

ORDINANCE NO. 9963 (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 February 13, 2009:

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	
002519	Forensic Accountant							\$71,801.60 - \$98,404.80	Y	E	CEM	MGT
	34.52 2761.60	47.31 3784.80										

Section 2. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following job code/classification effective January 16, 2009:

<u>Class No.</u>	<u>Class Title</u>	<u>Salary Range</u>
002109	Chief Administrative Officer	27

Section 3. Subsection (k) of 1.5.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.5.2: COMPENSATION FOR WORKING ON COUNTY HOLIDAYS.

Holiday Worked Compensation Summary									
Union Code	O/T Code	Holiday Falls on: Scheduled Work Day					Holiday Falls on: Regular Day Off		
		Cash 1.5	Cash 0.5/ Non-FLSA 1.0	Non-FLSA 1.5	Cash 1.0	Non-FLSA (a) 1.0	Cash 1.5	Cash 1.0	Non-FLSA (a) 1.0
		(HWA)	(HWB)	(HWC)	(HWD)	(HWE)	(HWA)	(HWD)	(HWE)
AE, CL, CR, CM, FS, HS, MM PR, PS, SS, SW	N		√				√		
*RN	N	√		√			√		
MM: *Supv Nurses	N	√		√			√		
PO, SO	N	√					√		
DS	N	√					√		
DI, DM	N		√				√		

Holiday Worked Compensation Summary

Union Code	O/T Code	Holiday Falls on: Scheduled Work Day					Holiday Falls on: Regular Day Off		
		Cash 1.5	Cash 0.5/ Non-FLSA 1.0	Non-FLSA 1.5	Cash 1.0	Non-FLSA (a) 1.0	Cash 1.5	Cash 1.0	Non-FLSA (a) 1.0
		(HWA)	(HWB)	(HWC)	(HWD)	(HWE)	(HWA)	(HWD)	(HWE)
CE, CEM, MA	N		√				√		
SM	E				√		√		
CEM, MA, MM, PR	E				√		√		
CC, CS	X				√			√	
AM, AS, CC, CS, DA, EM, MA, NA, NE, NM, NS, PD, PM, UM	X								

General Rules:

- Holiday hours worked are limited to no more than one-tenth (1/10) of the employee’s normal biweekly pay period. (Biweekly pay period work schedules may be: 80, 84 or 85. For detail see: 1.6.2(b) (Overtime Designators and Compensation for Overtime)).
- The above summary is in addition to the paid holiday compensation provided in Section 5.9.1 (Holidays) if the employee required to work on the County holiday is otherwise eligible for the paid holiday.

Notes:

(a) *Non-FLSA Compensatory Time Accrual* is limited to number of hours actually worked, but not to exceed one-tenth (1/10) the number of hours in that employee’s normal biweekly pay period.

Section 4. Subsection (a) of 1.6.5 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.6.5: NIGHT SHIFT PREMIUM/SHIFT DIFFERENTIAL.

- (a) Definition. An assigned established shift of which more than one-half of the total number of hours occur between 5:00 p.m. and 8:00 a.m.

Section 5. Section 1.7.27 of the Compensation Ordinance is hereby repealed.

Section 6. Subsection (b) of 1.13.7 of the Compensation Ordinance is hereby amended to read as follows:

Section 1.13.7: CANINE ALLOWANCE

- (b) The appointing authority may designate an employee to keep and maintain a dog for use in the Probation Department’s canine program and the Agricultural Weights and Measures’ canine program. For employees so designated, who do actually maintain a County-owned dog, the County will pay all costs concerning veterinary costs, food, supplies, dog shelter and any other approved expense relating to the maintenance of the dog.

Employees who are compensated under this provision shall keep all required immunizations and licenses current for the dog.

Eligible Classes: Classes designated PO and SO; and

5392 Agricultural Standards Inspector
 5393 Sr Agricultural Standards Inspector.

Section 7. Subsection (e) (2) of 4.2.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.1: VACATION.

(e) Vacation Earnings.

(2) Rate of Earnings. Eligible employees in the designated union codes below earn vacation credit as follows:

Vacation Earnings by Union Code			
Union Code	Years of Continuous Service During Present Employment	Vacation Credit % Earned for Each Hour of Regularly Scheduled Paid Service	Hour/Day Approximate Equivalent for Full-Time Employees Over One Year (26 Biweekly Pay Periods)
EM, (excluding class 2109), NA, NE, UM, and employees grandfathered under Section 5.1.5	Less than 5	5.769%	15 days
	5 to 14	7.692%	20 days
	15 or more	9.615%	25 days
Class 2109	Less than 5	7.692%	20 days
	5 to 14	9.615%	25 days
	15 or more	11.538%	30 days

Section 8. Subsection (d) of 5.1.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN.

(d) County Contributions Toward Flexible Benefit Plan. Insurance premium costs shall be borne by the employee excepting that the County shall make the following contribution toward the Flexible Benefits Plan (which includes health insurance). The employee’s insurance premium costs will be reduced by the amount the employee elects to distribute to his or her insurance premium costs from the County’s contribution toward the Flexible Benefits Plan. The County’s contribution toward the Flexible Benefits Plan shall be:

- (1) Employees in classes designated EM, NA, NE, and UM under the UCL Benefit Program.

<u>Effective January 1, 2009:</u>	Monthly
Employee Only	\$ 437.00
Employee + 1 Dependent	622.00
Employee + 2 or More Dependents	855.00

- (2) Employees in classes designated CE under the CNM and CEM, MA, and NM under the MGT Benefit Programs.

<u>Effective January 1, 2009:</u>	Monthly
Employee Only	\$ 397.00
Employee + 1 Dependent	582.00
Employee + 2 or More Dependents	813.00

- (3) Employees in classes designated under the SW Benefit Program.

<u>Effective January 1, 2009:</u>	Monthly
Employee Only	\$ 363.00
Employee + 1 Dependent	542.00
Employee + 2 or More Dependents	771.00

- (4) Employees in classes designated AE, CL, CM, CR, FS, HS, MM, NS, PO, PR, PS, RN and SS under the NMG Benefit Program.

<u>Effective January 1, 2009:</u>	Monthly
Employee Only	\$ 347.00
Employee + 1 Dependent	516.00
Employee + 2 or More Dependents	739.00

- (5) Employees in classes designated DS and SM under the SHRF Benefit Program.

<u>Effective January 1, 2009:</u>	Monthly
Employee Only	\$ 293.00
Employee + 1 Dependent	464.00
Employee + 2 or More Dependents	688.00

- (6) Employees in classes designated DI and DM under the DAI Benefit Program.

<u>Effective January 1, 2009:</u>	Monthly
Employee Only	\$392.00
Employee + 1 Dependent	565.00
Employee + 2 or More Dependents	790.00

- (7) Employees in classes designated CC and CS under the CC Benefit Program, DA, AS and AM under the DA Benefit Program, and PD and PM under the PD Benefit Program.

<u>Effective January 1, 2009:</u>	Monthly
Employee Only	\$ 373.00
Employee + 1 Dependent	542.00
Employee + 2 or More Dependents	766.00

(8) Employees in classes designated under the SO Benefit Program.

<u>Effective January 1, 2009:</u>	Monthly
Employee Only	\$ 397.00
Employee + 1 Dependent	582.00
Employee + 2 or More Dependents	813.00

Section 9. Effective Date. Sections 2, 3, 4, 5, 6, 7, and 8 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 10. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	2/13/09
Section 2	1/16/09
Section 3	1/16/09
Section 4	1/16/09
Section 5	1/16/09
Section 6	1/16/09
Section 7	1/16/09
Section 8	1/16/09

PASSED, APPROVED AND ADOPTED by the Board of Supervisors of the County of San Diego this 6th day January, 2009.