

ORDINANCE NO 9838 (NEW SERIES)

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE
ESTABLISHING 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 April 27, 2007:

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	Bene Plan Bene Prog
005290	Child Welfare Services Manager								
	31.49 2519.20	33.06 2644.80	34.71 2776.80	36.45 2916.00	38.27 3061.60	\$65,499.20 - \$79,601.60	Y E	MA	MGT

Section 2. Appendix One of the Compensation Ordinance is hereby amended by establishing the following classification in the unclassified service, effective April 27, 2007.

Class No.	Salary Range	Vari Entry O/T	Rep Stat	Bene Plan/ Bene Prog
000390	15	Y X	UM	UCL
Manager, Civil Engineering Review				

Section 3. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following job codes/classifications effective March 30, 2007:

Class No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Step 6 Hrly Biwkly	Step 7 Hrly Biwkly	Step 8 Hrly Biwkly	Approx Annual Salary Minimum Maximum
002326	Suggestion Awards Coordinator								
	17.13 1370.40	25.11 2008.80							\$35,630.40 - \$52,228.80
002727	Sheriff's Detentions Processing Manager								
	32.09 2567.20	33.69 2695.20	35.37 2829.60	37.14 2971.20	39.00 3120.00				\$66,747.20 - \$81,120.00
004458	Sheriff's Food Services Manager								
	37.58 3006.40	39.46 3156.80	41.43 3314.40	43.50 3480.00	45.68 3654.40				\$78,166.40 - \$95,014.40

Section 3. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following job codes/classifications effective March 30, 2007:

Class No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Step 6 Hrly Biwkly	Step 7 Hrly Biwkly	Step 8 Hrly Biwkly	Approx Minimum	Annual Salary Maximum
004230	Veterinary Pathologist									\$95,451.20 - \$116,022.40
	45.89 3671.20	55.78 4462.40								

Section 4. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for the following classifications effective March 30, 2007:

Class No.	Class Title	Salary Range
000966	Cable Franchise Administrator	6

Section 5. Appendix One of the Compensation Ordinance is hereby amended by retitling the following job codes/classifications effective April 27, 2007:

	Class No.	Class Title
From:	000966	Cable Franchise Administrator
To:	000966	Business Manager, Media and Public Relations
From:	002472	Intermediate Account Clerk-Conf
To:	002472	Account Clerk-Conf
From:	002493	Intermediate Account Clerk
To:	002493	Account Clerk
From:	002700	Intermediate Clerk
To:	002700	Office Assistant
From:	002714	Intermediate Transcriber Typist
To:	002714	Transcriber
From:	002726	Principal Clerk II
To:	002726	Office Services Supervisor
From:	002730	Senior Clerk
To:	002730	Senior Office Assistant
From:	002745	Supervising Clerk
To:	002745	Supervising Office Assistant
From:	002763	Intermediate Clerk-Conf
To:	002763	Office Assistant - Conf

Section 5. Appendix One of the Compensation Ordinance is hereby amended by retitling the following job codes/classifications effective April 27, 2007:

From:	002724	Senior Transcriber Typist
To:	002724	Senior Transcriber
From:	002900	Clerk of the Board Assistant II
To:	002900	Board Assistant
From:	004196	Psychiatrist II
To:	004196	Psychiatrist
From:	004198	Psychiatrist I
To:	004198	Psychiatric Resident
From:	004199	Psychiatrist III
To:	004199	Psychiatrist-Specialist

Section 6. Appendix One of the Compensation Ordinance is hereby amended by designating the following job codes/classifications as “Terminal” effective April 27, 2007:

<u>Class No.</u>	<u>Class Title</u>
002710	Jr Clerk (T)
002760	Principal Clerk II – Conf (T)

Section 7. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classifications effective April 27, 2007:

<u>Class No.</u>	<u>Class Title</u>
002309	Principal Legislative Coordinator
002504	Auditor and Controller Manager
002704	Jr Transcriber Typist
002725	Principal Clerk I
002764	Senior Clerk-Conf
002765	Supervising Clerk-Conf
002904	Clerk of the Board Assistant I
003007	Jr Word Processor
003591	Architectural Project Manager I
003592	Architectural Project Manager II
003593	Architectural Project Manager III
003828	Housing Program Review Coordinator
005707	Animal Control Officer Trainee

Section 8. Section 1.7.29 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.7.29: ADMINISTRATIVE SECRETARY IV SPECIAL ASSIGNMENT PREMIUM. Employees in class 2759, Administrative Secretary IV, that provide secretarial support to a Deputy Chief Administrative Officer, Chief Financial Officer/General Manager or the Director, Health & Human

Services Agency shall be compensated an additional ten (10) percent in addition to the employee's base wage rate. This premium shall apply to paid leave, but shall not apply to terminal payoff.

Section 9. Subsection (a) of Section 1.8.3 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.3: MEDICAL AND DETENTION FACILITY ASSIGNMENT.

- (a) Eligible employees assigned to work at a medical or detention facility as his/her primary work location shall be paid twenty-five cents (\$.25) per hour in addition to the salary prescribed for his/her class for each hour worked in the following locations.

Health & Human Services Agency	
Initial Intake, Admissions and Screening of Kids:	
•	Polinsky Children's Center
Inpatient units, Admissions and Screening:	
•	San Diego County Psychiatric Hospital
Medication Management:	
•	Central Regional Clinic
•	East County Outpatient Clinic
•	Forensic Mental Health Services
•	Grantville
•	North Coastal Outpatient Clinic
•	North Inland Outpatient Clinic
•	South East Region Outpatient Clinic
•	Camp Barrett
•	Juvenile Ranch Facility

Sheriff's Department
Jail Information
Booking Section
Release Section
Dispensary
Psychiatric Security Unit at the Jail
Jail Kitchens
Central Laundry
Central Production Center

Probation Department
1. East Mesa Juvenile Detention Facility
2. Kearny Mesa Juvenile Detention Facility

Eligible Classes:

2403	Accounting Technician
2430	Cashier
2493	Account Clerk

Probation Department

1. East Mesa Juvenile Detention Facility
2. Kearny Mesa Juvenile Detention Facility

Eligible Classes:

2494	Payroll Clerk
2510	Senior Account Clerk
2511	Senior Payroll Clerk
2513	Senior Cashier
2521	Account Clerk Specialist
2650	Stock Clerk
2655	Storekeeper III
2658	Storekeeper II
2660	Storekeeper I
2664	Pharmacy Stock Clerk
2700	Office Assistant
2706	Admissions Clerk
2707	Senior Admissions Clerk
2709	Departmental Clerk
2710	Junior Clerk (T)
2715	Records Clerk
2729	Office Support Specialist
2730	Senior Office Assistant
2745	Supervising Office Assistant
2756	Administrative Secretary I
2757	Administrative Secretary II
3008	Senior Word Processor
3009	Word Processor
3046	Medical Records Clerk
3049	Medical Records Technician
3055	Senior Medical Records Technician
4260	Pharmacy Technician
5236	Departmental Aide
6405	Food Services Supervisor
6410	Senior Cook
6411	Cook
6415	Food Services Worker
6520	Linen Marker & Distributor
6530	Laundry Worker
6531	Laundry Worker II (T)
7520	Sewing Room Operator
7530	Sewing Room Supervisor

Section 10. Section 1.8.10 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.10: PSYCHIATRIC FACILITY LOCATION PREMIUM.

Employees in classifications designated below whose principal assignment is to the psychiatric hospital shall receive additional compensation at a rate of five percent (5%) above their regular

base rate for such assignment. This premium shall not apply towards paid time off or terminal payoff.

Eligible Classes:

4162	Consultant in Internal Medicine
4196	Psychiatrist
4198	Psychiatric Resident
4199	Psychiatrist-Specialist
4406	Recreational Therapy Aide
4407	Recreational Therapist
4410	Physical Therapist II (T)
4525	Psychiatric Nurse
4526	Head Psychiatric Nurse
4533	In-service Education Coordinator
4544	Supervising Nurse
4839	Mental Health Aide
4910	Community Living Aide
5102	Licensed Mental Health Clinician
5250	Senior Psychiatric Social Worker
5251	Psychiatric Social Worker

Section 11. Section 1.9.5 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.9.5: TRANSCRIBING ASSIGNMENT. Eligible employees regularly assigned and certified by the appointing authority as working more than fifty percent (50%) of their time, or assigned more than forty (40) hours in any one (1) biweekly pay period, to transcribe from mechanical dictating equipment on a continuous basis, shall be paid thirty-seven and one-half cents (\$.375) per hour.

Eligible Classes:

2700	Office Assistant
2729	Office Support Specialist
2730	Senior Office Assistant

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

SECTION 1.12.2: AMERICAN BOARD CERTIFICATE.

- (a) Medical Specialty. Eligible employees shall be paid approximately ten percent (10%) upon furnishing satisfactory evidence that they have earned a valid certificate issued by the American Board in the medical specialty determined by the Director to be especially suited to the position held.

Eligible Classes:

0304	EMS Medical Director
0335	Clinical Director, Mental Health Services
0340	Medical Director
0919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
2213	Deputy Director, Mental Health Services
2221	Public Health Officer
2227	Deputy Director, Behavioral Health

Eligible Classes:

4124	Chief, Maternal & Child Health
4127	Chief, Community Epidemiology Control
4128	Chief, Tuberculosis Control & Border Health
4132	Medical Director, Sheriff's Detentions
4162	Consultant in Internal Medicine
4184	Radiologist
4185	Pediatrician
4190	Sheriff's Detentions Physician
4192	Senior Physician
4193	Physician
4195	Supervising Psychiatrist
4196	Psychiatrist
4199	Psychiatrist-Specialist

- (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.

Eligible Classes:

0304	EMS Medical Director
0335	Clinical Director, Mental Health Services
0340	Medical Director
0919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
2213	Deputy Director, Mental Health Services
2221	Public Health Officer
2227	Deputy Director, Behavioral Health
2285	Chief Dep Medical Examiner
4124	Chief, Maternal & Child Health
4127	Chief, Community Epidemiology Control
4132	Medical Director, Sheriff's Detentions
4162	Consultant in Internal Medicine
4190	Sheriff's Detentions Physician
4192	Senior Physician
4193	Physician
4195	Supervising Psychiatrist
4196	Psychiatrist
4199	Psychiatrist-Specialist

Section 13. 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. Employees in classes 5270 – Social Work Supervisor and 5289 – Health & Human Services Admin III must be performing either adult protective services work or children protective services work to be eligible for premium.

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
5270	Social Work Supervisor
5289	Health & Human Svcs Admin III
5290	Child Welfare Services Manager

Section 14. Subsection (b) of Section 1.12.8 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.8: REGISTERED ENGINEERS, ARCHITECTS AND SURVEYORS.

- (b) Eligible employees shall be paid approximately five percent (5%) upon furnishing satisfactory evidence that they possess a current valid State of California registration as a Professional Engineer or Architect.

Eligible Classes:

3505	Landscape Architect
------	---------------------

Section 15. Subsection (c) of Section 1.13.10 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.10: UNIFORM ALLOWANCE (INITIAL ISSUE AND MAINTENANCE / REPLACEMENT).

- (c) Initial Issue and Uniform Maintenance/Replacement Rates by Class. The initial issue shall be in the three-thirds amount shown below. Employees who are furnished uniforms at no cost shall not be covered by this uniform allowance provision. Employees who receive a uniform allowance are required to wear the uniform while on duty. For purposes of computing the correct annual maintenance payment amount, three-thirds (3/3) of the uniform allowance for each eligible class is:

Class No.	Title	Three-Thirds (3/3) Allowance
4545	Sheriff's Detentions Certified Nurse Pract.	\$ 300
4548	Sheriff's Detentions Nurse	300
4615	Nurses Assistant	300
4618	Psychiatric Technician	300
4625	Licensed Vocational Nurse	300
4626	Sheriff's Detentions LVN	300
5700	Animal Care Attendant	650

Class No.	Title	Three-Thirds (3/3) Allowance
5702	Supervising Animal Care Attendant	650
5703	Animal Control Officer	650
5710	Registered Veterinary Technician	650
5711	Supervising Animal Control Officer	650
5748	Community Service Officer	650
6019	Road Crew Supervisor	400
6023	Road Maintenance Worker	400
6025	Road Structure Worker I	400
6026	Road Structure Worker II	400
6027	Road Structure Worker III	400
6028	Road Structures Supervisor (T)	400
6035	Equipment Operator	400
6036	Senior Equipment Operator	400
6332	Park Ranger	550
6342	Senior Park Ranger	550
6343	Supervising Park Ranger	550
6410	Senior Cook	400
6411	Cook	400
6415	Food Services Worker	400
7089	Solid Waste Site Supervisor	400
7518	Public Works Trainee	400

Section 16. Subsection G. of Section 4.2.3 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.3: INJURY LEAVE.

G. Holidays Falling During Injury Leave.

1. A County holiday (Section 5.9.1(c) falling during the period of injury leave shall be charged as injury leave and not paid as a holiday.
2. Injury Leave time shall be considered paid leave for the purpose of determining eligibility for accruing floating holiday credits.

Section 17. Section 4.2.20 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.20: ANTI-TERRORIST CAMPAIGNS:

- (a) Definition. Leave is paid absence from work granted to employees who have been ordered to active military duty as a direct result of the September 11, 2001 attacks on the World Trade Center and Pentagon and in support of Operation Enduring Freedom.

- (b) Eligibility. Biweekly rate employees who are members of the reserved corps of the armed forces of the United States or the National Guard or the Naval Militia who have been ordered to active duty as a direct result of the September 11, 2001 attacks on the World Trade Center and Pentagon and in support of Operation Enduring Freedom. Employees shall not be eligible for this paid leave during the period in which they are receiving paid military leave pursuant to the Federal Military Statutes or the California Military and Veterans Code. The Director of Human Resources, in consultation with the employee's appointing authority and the Auditor and Controller, shall be the final arbiter of eligibility under this section.
- (c) Duration. This leave is provided as temporary relief from financial hardship due to loss of pay and benefits for employees on active military duty as a direct result of the September 11, 2001 attacks on the World Trade Center and Pentagon. This paid leave shall cease on the date the employee officially is released from the active military duty or December 31, 2008, whichever occurs earlier.
- (d) Method of Calculation. The amount of this paid leave shall be equal to the employee's normal biweekly gross pay (not including overtime pay) as of the first date the employee is absent from work due to being ordered to active military duty, offset by the amount of gross military pay for such duty including all military allowances paid to the employee. In the event the military pay, including allowances, equals or exceeds the employee's pay for the pay period pursuant to this provision, the employee shall receive no pay for that pay period except that the County shall continue to pay the required employer contributions toward the employee's premiums (including dependents' premiums) for group insurance benefits sponsored by the County of San Diego and the employee shall be responsible for making the required employee and dependent contributions, if any, toward the premiums for such group insurance benefits.
- (e) Condition of Payment. Payments authorized under this section shall be conditioned upon compliance with the procedures established by the Auditor and Controller.
- (f) Vacation Pay Down Exception. Eligible employees as defined above will have a vacation pay down as identified in Section 4.2.1 (i).

Section 18. Subsection (2) of Section 5.1.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.2: BENEFIT PROGRAMS.

- (2) Retirement. Retirement benefits for employees hired on or prior to September 30, 1978, shall be those established for Tier I of the General Retirement Program or Tier I of the Safety Retirement Program for eligible employees.

Retirement benefits for employees hired on or after October 1, 1978, shall be those established for Tier II of the General Retirement Program or Tier II of the Safety Retirement Program for eligible employees.

An individual employee covered by Tier I General or Tier I Safety Retirement Program benefits may elect to be covered by the lower benefits of Tier II if they follow the individual counseling and disclosure requirements prescribed by law and administered by the Retirement Office.

The County shall adopt the County contribution rates, including those not integrated with Social Security, as recommended each year by the Board of Retirement as set forth in a letter to the Board of Supervisors from the County Chief Financial

Officer/General Manager. The County shall pay the rate prescribed for employer contributions into the General or Safety Retirement Fund in accordance with the rules and regulations governing such employer contributions.

Section 19. Effective Date. Sections 3, 4, 8, 16, 17 and 18 of this ordinance affect compensation and shall take effect upon adoption. Within fifteen days after the date of adoption of this ordinance, a summary shall be published once with the name of those members voting for and against the same in the newspaper of general circulation published in the County of San Diego.

Section 20. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	04/27/07
Section 2	04/27/07
Section 3	03/30/07
Section 4	03/30/07
Section 5	04/27/07
Section 6	04/27/07
Section 7	04/27/07
Section 8	03/30/07
Section 9	04/27/07
Section 10	04/27/07
Section 11	04/27/07
Section 12	04/27/07
Section 13	04/27/07
Section 14	04/27/07
Section 15	04/27/07
Section 16	03/30/07
Section 17	03/30/07
Section 18	03/30/07

PASSED, APPROVED AND ADOPTED this 20th day of March, 2007