

**ORDINANCE NO 9734 (NEW SERIES)**

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE 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 classification and compensation effective October 28, 2005:

Class No.	Step 1	Step 2	Step 3	Step 4	Step 5	Approx Annual Salary		Vari Entry	O/T	Rep Stat	Ben Plan/ Ben Prog
	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Minimum	Maximum				
002350	Retirement Sr Disability Specialist										
	26.84	36.32				\$55,827.20 - \$75,545.60		Y	N	CEM	02/MGT
	2147.20	2905.60									
002439	Labor Relations Technician										
	18.75	22.78				\$39,000.00 - \$47,382.40		Y	N	CE	05/NMG
	1500.00	1822.40									

**Section 2.** Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following classifications in the Classified Service effective September 30, 2005:

Class No.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Approx Annual Salary	
	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Minimum	Maximum
002943	Child Support Manager							
	24.19	25.40	26.67	28.00	29.40	30.87	\$50,315.20 - \$64,209.60	
	1932.20	2032.00	2133.60	2240.00	2352.00	2469.60		
003021	Election Processing Supervisor							
	20.73	21.77	22.86	24.00	25.20		\$43,118.40 - \$52,416.00	
	1658.40	1741.60	1828.80	1920.00	2016.00			
003661	Building Inspector II							
	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			
003715	Supervising Building Inspector							
	27.73	29.12	30.58	32.11	33.72		\$57,678.40 - \$70,137.60	
	2218.40	2329.60	2446.40	2568.80	2697.60			

**Section 2.** Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following classifications in the Classified Service effective September 30, 2005:

Class No.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Approx Annual Salary		
	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Minimum	Maximum	
004307	Toxicologist I								
	23.70	24.88	26.12	27.43	28.80		\$49,296.00 - \$59,904.00		
	1896.00	1990.40	2089.60	2194.40	2304.00				

**Section 3.** Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following classification in the Classified Service effective October 28, 2005:

Class No.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Approx Annual Salary		
	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Minimum	Maximum	
005253	Protective Services Worker								
	20.31	21.33	22.40	23.52	24.70	25.93	\$42,244.80 - \$53,934.40		
	1624.80	1706.40	1792.00	1881.60	1976.60	2074.40			

**Section 4.** Appendix One of the Compensation Ordinance is hereby amended by amending the Variable Entry Code for the following classifications/job codes effective September 30, 2005:

<u>Class No.</u>	<u>Class Title</u>	<u>Variable Entry Indicator</u>
002312	Sr Departmental Personnel Officer	Y

**Section 5.** Appendix One of the Compensation Ordinance is hereby amended by retitling the following classifications/job codes effective October 28, 2005:

	<u>Class No.</u>	<u>Class Title</u>
From:	002335	Compensation/Systems Coord
To:	002335	Deferred Compensation Coord
From:	003715	Supervising Building Inspector
To:	003715	Building/Enforcement Supervisor
From:	004421	Rehabilitative Therapist
To:	004421	Occupational/Physical Therapist
From:	004422	Sr Rehabilitative Therapist

**Section 5.** Appendix One of the Compensation Ordinance is hereby amended by retitling the following classifications/job codes effective October 28, 2005:

	<u>Class No.</u>	<u>Class Title</u>
To:	004422	Sr Occupational/Physical Therapist
From:	004423	Supv Rehabilitative Therapist
To:	004423	Supv Occupational/Physical Therapist
From:	004426	Rehabilitative Therapist Asst
To:	004426	Occupational/Physical Therapist Asst
From:	004432	Chief, Rehabilitation Svcs
To:	004432	Chief, Occupational/Physical Therapy Svcs
From:	005253	Protective Services Worker II
To:	005253	Protective Services Worker
From:	005254	Protective Services Worker III
To:	005254	Sr Protective Services Worker

**Section 6.** Appendix One of the Compensation Ordinance is hereby amended by designating the following classification/job code “Terminal” effective October 28, 2005:

<u>Class No.</u>	<u>Class Title</u>
003589	Code Enforcement Coordinator (T)
003664	Plans Examiner (T)

**Section 7.** Appendix One of the Compensation Ordinance is hereby amended by deleting the following classifications/job codes effective October 28, 2005:

<u>Class No.</u>	<u>Class Title</u>
005257	Protective Services Worker I

**Section 8.** Section 1.2.5 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 1.2.5: APPOINTMENT OF DEPUTIES.**

A department head is entitled under the codes, the general law, or the County Charter, to appoint deputies. An employee is appointed as a deputy when he or she is appointed to a position which, according to the County’s official job description is identified as a deputy, and/or will perform duties, responsibilities, and functions of a deputy, regardless of whether the position title is designated as “deputy,” “clerk,” or by any other title. The following actions shall constitute official record in the County that the person appointed to such position is duly authorized to serve as a deputy for his or her principal officer in the County office or department to which the person was appointed:

- (a) When the appointing authority for the department or office, in which the employee is appointed as a deputy, takes and approves an official action to appoint the employee to a

deputy position, such official action shall constitute the official record that the employee was appointed as a deputy.

- (b) When the appointing authority for the department or office, in which the employee was appointed as a deputy, takes and approves an official action to terminate such appointment, such official action shall constitute the official record that the employee no longer serves as a deputy, and that all powers and duties associated with the performance of official functions as a deputy have been revoked.

Pursuant to the authority granted to charter counties by the California Constitution, and pursuant to the authority granted to the Board of Supervisors by the San Diego County Charter concerning the power to prescribe and regulate the duties, qualifications, and manner of appointment of deputies, the process established under this section shall be used to appoint and to revoke the appointment of deputies in lieu of the process established in Government Code section 24102 or any other general law of the state relating to the method of appointment of deputies.

The person appointed shall be and is hereby authorized to perform any and all acts which deputies in said departments are entitled to perform. In addition to the number of deputies herein provided, every County officer, except a supervisor or judicial officer, may appoint as many deputies to serve, without compensation, as may be necessary for the prompt and faithful discharge of official duties. Any department head may appoint employees of any other department as deputies in the department without extra compensation.

**Section 9.** Subsection (d)(2)(c) 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. The following describes each type of authorized overtime. The appendix to this ordinance contains a list of all classes. Each class is assigned an overtime designator in the column entitled "Overtime." The designator identifies eligibility for overtime as one of the following types:

- (2) Straight Cash or Compensatory Time Off (Designator "C"). This provision shall not be construed to provide payoff of all or any portion of compensatory time balances; provided, however, for eligible employees in classes designated CC, CE, CEM, CS, MA, NM, SD2, or SM all compensatory time shall be paid off in the event of death of the employee.

(c) Notwithstanding subsection (b) above, employees in eligible classes are eligible for cash or compensatory time off at one and one-half (1-1/2) times the employee's hourly rate for each hour of overtime worked in the Plan Check Unit of the Department of Planning and Land Use. The decision to pay cash or compensatory time off shall be at the discretion of the appointing authority.

<u>Eligible Classes:</u>	
3664	Plans Examiner (T)
3695	Junior Engineer
3735	Senior Structural Engineer

**Section 10.** Section 1.7.34 of the Compensation Ordinance is hereby added to read as follows:

**SECTION 1.7.34: NEW HIRE LATERAL INCENTIVE PAY.**

New hires who come into the Sheriff’s Department from another public law enforcement agency on or after September 30, 2005 with external experience in law enforcement will receive lateral incentive pay of \$1,000 for each full year of external experience brought to the County of San Diego for up to five (5) years of experience or a maximum of \$5,000.

Lateral incentive pay for each full year of qualifying external law enforcement experience will be paid at the following intervals:

\$1,000	Upon completion of the hiring process,
-	
\$1,000	At the successful completion of the applicable probationary period,
-	
\$1,000	Every year thereafter on employee’s anniversary date, up to the \$5,000 maximum.
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In no event will an employee receive more than the maximum of \$5,000 lateral incentive pay.	

Lateral Deputies who are hired into the Department will not be sent to the Academy. They will be assigned directly to the Law Enforcement Services Bureau, Court Services Bureau or Detention Services Bureau.

Eligible Classes: Classes designated DS.

**Section 11.** Section 1.9.2 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 1.9.2: BILINGUAL ASSIGNMENT.**

On recommendation of the appointing authority, the Director may approve payment of Class A or Class B bilingual premium to an employee assigned to a position designated as requiring a Class A or Class B bilingual employee and where qualifications have been determined by the Director. Employees may only receive one bilingual premium at a time. In order to insure adequate level of bilingual proficiency, the Director may require periodic evaluation of incumbents receiving bilingual premium.

<u>Class A</u>		<u>Class B</u>	
The employee must be assigned to a position designated as requiring bilingual skills fifty percent (50%) or more of the time, or forty (40) hours or more in an eighty (80) hour biweekly pay period, or to a position designated as requiring bilingual skills in a class designated DS, or to a position designated as requiring technical bilingual skills (reading, writing, translating). The fifty percent (50%) requirement shall mean the actual time spent conversing in or interpreting a second language.		The employee must be assigned to a position designated as requiring bilingual skills less than fifty percent (50%) of the time or less than forty (40) hours in an eighty (80) hour biweekly pay period. This less than fifty percent (50%) requirement shall mean the actual time spent conversing in or interpreting a second language.	
<u>Biweekly Rate:</u>	<u>Eligible Classes:</u>	<u>Biweekly Rate:</u>	<u>Eligible Classes:</u>

(1) Thirty-two dollars and thirty cents [\$32.30] biweekly.	Any employee except employees in Class 5725, International Case Coordinator or those designated eligible classes, and in (2) or (3) below.	(1) Sixteen dollars and fifteen cents [\$16.15] biweekly.	Any employee except employees in Class 5725, International Case Coordinator, and employees designated DS or those designated eligible classes, and in (2) or (3) below.
(2) Forty dollars [\$40.00] biweekly.	Classes designated AE, CL, CM, CR, FS, MM, PR, PS, SS, HS, RN and: 4911 Social Services Aide 4913 Protective Services Assistant 5223 Human Services Specialist 5235 Social Worker I 5253 Protective Services Wkr 5254 Sr Protective Services Wkr 5260 Social Worker III 5261 Social Worker V 5265 Social Worker II 5266 Social Worker IV	(2) Twenty dollars [\$20.00] biweekly.	Classes designated AE, CL, CM, CR, FS, MM, PR, PS, SS, HS, RN, and: 4911 Social Services Aide 4913 Protective Services Assistant 5223 Human Services Specialist 5235 Social Worker I 5253 Protective Services Wkr 5254 Sr Protective Services Wkr 5260 Social Worker III 5261 Social Worker V 5265 Social Worker II 5266 Social Worker IV

Protective Service Worker/Social Worker, Protective Services Supervisor and Adult Protective Services Supervisor Spanish Recruitment/Retention Bilingual Premium			
Class A		Class B	
<p>The appointing authority may assign a qualified employee to perform Spanish bilingual duties in child protective services positions in the Children's Services Bureau or in adult protective services in the Adult Protective Services in Aging and Independent Services that have been identified and designated as requiring Spanish bilingual skills. The Health &amp; Human Services Agency will recommend the effective date for Spanish bilingual pay as the date the employee is assigned such duties or passes the Spanish bilingual proficiency test, whichever is later. Effective 7/3/98, the rate for Class A Spanish bilingual skills is seventy-two dollars (\$72.00) biweekly or eighty (80) hours of paid service. Thereafter the FLSA regular rate for overtime shall apply. To qualify for this rate the employee must be assigned to a position designated as requiring Spanish bilingual skills fifty percent (50%) or more of the time, or forty (40) hours or more in an eighty (80) hour biweekly pay period, or to a position designated as requiring technical Spanish bilingual skills (reading, writing, translating). The fifty percent (50%) usage requirement shall mean the actual time spent conversing or interpreting in the Spanish language.</p>		<p>The appointing authority may assign a qualified employee to perform Spanish bilingual duties in child protective services positions in the Children's Services Bureau or in adult protective services in the Adult Protective Services in Aging and Independent Services that have been identified and designated as requiring Spanish bilingual skills. The Health &amp; Human Services Agency will recommend the effective date for Spanish bilingual pay as the date the employee is assigned such duties or passes the Spanish bilingual proficiency test, whichever is later. Effective 7/3/98, the rate for Class B Spanish bilingual skills is forty dollars (\$40.00) biweekly or eighty (80) hours of paid service. Thereafter the FLSA regular rate for overtime shall apply. To qualify for this rate the employee must be assigned to a position designated as requiring Spanish bilingual skills less than fifty percent (50%) of the time or thirty-nine (39) hours or less in an eighty (80) hour biweekly pay period. This less than fifty percent (50%) usage requirement shall mean the actual time spent conversing or interpreting in the Spanish language.</p>	
<u>Biweekly Rate:</u>	<u>Eligible Classes:</u>	<u>Biweekly Rate:</u>	<u>Eligible Classes:</u>
(3) <u>Spanish Language:</u>	In Child Protective Services in the Children Services Bureau:	(3) <u>Spanish Language:</u>	In Child Protective Services in the Children Services Bureau:

Seventy-two Dollars [\$72.00] biweekly.	5235 Social Worker I 5253 Protective Services Wkr 5254 Sr_Protective Services Wkr 5259 Protective Services Supv. 5265 Social Worker II 5260 Social Worker III 5266 Social Worker IV 5261 Social Worker V  In Adult Protective Services in Aging & Independent Services: 5237 Adult Protective Services Specialist 5238 Sr Adult Protective Services Spec. 5239 Adult Protective Services Supervisor	Forty Dollars [\$40.00] biweekly	5235 Social Worker I 5253 Protective Services Wkr 5254 Sr Protective Services Wkr 5259 Protective Services Supv. 5260 Social Worker III 5261 Social Worker V 5265 Social Worker II 5266 Social Worker IV  In Adult Protective Services in Aging & Independent Services: 5237 Adult Protective Services Specialist 5238 Sr Adult Protective Services Spec. 5239 Adult Protective Services Supervisor
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Employees in designated classes eligible to receive this premium shall not also be eligible to receive either the Bilingual Premium or the Recruitment/Retention Bilingual Premiums contained in sections 1 and 2 of this section.

For purposes of terminal pay, this Spanish bilingual premium shall not be computed in the employee's base wage rate.

**Section 12.** Subsection 1.12.2 of the Compensation Ordinance is hereby amended to read as follows:

- (b) Medical 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 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.

<u>Eligible Classes:</u>	
0335	Clinical Director, Mental Health Services
0340	Medical Director
0740	Emergency Room Psychiatrist
2213	Deputy Director, Mental Health Services
2285	Chief Dep Medical Examiner
4123	Chief, Chronic Disease Prevention & Health Promotion
4124	Chief, Maternal & Child Health
4127	Chief, Community Epidemiology Control
4132	Medical Director, Sheriff's Detentions
4135	Associate Medical Director
4162	Consultant in Internal Medicine
4190	Sheriff's Detentions Physician
4192	Senior Physician
4193	Physician
4195	Supervising Psychiatrist
4196	Psychiatrist II
4198	Psychiatrist I
4199	Psychiatrist III

**Section 13.** Section 1.12.4 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.4: MASTER OF SOCIAL WORK (MSW).

- (a) Employees in eligible classes shall be paid fifty dollars (\$50) biweekly upon furnishing satisfactory evidence that he/she possesses a Master of Social Work (MSW) degree.

Eligible Classes

5203	Aging Program Specialist I
5204	Aging Program Specialist II
5205	Aging Program Specialist III
5237	Adult Protective Services Specialist
5238	Senior Adult Protective Services Specialist
5239	Adult Protective Services Supervisor
5259	Protective Services Supervisor

- (b) Notwithstanding (a) above, persons employed in Class 5266, Social Worker IV, or 5261, Social Worker V, on August 5, 1988, who are appointed to a position in an eligible class before December 30, 1988, will be eligible for the premium set forth in (a) above, on the first day of the first full pay period following such appointment upon furnishing satisfactory evidence that he/she possesses either a Master of Counseling Degree based on a two-year program or a Master's Degree with an M.F.C.C. Employees appointed to Class 5266, Social Worker IV, or 5261, Social Worker V, after August 5, 1988, who are appointed to an eligible class before December 30, 1988, must furnish satisfactory evidence that he/she possesses a Master of Social Work (MSW) Degree to be eligible for this premium. This premium shall apply to paid time off, but not to terminal payoff.

Eligible Classes

5237	Adult Protective Services Specialist
5238	Senior Adult Protective Services Specialist
5239	Adult Protective Services Supervisor
5253	Protective Services Worker
5254	Senior Protective Services Worker

- (c) Notwithstanding (a) above, persons employed in Class 5259, Protective Services Supervisor or Protective Service Worker, Class 5253, as of December 12, 1988, or who received this premium while in an eligible class designated in (b) above, and subsequently promoted to Protective Services Supervisor or transferred to Aging Program Specialist II, Class 5205, after December 12, 1988, will be eligible for the premium set forth in (a) above upon furnishing satisfactory evidence that he/she possesses either a Master of Counseling Degree based on a two-year program or a Master's Degree with an M.F.C.C. Employees appointed to Class 5259, Protective Services Supervisor, after December 12, 1988, must furnish satisfactory evidence that he/she possesses a Master of Social Worker (MSW) Degree to be eligible for this premium. This premium shall apply to paid time off, but not to terminal payoff.

**Section 14.** Subsection (e) is hereby added to 1.12.7 of the Compensation Ordinance to read as follows:

SECTION 1.12.7: POST CERTIFICATE.

- (e) Eligible employees who possess a Post Management Certificate shall be compensated at approximately 5% above the base hourly wage rate.



Such employees becoming eligible for this bonus by receiving the Post Management Certificate shall furnish satisfactory evidence that he/she possess such a certificate.

<u>Eligible Classes:</u>	
5783	Sheriff's Detentions Captain

**Section 15.** Section 1.12.11 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 1.12.11: EDUCATION BONUS**

- (a) Eligible employees who possess a Bachelor of Arts or Bachelor of Science degree from an accredited college/university and have four (4) years of service in classes 5757, 5767, or 5781 or any combination thereof, shall be compensated five (5) percent above the base hourly wage rate.

Such employees becoming eligible for this bonus by receiving a college degree shall furnish satisfactory evidence that he/she possess such degree.

<u>Eligible Classes:</u>	
5757	Dep Sheriff - Detentions/Court Services
5767	Sheriff's Detentions Lieutenant
5781	Sergeant - Detentions

- (b) Employees in eligible classes who possess a Bachelor of Arts or Bachelor of Science degree from an accredited college/university shall be compensated five percent (5%) above the base hourly wage rate.

Such employees becoming eligible for this bonus by receiving a degree shall furnish satisfactory evidence that he/she possess such degree.

<u>Eligible Classes:</u>	
5783	Sheriff's Detentions Captain

**Section 16.** Subsection (a) of 5.9.2 is hereby added to 1.12.7 of the Compensation Ordinance to read as follows:

**SECTION 5.9.2: "SPECIAL HOLIDAY" PROVISIONS.**

- (c) Columbus Day. Employees in eligible classes who are employed, and not on authorized or unauthorized leave without pay, on the national observance of Columbus Day, shall be entitled to one-tenth (1/10) the number of regularly scheduled hours in the employee's normal biweekly pay period, not to exceed eight (8) hours of holiday time. This time is to be taken when mutually agreeable with the appointing authority, but must be used before the first day of the first biweekly pay period in the succeeding fiscal year. The

national observance of Columbus Day shall not be considered a holiday for payroll purposes.

Eligible Classes: This time may be taken in increments of 1/10 of an hour for classes designated MA; classes designated CEM; grandfathered employees defined under Section 5.1.5; or classes designated NM, and SD2. Employees in classes designated DI or DM shall take this time in one increment on a day agreeable to both the employee and the appointing authority

**Section 17.** Effective Date. Sections 2, 4, 7, 8, 9, 10, 11, 12, 13, 14, 15 and 16 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 18.** Operative Date. Operative dates by specified section are listed in the table below.

<b>Section Number</b>	<b>Operative Date</b>
Section 1	10/28/05
Section 2	09/30/05
Section 3	10/28/05
Section 4	09/30/05
Section 5	10/28/05
Section 6	10/28/05
Section 7	10/28/05
Section 8	09/30/05
Section 9	09/30/05
Section 10	09/30/05
Section 11	09/30/05
Section 12	09/30/05
Section 13	09/30/05
Section 14	09/30/05
Section 15	09/30/05
Section 16	09/30/05

PASSED AND ADOPTED THIS 27<sup>th</sup> DAY OF SEPTEMBER, 2005