

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

Meeting Date: 01/09/18 (13)

ORDINANCE NO 10515 (NEW SERIES)

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE
AND ESTABLISHING 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 job codes/classifications and compensation in the unclassified service, effective February 16, 2018:

Job Code No.	Job Code Title	Approx Annual Salary Minimum Maximum	Vari Entry	O/T	Rep Stat	Bene Prog
000266	Dir, Sheriff's Legal Affairs	\$141,740.10 - \$190,066.20	Y	X	NE	UCL
000303	Director, Fire Authority	\$76,190.40 - \$148,720.00	Y	X	EM	UCL

Section 2. Appendix One of the Compensation Ordinance is hereby amended by re-titling the following job code/classification, effective February 16, 2018:

	<u>Job Code No.</u>	<u>Job Code Title</u>
From:	003853	Air Quality Inspector III
To:	003853	Supv Air Quality Inspector

Section 3. Appendix One of the Compensation Ordinance is hereby amended by designating the following job code/classification as "Terminal" effective February 16, 2018:

<u>Job Code No.</u>	<u>Job Code Title</u>
005198	Alcohol & Drug Prog Supv (T)

Section 4. Appendix One of the Compensation Ordinance is hereby amended by removing the "Terminal" designation from the following job code/classification effective February 16, 2018:

<u>Job Code No.</u>	<u>Job Code Title</u>
000725	Coord, Grand Jury

Section 5. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classifications, effective February 16, 2018:

<u>Job Code No.</u>	<u>Job Code Title</u>
003590	Supv Code Enforcement Officer
004390	Chief, Calif Children Svcs

Section 6. Subsection (e) of Section 2.1.9 of the Compensation Ordinance is hereby added as follows:

SECTION 2.1.9: LUMP SUM PAYMENT YEARS 2015/2016; 2016/2017; 2017/2018.

(e) Effective January 05, 2018. A one-time lump sum payment of \$750.

- (1) Eligibility. Regular employees in eligible classes listed below who have paid service during Fiscal Year (FY) 2016/2017 and who have not received the FY 2017/2018 lump sum payment as a result of a change in class. Part-time employees shall receive a pro-rated amount according to their standard hours.

Eligible Classes. Classes designated CE, CEM and MA.

- (2) Payroll Calculation. Such one-time payment of \$750 shall:
- (a) Be subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not continue beyond Fiscal Year 2017/2018;
 - (d) Not be paid to an employee no longer employed by the County before the first day of payroll 15.
- (3) Payment Date. This payment shall be made on January 26, 2018.

Section 7. Section 3.6.17 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 3.6.17: CHARTER/STATUTE AUTHORIZED STAFF TO ELECTED OFFICIALS AND BOARDS. For the following classes, compensation shall be at or within the biweekly rate range established for the class in Appendix One. Employees shall be paid an amount set by the appointing authority and the level of such pay shall be based on the appointee's education, experience and the quality and quantity of work to be performed. After appointment, all pay adjustments by the appointing authority shall be prospective only.

Class No.	Title	Rep Stat
000210	Assistant Assessor/Recorder/County Clerk	NE
000212	Chief Deputy, Assessor/Recorder/County Clerk	NE
000215	Retirement CEO	NE
000231	Special Assistant, Treasurer/Tax Collector	NE
000232	Asst Treasurer-Tax Collector	NE
000240	Assistant District Attorney	NE
000245	Chief Deputy District Attorney	NE
000249	Special Assistant, County Assessor	NM
000260	Undersheriff	NE
000262	Director, Sheriff's Management Services	NE
000264	Sheriff's Human Resources Administrator	NE
000265	Assistant Sheriff	NE
000266	Director, Sheriff's Legal Affairs	NE
000270	Chief Deputy, Treasurer/Tax Collector	NE
000284	Retirement Assistant Chief Investment Officer	NA
000286	Investment Officer	NA
000287	Retirement Asst Administrator	NA
000288	Chief Investment Officer	NA
000289	Retirement Chief Investment Officer	NE
000291	Retirement General Counsel	NA
000292	Retirement Assistant General Counsel	NA
000330	Victim/Witness Program Director	NA
000332	Deputy Chief Investigator	NE
000337	Public Affairs Officer, District Attorney	NA
000342	Special Investigator (DA)	NE
000343	Special Assistant (DA)	NE
000344	Chief Investigator	NE

000345	Assistant Chief Investigator	NE
000346	Confidential Secretary	NM
000362	Special Investigator (Sheriff)	NA
000372	Legislative Assistant I (Board of Supervisors)	NS
000373	Legislative Assistant II (Board of Supervisors)	NA
000374	Chief of Staff (Board of Supervisors)	NA
000375	Special Investigator (Citizens Review Board)	NA
000950	District Attorney Legal Operations Administrator	NA
002258	Information Technology Director, D.A.	NE
002259	Chief, District Attorney Administrative Officer	NE

Section 8. Subsection (d) of Section 3.6.18 of the Compensation Ordinance is hereby amended as follows:

SECTION 3.6.18: OTHER COMPENSATED CLASSES.

- (d) For the following classes, compensation shall be at or within the hourly rate range established below, which rate may be changed not more frequently than annually by the appointing authority with the recommendation of the Director and the approval of the Chief Administrative Officer. The particular rate shall be specified on the basis of education and experience, and on the quality and quantity of work. All pay adjustments shall be prospective only and coincide with the beginning of a payroll period.

Eligible Classes:

<u>Class No.</u>	<u>Title</u>	<u>Hourly Rate Range</u>
000918	Temporary Expert Professional Employee – Psychiatrist Special Assignment	\$24.04 - \$200.00
000919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.	\$24.04 - \$156.75

Section 9. Section 5.3.1 of the Compensation Ordinance is hereby amended as follows:

SECTION 5.3.1: DEFINITION.

- (a) CNM, DAI, NMG, SO and SW Benefit Programs. The County’s Flexible Benefit Plan shall include as a “Core Benefit”, Life and AD&D insurance for each eligible employee in the amount of ten thousand (\$10,000) for the employee and two thousand dollars (\$2,000) for each dependent. Insurance administered in accordance with the terms and conditions of the agreement between the County and Insurer.
- (b) MGT and SHRF Benefit Programs. The County’s Flexible Benefit Plan shall include as a “Core Benefit” Life and AD&D insurance for each eligible employee. A Life Insurance Policy of one (1) times the employee’s annual salary up to one million dollars (\$1,000,000) maximum and fifty thousand dollars (\$50,000) minimum. At age seventy (70), this will be reduced by forty percent (40%) and at age seventy-five (75), by sixty percent (60%). An Accidental Death & Dismemberment Policy of one (1) times the employee’s annual salary up to one million dollars (\$1,000,000) maximum and fifty thousand dollars (\$50,000) minimum for the employee and two thousand dollars (\$2,000) for each dependent. The coverage under this policy is available no matter where or when the accident occurs. At age seventy (70), the coverage will be reduced by forty percent (40%) and at age seventy-five (75), by sixty percent (60%). Insurance administered in accordance with the terms and conditions of the agreement between the County and the Insurer.
- (c) UCL Benefit Program. The County’s Flexible Benefit Plan shall include as a “Core Benefit”, Life and AD&D insurance for each eligible employee. A Life Insurance Policy of two (2) times the employee’s annual salary with a minimum credit of fifty thousand dollars (\$50,000) and a maximum benefit of one million dollars (\$1,000,000). At age seventy (70), this will be reduced by forty percent (40%) and at age seventy-five (75), by sixty percent (60%). An Accidental Death and Dismemberment Policy of two (2)

times the employee's annual salary with a minimum benefit of fifty thousand dollars (\$50,000) and a maximum benefit of one million dollars (\$1,000,000) for the employee and two thousand dollars (\$2,000) for each dependent. The coverage under this policy is available no matter where or when the accident occurs. At age seventy (70), the coverage will be reduced by forty percent (40%) and at age seventy-five (75), by sixty percent (60%). Insurance administered in accordance with the terms and conditions of the agreement between the County and the Insurer.

- (d) CC, DA, and PD Benefit Programs. The County's Flexible Benefit Plan shall include as a "Core Benefit" Life and AD&D insurance for each eligible employee. A Life Insurance Policy of one (1) times the employee's annual salary up to one million dollars (\$1,000,000) maximum and fifty thousand dollars (\$50,000) minimum. At age seventy (70), this will be reduced by forty percent (40%) and at age seventy-five (75), by sixty percent (60%). An Accidental Death & Dismemberment Policy of one (1) times the employee's annual salary up to one million dollars (\$1,000,000) maximum and fifty thousand dollars (\$50,000) minimum for the employee and two thousand dollars (\$2,000) for each dependent. The coverage under this policy is available no matter where or when the accident occurs. At age seventy (70), the coverage will be reduced by forty percent (40%) and at age seventy-five (75), by sixty percent (60%). Insurance administered in accordance with the terms and conditions of the agreement between the County and the Insurer.

Section 10. Subsection (b) of Section 5.11.1 of the Compensation Ordinance is hereby amended as follows:

SECTION 5.11.1: EMPLOYEE RECOGNITION AND AWARDS PROGRAM.

- (b) Definition. The Employee Recognition and Awards Program is administered by each appointing authority. Awards for recognition of individual employees and groups of employees shall be provided as authorized in this article. The purpose of such program shall be to improve productivity and/or customer service through enhanced motivation.

Section 11. Subsection (a) of Section 5.13.1 of the Compensation Ordinance is hereby amended as follows:

SECTION 5.13.1: HEALTH INSURANCE BENEFITS FOR HOURLY AND SPECIAL RATE EMPLOYEES.

Unless additional or different health insurance benefits are mandated by federal or state law, Hourly or Special Rate employees, not otherwise eligible for health insurance pursuant to the Section 5.1.6 (FLEXIBLE BENEFITS PLAN), shall be eligible for health insurance benefits:

- (a) Eligibility: A newly hired Hourly or Special Rate employee shall become eligible for health insurance upon his/her hire date. The effective date of coverage shall be the first day of the month following a waiting period of approximately 60 days from the 1st of the month from his/her hire date.

Section 12. Effective Date. Sections 6, 8, 9, 10, and 11 of this ordinance affect compensation and shall take effect upon adoption and 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 13. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	02/16/2018
Section 2	02/16/2018
Section 3	02/16/2018
Section 4	02/16/2018
Section 5	02/16/2018
Section 6	01/05/2018

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Section 7	02/16/2018
Section 8	01/19/2018
Section 9	01/19/2018
Section 10	01/19/2018
Section 11	01/19/2018

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL

BY: Dennis I. Floyd, Senior Deputy County Counsel

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PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 9th day of January, 2018.



KRISTIN GASPAR
Chairwoman, Board of Supervisors
County of San Diego, State of California

The above Ordinance was adopted by the following vote:

AYES: Cox, Jacob, Gaspar, Roberts, Horn

ATTEST my hand and the seal of the Board of Supervisors this 9th day of January, 2018.

DAVID HALL
Clerk of the Board of Supervisors

By D. Lopez
Diana Lopez, Deputy



Ordinance No.10515 (N.S.)

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