

ORDINANCE NO 9783 (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 July 21, 2006:

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 Entry	O/T	Rep Stat	Ben Prog
000371	Staff Officer									
	23.00	43.00				\$47,840.00 - \$89,440.00	Y	X	UM	UCL
	1840.00	3440.00								

**Section 2.** Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for the following classifications effective June 23, 2006:

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
000790	Election Worker/Translator					
	17.61	25.00				\$36,628.00 - \$52,000.00
	1408.80	2000.00				
002417	Sheriff's Sr Executive Assistant					
	23.29	24.45	25.67	26.95	28.30	\$48,443.20 - \$58,864.00
	1863.20	1956.00	2063.60	2156.00	2264.00	
004000	Historian					
	26.40	27.72	29.11	30.57	32.10	\$54,912.00 - \$66,768.00
	2112.00	2217.60	2328.80	2445.60	2568.00	
004405	Occupational Therapist I (T)					
	19.50	20.48	21.50	22.58	23.71	\$40,560.00 - \$49,316.80
	1560.00	1638.40	1720.00	1806.40	1896.80	

**Section 3.** Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for the following classifications effective June 23, 2006:

Class No.		Salary Range
000340	EMS Medical Director	17
000997	Chief ERP Manager	14

**Section 4.** Appendix One of the Compensation Ordinance is hereby amended by retitling the following classifications/job codes effective July 21, 2006:

	<u>Class No.</u>	<u>Class Title</u>
From:	000321	Child Support Services Deputy Director
To:	000321	Chief Deputy Director, Child Support Services
From:	000790	Election Worker/Translator
To:	000790	Election Worker Specialist
From:	002111	Deputy Chief Finance & Operations, PD
To:	002111	Deputy Chief Finance & Operations
From:	002243	Chief, Child Support Services Admin Officer
To:	002243	Deputy Director, Child Support Services
From:	002417	Sheriff's Sr Executive Assistant
To:	002417	Document Services Coordinator
From:	003004	Document Services Manager
To:	003004	County Records Manager
From:	004405	Occupational Therapist I (T)
To:	004405	Library Associate

**Section 5.** Subsection (z) of 1.1.13 of the Compensation Ordinance is hereby amended to read as follows:

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

- (z) Abbreviations used in this ordinance shall have the following respective meanings:
- “AE” - Appraisal, Electronic Data Processing, Fiscal and Purchasing Unit
  - “AM” - Child Support Program Attorney Unit
  - “AS” - Child Support Program Attorney Supervising Unit
  - “CC” - Deputy County Counsel Unit
  - “CE” - Confidential Employees

(z) Abbreviations used in this ordinance shall have the following respective meanings:

"CEM"	- Confidential Employee, Management
"CL"	- Clerical Unit
"CM"	- Construction, Maintenance, Operations & Repair Work Unit
"CR"	- Crafts Unit
"CS"	- Deputy County Counsel Supervisors Unit
"DS"	- Deputy Sheriff's Unit
"DA"	- District Attorney's Unit
"DI"	- District Attorney Investigator's Unit
"DM"	- District Attorney Investigator's Middle Management Unit
"EO"	- Elected Officers
"EM"	- Executive Management
"FS"	- Food Services Unit
"HS"	- Health Services Unit
"MA"	- Management Employees
"MM"	- Middle Management Unit
"NA"	- Not Represented Administrator
"NE"	- Not Represented Executive
"NM"	- Not Represented Manager
"NR"	- Not Represented
"NS"	- Not Represented Support
"PD"	- Public Defender
"PM"	- Public Defender Management
"PO"	- Probation Officer's Unit
"PR"	- Professional Unit
"PS"	- Public Service Unit
"RN"	- Registered Nurses Unit
"SD0"	- Special District
"SD1"	- Special District – Executive
"SD2"	- Special District – Management
"SD5"	- Special District – Professional
"SD6"	- Special District – Conf Non Mgmt
"SM"	- Sheriff's Management Unit
"SO"	- Supervising Probation Officers Unit
"SS"	- Social Services Supervisors Unit
"SW"	- Social Workers Unit
"UM"	- Unclassified Management

**Section 6.** Section 1.6.4 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.6.4: STANDBY.

- (e) Standby for Court Appearance. Employees in eligible classes, ordered through subpoena or by the District Attorney to remain available on standby for contact to report to a court to give required testimony, shall be paid the equivalent of one (1) hour compensation for each day such standby is served.

Eligible Classes:

4517	Certified Nurse Practitioner
4525	Psychiatric Nurse
4538	Staff Nurse
4545	Sheriff's Detentions Certified Nurse Practitioner
4548	Sheriff's Detentions Nurse
5740	Medical Examiner Investigator II
5741	Medical Examiner Investigator I

**Section 7.** Section 1.6.5 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.6.5: NIGHT SHIFT.

(2) Employees in eligible classes shall receive one dollar and twenty-five cents (\$1.25) for each hour worked on an established second shift where more than half the hours of the shift occur between 5:00 p.m. and midnight; and two dollars and twenty-five cents (\$2.25) for each hour worked on an established third shift where more than half the hours of the shift occur between midnight and 8:00 a.m.

Eligible Classes:

4517	Certified Nurse Practitioner
4525	Psychiatric Nurse
4526	Head Psychiatric Nurse
4527	Clinical Nurse Specialist
4536	Head Staff Nurse
4538	Staff Nurse
4544	Supervising Nurse
4545	Sheriff's Detentions Cert. Nurse Practitioner
4548	Sheriff's Detentions Nurse

**Section 8.** Subsection (a) of 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
5289	Health & Human Svcs Admin III

**Section 9.** 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	\$38.70
2	2 BR / 1 BA Mobile Home	46.47
3	2 BR / 2 BA Mobile Home	54.19
4	1 BR / 1 BA Apartment	38.70
5	2 BR / 1 BA Apartment	53.51
6	3 BR / 1 BA Apartment	54.19
7	3 BR / 1-1/2 - 2 BA Apartment	61.93
8	1 BR / 1 BA House	46.47
9	2 BR / 1 BA House	54.26
10	2 BR / 2 BA House or 3 BR / 1 BA House	61.93
11	3 BR / 1-1/2 - 2 BA House	69.65
12	4 BR / 2 BA House	178.01

**Section 10.** Section 2.1.5 of the Compensation Ordinance is 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.

Edgemoor “Pass Through” Premium Pay: Eligible employees in the following classes shall receive “Edgemoor Pass Through” premium pay up to a maximum of 10% calculated on their base hourly pay rate. This premium shall apply to all paid hours and shall not apply towards terminal payoff.

Class No.      Class Title

<u>Class No.</u>	<u>Class Title</u>
2650	Stock Clerk
4465	Nutritionist
4538	Staff Nurse
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	Gardener I
6410	Senior Cook
6411	Cook
6415	Food Services Worker
6520	Linen Marker & Distributor
6531	Laundry Worker II (T)
7030	Senior Custodian
7031	Custodian
7035	Healthcare Agency Housekeeper
7036	Sr Healthcare Agency Housekeeper
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 11.** Section 3.5.2 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 3.5.2: EXECUTIVE/UNCLASSIFIED MANAGEMENT COMPENSATION PLAN.**

This Compensation Plan establishes compensation of employees in classes designated in (b) below; and provides for initial placement and subsequent adjustments of salaries within the structure of the Executive/Unclassified Management Schedule of Rates set forth in Appendix One. Any adjustments in rates of compensation pursuant to this Plan shall be administered by the Chief Administrative Officer for all classes subject to this Plan, including Board of Supervisors' appointees, except that the Board of Supervisors shall act in place of the Chief Administrative Officer and the Executive Compensation Committee in establishing the compensation of the Chief Administrative Officer. The CAO shall serve as the designated representative of the Board of Supervisors in salary discussions with appointees of the Board, and shall have the authority to approve salary rates and compensation of such appointees pursuant to the provisions of this Plan. For purposes of this provision, wherever this Plan indicates an "appointing authority" has salary approval authority, the CAO shall act in place of the Board for appointees of the Board.

(a) Structure.

- (1) The minimum, maximum and control point rates of the designated ranges are set forth in the Executive/Unclassified Management Schedule of rates in Appendix One.

- (2) The control point rate of each designated range represents the job value of a fully competent employee and is the benchmark used to compare the class to other classes, internally and externally. The control point rate may be changed periodically, by amendment to this ordinance, to reflect changes in internal and/or external factors. Any such changes to control point rates shall not automatically change the then current rate of employees in classes subject to this Plan.
  - (3) The ranges do not have steps. Employees may be paid an amount equal to or between the minimum and maximum rates of the designated range, in accordance with the provisions set forth herein.
  - (4) The structure of the schedule of rates and designated ranges for classes subject to this Plan will be reviewed periodically, based on changes in the labor market, internal equity and funds available for salaries.
- (b) Application. Article 1.3 (Step Placement) and Article 1.4 (Adjustment in Range), shall not apply to employees subject to this Plan. This Plan applies to all classes designated EM, SD1, or UM in Appendix One.
- (c) Appointments. Employees appointed to classes subject to this Plan may receive a rate up to 85% of the control point rate of the designated range, as determined by the appointing authority. The Director may approve, after consulting with the appointing authority, a starting rate above 85% of the control point, not to exceed the control point, for candidates possessing exemplary credentials and/or outstanding qualifications. Appointments above the control point for candidates possessing such credentials or qualifications are subject to the recommendation of the Director and to the review and written approval of the Chief Administrative Officer. Pay rates above control point for employees in classes designated EM, UM, NA, NE, NR, SD0, and SD1 classes indicated under Section 3.4.1, are subject to the duration of time specified in the guidelines established by the Chief Administrative Officer. At the expiration of the duration of time specified in the CAO's guidelines, the CAO may reduce the pay rate to a rate not less than the control point for any employee subject to this Plan.
- (d) Temporary Assignment Compensation. Upon recommendation of the appointing authority and approval of the Chief Administrative Officer, employees in classes subject to this Plan may receive a rate up to 10% higher than their rate at time of assignment, not to exceed the control point, when assigned for a temporary period approved by the Chief Administrative Officer, not to exceed twelve months, to perform the duties of another class subject to this Plan with a higher control point rate. After consulting with the appointing authority, the Director may recommend the Chief Administrative Officer approve a rate more than 10% higher than their rate at time of assignment, not to exceed the control point. Temporary assignment compensation above the control point is subject to the recommendation of the Director, and to the review and written approval of the Chief Administrative Officer.
- (e) Adjustment Within Range Between Minimum and Control Point.
- (1) Any adjustment up to the control point in the designated range for the eligible employee's class shall be approved by the appointing authority and shall be subject to the determination by the appointing authority that the eligible employee's overall level of documented performance is rated at the level of meritorious or higher. The amount and duration of adjustment shall be within the guidelines promulgated periodically by the Chief Administrative Officer. No provision contained in this subsection shall be construed to provide a guarantee of adjustment or maintenance of rate at any time during the employee's term of employment in a class subject to this Plan.
  - (2) No provision contained in this subsection shall be construed to limit or deny an appointing authority's discretion to postpone an adjustment or reduce the compensation of an employee as a result of the employee's documented performance.

- (3) Notwithstanding (1) and (2) above, salary rates of employees in classes subject to this Plan may be adjusted upon recommendation of the Executive Compensation Committee and approval of the Chief Administrative Officer after:
  - (a) Consideration of compensation analysis reported by the Director based upon pertinent salary survey data; and/or
  - (b) Review of the employee's qualifications and expected performance level subject to the determination of the appointing authority that the employee's overall documented performance is rated at the level of "meritorious" or higher; and/or
  - (c) Consideration of issues related to recruitment, retention or internal salary relationships.
  
- (f) Adjustment Within Range Above Control Point. Proposals for adjustment above the control point rate of the designated range shall be performance based and set forth in writing by the appointing authority on the form prescribed by the Director and submitted to the Executive Compensation Committee for consideration. The proposal must include:
  - (1) an approved written Performance Plan established for the employee's position; and
  - (2) the Executive Performance Evaluation form indicating that the eligible employee's overall performance is rated at the level of "outstanding." This rating alone does not entitle an eligible employee to a pay adjustment.

Salary rates of employees in classes subject to this Plan may also be adjusted after consideration of compensation analysis reported by the Director based upon pertinent salary survey data and/or after consideration of issues related to recruitment, retention or internal salary relationships. Any amount of adjustment under this subsection shall be based upon the recommendation of the Executive Compensation Committee and approval of the Chief Administrative Officer. The duration of adjustment for employees in classes designated EM, UM, NA, NE, NR, SD0, and SD1 classes indicated under Section 3.4.1, shall be within the guidelines promulgated periodically by the Chief Administrative Officer. At the expiration of the duration of time specified in the CAO's guidelines, the CAO may reduce the pay rate to a rate not less than the control point for any employee subject to this Plan.

- (g) Pay for Performance Plan: Base Pay Adjustment/Recognition Award
  - (1) Base Pay Adjustment.
    - (a) Employees in classes designated EM, SD1, and UM may receive a base pay adjustment increase or decrease based upon overall performance in a fiscal year. Employees must receive a performance evaluation following the fiscal year of their performance before they may receive a base pay adjustment.
    - (b) To be eligible for consideration of a base pay adjustment for overall performance, an eligible employee must submit a Performance Plan to the CAO no later than August 31 of the fiscal year during which performance will be evaluated. Eligible employees who are appointed to their positions after the commencement of the fiscal year must submit their Performance Plans to the CAO by the end of the third month of their appointment with the County. All Performance Plans submitted to the CAO will be available for public review pursuant to the Public Records Act.



- (c) Base pay adjustments shall be based upon the recommendation of the appointing authority and the Executive Compensation Committee and the approval of the Chief Administrative Officer, after receipt and consideration of the appointing authority's request, subject to the availability of funds within the departmental budget. For executives serving in positions appointed by the Board of Supervisors and the Chief Administrative Officer, and after consultation with the Board of Supervisors for Board appointees, the CAO shall act in place of the Executive Compensation Committee for purposes of this subdivision, and the CAO shall consult with the Executive Compensation Committee on CAO appointees.
- (d) Specific objectives and criteria to measure overall performance, as established in the written Performance Plan and approved by the Chief Administrative Officer, shall be provided to all affected employees and shall be used in determining an eligible employee's overall performance.
- (e) Nothing contained in subsection (g) shall prevent the Chief Administrative Officer from making a base pay adjustment increase or decrease at any time based upon the Chief Administrative Officer's assessment of overall performance of an employee in classes designated EM, SD1, and UM, except that for Board appointees, the Chief Administrative Officer shall first consult with the Board on the performance of the Board appointees.

(2) Chief Administrative Officer Recognition Award for Outstanding Achievement.

- (a) Employees in classes designated EM, SD1, and UM may receive a recognition award during any fiscal year for an outstanding achievement up to a total of ten percent (10%) of the employee's approximate annual salary at the time of approval of the award, not to exceed \$10,000, upon approval by the Chief Administrative Officer. To be eligible for a recognition award for an outstanding achievement, an employee must have served at least six (6) months in eligible classes under this subdivision (a) during the period immediately preceding the time the recognition award is approved, and must be serving in an eligible class under this subdivision (a) at the time the recognition award is approved.
- (b) The Chief Administrative Officer may at any time during a fiscal year grant an eligible employee a recognition award for outstanding achievement. In considering such an award, the Chief Administrative Officer shall review the circumstances comprising the achievement, including any information or recommendations provided by the Assistant Chief Administrative Officer, a Deputy Chief Administrative Officer or an appointing authority describing the achievement and its realized or expected results. No eligible employee may receive more than one recognition award per fiscal year under this subsection.
- (c) Each recognition award for outstanding achievement shall be paid in a lump sum during a fiscal year. Recognition award payments shall not affect the employee's base rate of compensation.
- (d) Commencing the first day of the first full pay period of each fiscal year, compensation of employees in classes subject to this Plan shall be unfixed and indefinite for each fiscal year thereafter until such time as the appointing authority determines whether to recommend a recognition award for outstanding achievement to the Chief Administrative Officer for consideration of the award and, in the event recommendation for approval is made, until the Chief Administrative Officer acts on the request.

(h) Executive Compensation Committee. Wherever this Plan refers to the Executive Compensation Committee, the following shall apply:

- (1) The Executive Compensation Committee shall consist of the Assistant Chief Administrative Officer, the Group General Managers for the Community Services Group, Land Use and Environment Group, Public Safety Group, Director, Health & Human Services, Director, Human Resources, Chief Financial Officer/Auditor & Controller and other designee(s) appointed by the CAO, and County Counsel as an ex officio member. The Assistant Chief Administrative Officer may serve as committee chairperson, the Director, Human Resources, shall serve as Secretary and the Director's designee(s) shall serve as staff to the Executive Compensation Committee.
  - (2) The Executive Compensation Committee shall be responsible for assisting the Chief Administrative Officer to insure that all salary determinations are in accordance with the provisions set forth in this Plan, and that such determinations are applied consistently and equitably to employees in classes subject to this Plan.
  - (3) Any salary determinations by the Chief Administrative Officer pursuant to this Plan shall be made only after consideration of the recommendation of the Executive Compensation Committee, except with respect to executives appointed by the Board of Supervisors and the CAO, in which case the CAO shall act in place of the Executive Compensation Committee.
  - (4) In cases designated herein where the appointing authority must submit requests for salary adjustment to the Executive Compensation Committee for consideration, the Executive Compensation Committee shall consider such requests and may refer them back to the appointing authority or may make a recommendation to the Chief Administrative Officer.
- (i) Integrated Leave Program. Notwithstanding any other provision of this Section 3.5.2, employees subject to this Executive/Unclassified Management Compensation Plan shall be subject to the terms and conditions for Integrated Leave, established in Section 1.5.1(h) of this ordinance.
  - (j) (No section this number)
  - (k) Executive Management Compensation Option Plan.

**Section 12.** Subsections (a) 3.5.3 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 3.5.3: EXECUTIVE MANAGEMENT EMPLOYMENT PROVISIONS.

- (a) Relocation Allowance. Upon determination by the Chief Administrative Officer, or the Board of Supervisors if the Board is the appointing authority, that relocation allowance is appropriate to facilitate recruitment for and appointment to a vacant position in a class designated EM, or SD1, a relocation allowance in an amount not to exceed \$15,000.00 may be authorized for the actual and reasonable relocation expenses incurred incidental to relocation of the appointee and his/her immediate family to San Diego County. Expenses may include, but are not limited to, personal transportation, moving expenses for household goods and temporary housing arrangements. Claims for expenses submitted pursuant to this provision shall be subject to review and determination by the Auditor and Controller prior to reimbursement.

**Section 13.** Subsections (f), (g) and (h) 4.2.1 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 4.2.1: VACATION.

- (f) Accumulation.
  - (1) Application. This subsection applies to all employees except those in classes designated CE, CEM, EM, 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.

(g) Accumulation- Classes Designated (CE, CEM, EM, 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.

(h) Payoff of Unused Vacation.

Separation from County Service.

- (1) Employees shall not be eligible for terminal payment until the employee has completed a minimum of one year (twelve months) of continuous paid service in his/her current employment.

- (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 AM, AS, CC, CE, CEM, CS, DA, DI, DM, DS, EM, MA, NA, NE, NM, NR, PD, PM, SD0, SD1, SD2, SO, SM, 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 14.** Subsection (l) of Section 4.2.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.1: VACATION.

- l) Major Project or Workload Exception. Notwithstanding subsection (i) for employees designated CE, CEM, MA, EM, NA, NE, NM, NR, UM, SD0, SD1, and SD2, effective January 10, 2002, for employees in classes designated AE, CL, CM, CR, FS, HS, MM, PO, PR, PS, RN, SO, SS, SW, an employee who is assigned to a major project or significant workload for which the project or work related activities extend over twelve (12) continuous months or more and the employee is, or imminently will be, foregoing vacation credit accruals due to reaching the Maximum Balance, may have vacation credits converted to cash payment as described in subsection (i) above.

**Section 15.** Section 4.2.8 of the Compensation Ordinance is amended to read as follows:

SECTION 4.2.8: EXECUTIVE RELEASE TIME.

- (a) Definition. Executive Release Time is paid absence from work.
- (b) Eligibility. Only those employees in classes designated eligible for Bene Prog UCL shall be eligible for Executive Release Time.
- (c) Executive Release Time shall be authorized pursuant to the guidelines established by the Chief Administrative Officer.

**Section 16.** Subsection (b) of 4.2.12 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.12: ADMINISTRATIVE LEAVE.

- (b) Eligibility. Employees in classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DI, DS, DM, EM, FS, HS, MA, MM, NA, NE, NM, NR, NS, PD, PM, PO, PR, PS, RN, SD0, SD1, SD2, SD5, SM, SO, SS, SW and UM are eligible for administrative leave.

**Section 17.** Section 4.2.13 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.13: CATASTROPHIC LEAVE PROGRAM.

- (a) Definition. The catastrophic leave program is a process by which one or more employees may donate vacation credits (or up to twenty-four (24) hours of sick leave per fiscal year for employees in classes listed in subsection (c)) for use by another employee who, due to catastrophic illness or injury, has exhausted paid leave and is subsequently facing financial hardship.
- (b) Eligibility: Employees in classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, EM, FS, HS, MA, MM, NA, NE, NM, NR, NS, PD, PM, PO, PR, PS, RN, SD0, SD1, SD2, SD5, SO, SS, SW and UM are eligible to donate up to 24 hours of sick leave credits annually when participating in this program.
- (c) Conditions. Transfers of vacation credits or sick leave shall be allowed between employees of different departments in accordance with the policies of the receiving employee's department.
  - (1)
    - (a) Subject to verification by the appointing authority, the employee requesting catastrophic leave is required to be absent from work due to injury or prolonged personal illness, or that of the employee's spouse or child.
    - (b) Subject to verification by the appointing authority, the employee requesting catastrophic leave is required to be absent from work due to injury or prolonged personal illness, or that of the employee's spouse, child or parent.

Eligible Classes:

Classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, FS, HS, MA, MM, NM, NR, NS, PD, PM, PO, PR, PS, RN, SD2, SD5, SO, SS and SW.

- (2) The employee has exhausted all paid leave, including sick leave, vacation and compensatory time off.
  - (3) Both the employee(s) transferring vacation credits or sick leave and the employee receiving the credits have received the approval of their appointing authority(ies).
- (d) Minimum Amount and Maximum Accumulation.
- (1) Each employee choosing to transfer vacation credits to another employee must transfer a minimum of four (4) hours per transaction and whole hour increments thereafter. Transferred credits are irrevocable.

Eligible Classes:

Employees in classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DI, DM, DS, EM, FS, HS, MA, MM, NA, NE, NM, NR, NS, PD, PM, PO, PR, PS, RN, SD0, SD1, SD2, SD5, SM, SO, SS, SW and UM.
  - (2) Maximum Accumulation. The total credits received by an employee shall not exceed 520 hours; however, credits may be authorized up to 1040 hours upon approval of the receiving employee's appointing authority. Credits in excess of 1040 hours may be considered by the appointing authority on an individual case basis, and are subject to the approval of the Chief Administrative Officer.

- (e) Request. Requests for the transfer of vacation credits for catastrophic leave shall be made on the form prescribed by the Auditor and Controller, and must be signed by the transferring employee(s), the receiving employee, and their respective appointing authorities.

**Section 18.** Subsection (c)(1) of 4.2.23 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 4.2.23: EMPLOYEE POLL WORKER PROGRAM LEAVE.

- (c) Stipend Payment.

- (1) Employees selected to serve as voluntary poll workers, except employees in EM, EO, and UM will be paid an expense allowance/nominal fee as set forth in Compensation Ordinance Section 3.6.22 based on their assignment and as an incentive to serve in this capacity.

**Section 19.** Section 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 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, EM, 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, 2007 and, at that time, is repealed unless otherwise extended by ordinance action of the Board of Supervisors.

**Section 20.** Subsections (e) and (f) of Section 5.1.2 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 5.1.2: BENEFIT PROGRAMS

- (e) Management (MGT) Benefit Program. Employees in job codes designated as CEM, MA, SD2, and NM are eligible for basic and management benefits in accordance with the conditions set forth in the following sections:

5.1.6 Flexible Benefits Plan  
5.3 Basic Life Insurance  
5.4 Long Term Disability  
5.6 Retirement Contribution Offset  
5.7 Payment in Lieu of Retirement Contribution Offset  
5.9 Holidays  
5.10 Suggestion Awards Program  
5.11 Employee Recognition and Awards Program

- (f) Non-Management (NMG) Benefit Program. Employees in job codes designated as AE, CL, CM, CR, FS, HS, MM, NS, PO, PR, PS, RN, SD5, and SS are eligible for basic benefits listed in below, plus State Disability Insurance (SDI). All employees in classes covered under NMG Benefit Program shall participate in SDI as the result of an election by the employees in the representation unit for that class. All premiums required by the State for SDI shall be automatically deducted from the pay of covered employees by the Auditor and Controller and forwarded to the State pursuant to the rules and regulations of the State of California.

5.1.6 Flexible Benefits Plan  
5.3 Basic Life Insurance  
5.6 Retirement Contribution Offset  
5.7 Payment in Lieu of Retirement Contribution Offset  
5.9 Holidays  
5.10 Suggestion Awards Program  
5.11 Employee Recognition and Awards Program

**Section 21.** Subsection (j) of Section 5.1.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.2: BENEFIT PROGRAMS

- (j) Unclassified (UCL) Benefit Program. Employees in job codes designated as EM, NA, NE, SD1, and UM are eligible for basic and management benefits in accordance with the conditions set forth in the following sections:

5.1.6 Flexible Benefits Plan  
5.3 Basic Life Insurance  
5.4 Long Term Disability  
5.5 Executive Management Physical Examination (excluding NA and UM)  
5.6 Retirement Contribution Offset  
5.7 Payment in Lieu of Retirement Contribution Offset  
5.9 Holidays  
5.11 Employee Recognition and Awards Program

**Section 22.** Section 5.4.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.4.1: DEFINITION. Disability insurance is provided to eligible employees in addition to the benefits described in Articles 5.1 and 5.3, and administered in accordance with the terms and conditions of the contract between the County and the Insurer.

- (a) Long Term Disability Insurance – Two-thirds (2/3) of the employee’s monthly salary up to a maximum benefit specified below:
  - (1) For employees in classes designated AM, AS, CC, CS, DA, PD, PM and SM, benefits commence 90 days after disabled and have a benefit maximum of \$8,000;
  - (2) For employees in classes designated CEM, MA, NM, and SD2, benefits commence 60 days after disabled and have a benefit maximum of \$12,000;
  - (3) For employees in classes designated as EM, NA, NE, SD1, and UM, benefits commence 30 days after disabled and have a benefit maximum of \$12,000.
- (b) Benefits continue to age 65 or until disability ends. For disabilities commencing between ages 60 and 70, the benefit duration is decreased slightly for each year of increased age; benefits cease at age 70.

**Section 23.** Article 5.2, Executive Management Physical Examination, of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.5.2: ELIGIBILITY. Employees in job codes designated as EM, NE, and SD1, and those employees who receive grandfathered benefits under Section 5.1.5.

**Section 24.** Section 5.6.2 of the Compensation Ordinance is 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:

- (a) the amount of each employee's actual prescribed rate of contribution to the County Employee's Retirement System; or
- (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%	<u>Effective June 28, 2002</u> , 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%	<u>Effective March 8, 2002</u> , 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.



Approximate Contribution	Eligibility Conditions and Classes by Representation Status Designator
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>(2) <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>(3) <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%	<u>Effective June 28, 2002,</u> employees designated PO and SO upon completion of five (5) years of continuous service in CERS.
6%	<u>Effective March 8, 2002,</u> 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 designated PD and PM, or upon completion of five (5) years of continuous service in CERS.</p> <p><u>Effective March 8, 2002,</u> employees designated CR upon completion of five (5) years of continuous service in CERS.</p>

Approximate Contribution	Eligibility Conditions and Classes by Representation Status Designator
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="padding-left: 40px;"><u>Eligible Classes:</u></p> <p style="padding-left: 40px;">0260 Undersheriff 0265 Assistant Sheriff</p> <p>Employees in classes designated EM, EO, NA, NE, NR, SD0, SD1 and UM.</p>
See (c), below	DI, DM

Rep. Status Designator	Effective Date	Start Date: For employees hired/rehired:	Approximate % of the County contribution toward retirement for employees who have <u>less than 5 yrs.</u> of continuous service is:	End Date: For employees hired/rehired:	Approximate % of the County contribution toward retirement for employees who have <u>at least 5 yrs.</u> of continuous service is:
PO, SO	June 28, 2002	On or after June 28, 2002	2.75%		5.5%
SS	March 8, 2002	On or after March 8, 2002	3.0%		6.0%
CR	March 8, 2002	On or after March 8, 2002	3.5%		7.0%
AM, AS, CE, CEM, CC, CS, DA, MA	March 15, 1996	On or after March 15, 1996	3.5%		7.0%
SC, SW	July 5, 1996	On or after July 5, 1996	3.5%		7.0%
PD, PM	September 27, 1996	On or after September 27, 1996	3.5%		7.0%
AE, CL, CM, FS, HS, MM, PS, PR, RN	June 19, 1998	On or after March 15, 1996	3.5%		7.0%
DS, SM	March 29, 1996	On or after March 29, 1996	4.75%		9.5%
EM, EO, NA, NE, NR, SD0, SD1, UM	December 14, 2001	N/A	N/A	N/A	9.5%
DI, DM	April 26, 1996	On or after April 26, 1996	Up to 9.5%	N/A	Full Amount Upon completion of 5 yrs. in the DI or DM units.

**Section 25.** Subsection (c) (2) of 5.9.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.9.1: DEFINITION.

- (c) Establishing Holidays. County holidays shall be those established by resolution or ordinance of the Board of Supervisors pursuant to Administrative Code Section 57.
- (2) When a Christmas Day or New Year's Day falls on a Saturday or Sunday, then employees in eligible classes who are employed in 24-hour institutions, and who are assigned to and actually do work shifts beginning on that Christmas or New Year's Day holiday, will not receive holiday compensation on the "Friday before" or the "Monday after" the Christmas Day or New Year's Day holidays. Instead these employees will receive holiday compensation for those dates pursuant to subsections (a) and (b) above. For employees who do not work on December 25 and January 1 because these holidays fall on the employee's regularly scheduled day off, they shall be compensated pursuant to subsection (f) below. Appendix Two illustrates the holidays for employees in the County and Superior Court Services for the current fiscal year.

Eligible Classes:

Classes designated AE, CC, CE, CEM, CL, CM, CR, CS, EM, FS, HS, MA, MM, NA, NE, NM, NR, NS, PD, PM, PO, PR, PS, RN, SD0, SD1, SD2, SD5, SO, SS, SW or UM.

**Section 26.** Subsection (b) of 5.12.1 of the Compensation Ordinance is 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:
- (1) In a position designated by the appointing authority as covered by a performance plan prepared for an individual or as part of a team established by the appointing authority for the purpose of the Quality First Program and the Enhanced 50/50 Program, and/or
- (2) For employees in representation units AE, AM, AS, CE, CEM, DA, DI, DM, DS, EM, CL, CM, CR, FS, HS, MA, MM, PD, PM, PO, PR, PS, RN, SO, SS, SM, 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, 0950, 2258 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. For the following representation units a final written reprimand is disqualifying and the employee will not be eligible: AM, AS, DA, DI, DM, DS, PD, PM and SM.
- (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, AM, AS, CE, CEM, CL, CM, CR, DA, DI, DM, DS, EM, 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, 0330, 0337, 0342, 0343, 0344, 0345, 0346, 0362, 0375, and 2259.

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

- (4) Notwithstanding any other provisions of this section, eligible position shall not include an employee, who is:
- (a) Retired under the rules and regulations of the San Diego County Employees Retirement Association; and,
  - (b) Rehired as a retiree and reenters employment as a result of a temporary callback limited to a maximum number of hours of service in any one year.

**Section 27.** Subsection (f) of 5.12.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.12.1: QUALITY FIRST PROGRAM.

(f) Level of Increased Rate of Pay. The level of the increased rate for the Quality First Program shall be an annual percentage wage rate increase of two percent (2.0%) for employees in units designated AE, AM, AS, CL, CE, CEM, CR, CM, DA, DI, DM, DS, EM, FS, HS, MA, MM, PO, PD, PM, PR, PS, RN, SM, SO, SS, SW, UM and class 0375 in accordance with the following provisions:

- (1) The following requirements apply to the annual two-percent (2.0%) pay increase, and, if applicable, an additional percentage above 2.0% paid as a result of the Enhanced 50/50 Program as described in subdivision (f)(3) below.
- (2) Implementation of a Maximum 2.0% Annual Increase:

For the Performance Evaluation Period, the maximum 2.0% (and, if approved, an additional percentage above 2.0% as a result of the Enhanced 50/50 Program), annual pay increase may be implemented as follows and payable during six (6) consecutive pay periods.

<b><u>2% Annual Program Based Upon An Evaluation Period Of Twelve (12) Months</u></b>	
<u>EXAMPLES</u>	
<b>Duration of Pay Increase</b>	<i>Percentage of Pay Increase</i>
<b><u>3 months (6 pay periods)</u></b>	<b><u>1% annual = 4.3% temporary</u></b> <b><u>2% annual = 8.6% temporary</u></b>

- (3) Enhanced 50/50 Program.
- (i) Employees in eligible positions covered by the Enhanced 50/50 Program may earn a rate increase in addition to the rate increases described in subdivision (f)(2) above.
  - (ii) The Enhanced 50/50 Program rate increase shall be based on the amount of Quality First savings in excess of 2.0% of the budgeted items designated in the appointing authority's Quality First plans. [The 2.0% threshold is based upon whether the employees are eligible for the 2.0% rate increases under the Quality First Program.]
  - (iii) The percentage of the Enhanced 50/50 Program pay rate increase shall be equal to 50% of the saving percentage in excess of the 2.0% savings, not to exceed a percentage rate increase of 2.0%. [For example: For the 2.0% threshold, if the department's Quality First savings is equal to 5%, its percentage of excess savings above the 2.0% would be 3.0%. Fifty percent (50%) of 3.0% equals 1.5%. Therefore, eligible employees would be entitled to receive an annualized rate increase of 1.5% under the Enhanced 50/50 Program. This will result in a total increase of 3.5% based upon the 2.0% Quality First rate increase plus the 1.5% Enhanced 50/50 Program rate increase.
  - (iv) The Enhanced 50/50 Program rate increase only may be implemented once a year following the close of the fiscal year since the savings' percentages indicated above must be based upon the department's end of the fiscal year expenditures.
- (4) The following chart sets forth the required level of annual savings and the level of the pay rate increases based upon the amount of the savings:

AGGREGATE AMOUNT SAVED			ANNUAL INCREASED % RATES		
<b>2.0% Annual Program Based Upon an Evaluation Period of Twelve (12) Months</b>					
Quality First Savings	Enhanced 50/50 Savings	Total Savings	Quality First Rate Increase	Enhanced 50/50 Rate Increase	Total Annual Rate Increase
2.0%	1.0%	3.0%	2.0%	0.5%	2.5%
2.0%	2.0%	4.0%	2.0%	1.0%	3.0%
2.0%	3.0%	5.0%	2.0%	1.5%	3.5%
2.0%	4.0% Max	6.0% Max	2.0%	2.0% Max	4.0% Max

- (5) For eligible employees in the same representation unit, the appointing authority shall implement the same percentage

**Section 28.** Effective Date. Sections 2, 3, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26 and 27 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 29.** Operative Date. Operative dates by specified section are listed in the table below.

<b>Section Number</b>	<b>Operative Date</b>
Section 1	07/21/06
Section 2	06/23/06
Section 3	06/23/06
Section 4	07/21/06
Section 5	06/23/06
Section 6	06/23/06
Section 7	06/23/06
Section 8	06/23/06
Section 9	06/23/06
Section 10	06/23/06
Section 11	06/23/06
Section 12	06/23/06
Section 13	06/23/06
Section 14	06/23/06
Section 15	06/23/06
Section 16	06/23/06
Section 17	06/23/06
Section 18	06/23/06
Section 19	06/23/06
Section 20	06/23/06
Section 21	06/23/06
Section 22	06/23/06
Section 23	06/23/06
Section 24	06/23/06
Section 25	06/23/06
Section 26	06/23/06
Section 27	06/23/06

PASSED, APPROVED and ADOPTED this 20<sup>th</sup> day of June, 2006

The above Ordinance was adopted by the following vote:

AYES: Cox, Jacob, Slater-Price, Roberts, Horn

Agenda 6/20/06 (19)