
6411	Cook
6415	Food Services Worker
6520	Linen Marker & Distributor
6531	Laundry Worker II (T)
7030	Senior Custodian
7031	Custodian
7514	Shuttle Bus Driver
7520	Sewing Room Operator
7541	Construction & Services Worker I

Payment of the “Edgemoor Pass Through” premium pay is contingent upon continuation of funding by the State of California or, if such funding is not continued, shall be at the discretion of the County.

**Section 9.** Appendix One of the Compensation Ordinance is hereby amended by retitling classifications as follows effective October 31, 2003:

	<u>Class No.</u>	<u>Class Title</u>
From:	2290	Dep Dir, Real Property
To:	2290	Dep Dir, General Services
From:	2437	Public Works Program Coordinator
To:	2437	Program Coordinator
From:	2477	Revenue & Recovery Officer III
To:	2477	Senior Revenue & Recovery Officer
From:	2479	Revenue & Recovery Officer II
To:	2479	Revenue & Recovery Officer
From:	2645	Senior Estate Mover
To:	2645	Senior Estate Property Specialist
From:	2671	Estate Mover
To:	2671	Estate Property Specialist
From:	2729	Office Support Secretary
To:	2729	Office Support Specialist



**Section 9.** Appendix One of the Compensation Ordinance is hereby amended by retitling classifications as follows effective October 31, 2003:

	<u>Class No.</u>	<u>Class Title</u>
From:	3004	Chief, Reprographics
To:	3004	Document Services Manager
From:	3084	Chief, Mail Services
To:	3084	Mail Services Manager
From:	3505	Landscape Architect II
To:	3505	Landscape Architect
From:	3517	Environmental Mgmnt Coord
To:	3517	Planning Manager
From:	3575	Project Manager, General Services
To:	3575	Project Manager
From:	3856	Air Quality Specialist – Indirect Sources
To:	3856	Air Quality Specialist
From:	5425	Economic Entomologist II
To:	5425	Economic Entomologist
From:	5530	Audit-Appraiser Specialist
To:	5530	Audit-Appraiser IV

**Section 10.** Appendix One of the Compensation Ordinance is hereby amended by deleting the following classifications/job codes effective October 31, 2003:

0302 Dir., HHSA Program Management  
0365 Special Guard  
0480 Clinical Psychology Intern  
0984 Community Development Manager  
0988 Social Services Staff Officer  
2126 Dir., Health Services  
2130 Medical Dir., Health Services  
2139 Children's Mental Health Admin.  
2231 Dep. Dir., Information Services  
2232 Dep. Dir., Management Services  
2234 Asst. Dir., Area Agency on Aging  
2244 Community Initiatives Dir., HHSA  
2287 Dep. Dir., Facilities Mgmt.  
2292 Dep. Dir., Community Action Part  
2293 Dep. Dir., Air Pollution Control  
2313 Mental Health Resources Dev. Spec.  
2316 Claims Representative III  
2366 EDP Coordinator, HHSA  
2389 Air Quality Program Coordinator  
2390 Air Quality Contracts Coordinator  
2422 EDP Program Admin, HHSA  
Health Services, Information Systems  
2439 Mgr.  
2612 Health Services, Supply Center Supervisor  
2613 Purchasing & Supply Supv, HHSA  
2723 Hospital Operations Coordinator  
2746 Confidential Office Assistant  
2779 Senior Animal Control Dispatcher  
2891 Asst Div Chief – Business  
2894 Asst Div Chief – Branch Oper  
2895 Asst Div Chief – Records  
2897 Div Chief – Branch Operations  
2898 Asst Supervising Sup Ct Clerk  
2901 Div Chief – Records

**Section 10. (Continued).** Appendix One of the Compensation Ordinance is hereby amended by deleting the following classifications/job codes effective October 31, 2003:

2909 Div Chief – Business  
3030 Data Entry Operator  
3058 Medical Assistant  
3504 Landscape Architect I  
3512 Asst. Park Planner  
3513 Environmental Mgmt. Trainee  
3514 Environmental Mgmt. Spec. III  
3515 Environmental Mgmt. Spec. II  
3516 Environmental Mgmt. Spec. I  
3551 Regional Planner  
3740 Sr. Transportation Spec.  
3800 Drafting Technician III  
3802 Drafting Technician I  
3840 Air Quality Specialist – Transportation  
3881 Land Development Processing Supv.  
Child Health & Disability Program  
4112 Coordinator  
4115 Chief, Youth & Family Services  
4135 Assoc. Medical Director  
Chief, Mental Health Program Rev. &  
4145 Dev.  
4149 Chief, County Patient Support  
4170 Dentist  
4183 Neurologist  
4431 Chief, Therapy Services  
4445 Speech Pathologist  
4531 Psychiatric In-service Coordinator  
4534 Nursing In-service Instructor  
4535 Psychiatric Nurse In-service Instructor  
4614 Nurses Aide  
4740 Environmental Health Land Use Spec. II  
4896 Mental Health Clinical Stand. Coordinator  
5035 Chief, Prob./Welfare Psychologist  
5040 Consulting Clinical Psychologist  
5209 Homeless Services Coordinator  
5218 Consulting Psychiatric Social Worker  
5220 Chief, Mental Health Community Services  
5221 Eligibility Technician  
5424 Economic Entomologist I  
5226 Eligibility Training Specialist

5252 Mental Health Inpatient Program Mgr.  
5296 Social Services Admin. IV  
5467 Recycling Coordinator  
5701 Senior Animal Care Attendant  
6003 Utilities Coordinator  
6147 Communications Coordinator  
6323 Asst. Park Project Manager  
6324 Park Project Manager  
6325 Sr. Park Project Manager

**Section 11.** Section 4.2.22 of the Compensation Ordinance is hereby added:

SECTION 4.2.22: ASSOCIATION PRESIDENT'S LEAVE.

Association President Leave is granted to allow the President of the Deputy Sheriff's Association release time from regularly scheduled duties for the purpose of Association business pertaining to the County of San Diego. Such release time is for a maximum of 85 hours in a work period and 2,210 hours per fiscal year.

- (a) Eligible Classes. Classes designated as DS and SM.
- (b) Request. The Association shall direct the request for release time to the Sheriff, in writing, at least thirty (30) days prior to the period of the specified requested leave.
- (c) Compensation. The Association President shall be compensated at his/her base rate of pay exclusive of any previously held specialty assignments or premium pay for duties not being performed while on Association President's leave, except as noted below. Base Rate pay includes:
  - Education Bonus
  - Detective Assignment Premium
  - Corporal Assignment Premium
  - Quality First Program

The released Association President on leave will not be eligible for any previously held assignment benefits including the use of County vehicles.

- (d) Benefits. The Association President will be eligible for all applicable employee benefits of a regular DS or SM employee.
- (e) Leave Accounting. Each employee in the DS and SM units who have paid service in payroll 01 of each year, will have an equal number of hours deducted from their eight-and-one-half (8 1/2) hours Floating Holiday time (County Comp Time) in payroll 02. The initial leave deduction will take place in payroll 02 of 04/05 and will include an additional proration for the period covered in 03/04 as determined by the Auditor/Controller. Successive years will be prorated as determined by previous fiscal year actual leave usage.
- (f) Leave Balances. When using approved vacation, sick leave, FLSA or County Comp time, leave credit deduction will be made from the Association President's appropriate balances.

- (g) Return to Duty. If the Association President is assigned to incidental training, emergency duty, or other necessary duty, he/she will be compensated by the County in accordance with the applicable Memorandum of Agreement.
  
- (h) Expiration of Leave. At the conclusion of the Association President's leave, the Association President shall be returned to duties associated with his/her job classification with no guarantee to any previously held specialty assignments or premium pay. Any Detective or Corporal assignment premium not directly related to newly assigned duties shall cease until eligibility is reestablished.

**Section 12.** Section 1.10.8 of the Compensation Ordinance is hereby repealed.

**Section 13.** Section 1.10.9 of the Compensation Ordinance is hereby repealed.

**Section 14.** Section 4.2.1 Subsections (e) and (f) of the Compensation Ordinance are hereby amended to read as follows:

SECTION 4.2.1: VACATION.

(e) Accumulation.

(1) Application. This subsection applies to all employees except those in classes designated CE, CEM, EC, EM, EU, MA, NA, NE, NM, NR, NS, SO, UM, SD0, SD1, SD2 and SD6. This section shall not apply to classes in Superior Court Service.

(2) Maximum Accumulation.

(a) The balance of an employee's vacation credits of record (including vacation earned but not credited); hereinafter, "accumulation" shall not exceed an amount equal to twice the annualized current vacation earnings rate of the employee. This is the employee's "Maximum Balance".

(b) In any payroll period, an employee shall earn vacation equal to the lesser of:

(1) The earnings specified in (c) "Computation", above; or

(2) The amount of earnings necessary which, when added to the employee's existing accumulation, will cause the accumulation to equal the employee's Maximum Balance.

(c) If, at the end of any payroll period an employee's accumulation equals or exceeds the employee's Maximum Balance, no vacation credits shall be earned by the employee for that payroll period.

(d) Employees whose vacation accumulation exceeds their Maximum Balance on the operative date of this provision will not have the excess credits removed except through normal usage (including Catastrophic Leave donations), pay down in accordance with Section 4.2.1(h) below, pay off in accordance with Section 4.2.1(g) below, or adjustment required to correct an error.

- (3) Notification of Required Usage. The appointing authority shall notify employees who have reached 80% of their Maximum Balance.
  
- (f) Accumulation- Classes Designated (CE, CEM, EC, EM, EU, MA, NA, NE, NM, NR, NS, SO, UM, SD0, SD1, SD2 and SD6)
  - (1) Maximum Accumulation.
    - (a) Definition. An employee's "maximum accumulation" of vacation credits (including vacation earned but not credited) shall be the greater of either:
      - (1) two and one-half times the employee's annualized full-time, current vacation earnings rate; or
      - (2) the amount of the employee's earned vacation credits as of the end of payroll 6 in fiscal year 1997-98 (September 11, 1997), less any reduction to this amount pursuant to the cash-out/pay-down provision of subsection (h) of Section 4.2.1.



**Section 15. Effective Date.** Sections 3, 4, 5, 7, 8, 11, 12, 13 and 14 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 16. Operative Date.** Operative dates by specified section are listed in the table below.

<b>Section Number</b>	<b>Operative Date</b>
Section 1	10/31/03
Section 2	10/31/03
Section 3	10/03/03
Section 4	10/03/03
Section 5	10/03/03
Section 6	10/31/03
Section 7	10/03/03
Section 8	10/03/03
Section 9	10/31/03
Section 10	10/31/03
Section 11	10/03/03
Section 12	10/03/03
Section 13	10/03/03
Section 14	10/03/03

PASSED, APPROVED AND ADOPTED this 30<sup>th</sup> day of September, 2003.