

Meeting Date: 03/27/18 (9)

ORDINANCE NO: 10525 (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 amending the compensation and changing class characteristics for the following job codes/classifications from the classified service to the unclassified service, effective April 27, 2018:

Job Code No.		Approx Annual Salary Minimum Maximum	O/T	Rep Stat	Bene Plan
002374	Group Communications Officer	\$60,049.60 - \$103,875.20	X	UM	UCL

Section 2. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation which provides salary increases for employees in job code/classification 000735, Park Attendant (Seasonal) as follows:

Fiscal Year 2017-2018:	3% range increase effective March 30, 2018
Fiscal Year 2018-2019:	3% range increase effective January 4, 2019
Fiscal Year 2019-2020:	3% range increase effective January 3, 2020
Fiscal Year 2020-2021:	2% range increase effective January 1, 2021
Fiscal Year 2021-2022:	2% range increase effective January 14, 2022

Section 3. Appendix One of the Compensation Ordinance is hereby amended by retitling the following job code/classification, effective April 27, 2018:

	<u>Job Code No.</u>	<u>Job Code Title</u>
From:	000777	Election Worker IV
To:	000777	Election Worker

Section 4. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classifications, effective April 27, 2018.

<u>Job Code No.</u>	<u>Job Code Title</u>
000779	Election Worker III
002279	Asst Dir, Housing & Commtty Dev
007562	Retirement Communications Off

Section 5. Subsection (b) of Section 3.6.18 of the Compensation Ordinance is hereby amended as follows:

SECTION 3.6.18: OTHER COMPENSATED CLASSES.

- (b) For the following classes, compensation shall be at or within the hourly rate or hourly rate range established for the class in Salary Schedule.

<u>Class No.</u>	<u>Title</u>
000735	Park Attendant (Seasonal)

000777	Election Worker
000790	Election Worker Specialist
000904	Student Worker – High School
000905	Student Worker – Undergraduate
000906	Student Worker – Graduate/Technical

Section 6. Subsection (b) of Section 4.2.9 of the Compensation Ordinance is hereby amended as follows:

SECTION 4.2.9: SICK LEAVE – TEMPORARY EMPLOYEES.

- (b) **Eligibility to Earn:** Employees are eligible to earn sick leave under this section if they work in one of the following temporary classifications for 30 days or more within a twelve month period.

Eligible Classes:

<u>Class No.</u>	<u>Title</u>
000735	Park Attendant (Seasonal)
000777	Election Worker
000790	Election Worker Specialist
000904	Student Worker – High School
000905	Student Worker – Undergraduate
000906	Student Worker – Graduate/Technical
000896	Temporary Expert Professional Employee
000918	Temporary Expert Professional Employee – Psychiatrist Special Assignment
000919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
002910	Graduate Law Clerk

Section 7. Subsection (a) of Section 4.2.21 of the Compensation Ordinance is hereby amended as follows:

SECTION 4.2.21: PROFESSIONAL TIME OFF.

- (a) **Employees in Classes Designated AM, AS, DA, PD and PM.**

(1) **General.** At the discretion of the Appointing Authority and in accordance with any guidelines the Appointing Authority may issue, an employee may be granted professional time off not to exceed a maximum of one hundred twenty (120) hours per fiscal year. The Appointing Authority’s decision on whether to grant professional time off shall be based on an employee’s overall workload associated with assigned projects and caseload.

- (2) **Use of Professional Time Off.**

- (a) Must be approved by the Appointing Authority or the Appointing Authority’s designee, either orally or in writing, prior to the commencement of the leave.
- (b) Shall be limited to a cumulative maximum of one hundred twenty (120) hours in a fiscal year.
- (c) Shall be limited to increments of eight (8) hours, which shall constitute a full workday.
- (d) Shall not accumulate or be earned as a matter of right.
- (e) Has no cash value and is ineligible for terminal payoff.

Section 8. Subsection (f)(1) of Section 4.3.1 of the Compensation Ordinance is hereby amended as follows:

SECTION 4.3.1: FAMILY/MEDICAL LEAVE.

(f) Coordination with County Leave Programs. FML shall be coordinated with County paid leave and unpaid leave as follows:

(1) FML Paid Leave. The employee is required by the County of San Diego to substitute accrued vacation or other applicable paid leave in lieu of FML unpaid leave if the employee is eligible for the paid leave according to the County's paid leave provisions. Such paid leave usage will be counted against the employee's FML duration entitlement subject to the following exceptions:

- (a) Paid injury leave pursuant to Compensation Ordinance section 4.2.3 shall not be counted against FML leave; and
- (b) Fair Labor Standards Act (FLSA) compensatory time off is not a form of accrued paid leave that the County may require the employee to substitute for unpaid FMLA leave. However, the employee may elect to use FLSA compensatory time for a FML reason and such time off shall be counted as FML leave.

Section 9. Subsection (b) of Section 5.6.2 of the Compensation Ordinance is hereby amended as follows:

SECTION 5.6.2: METHOD OF CALCULATION.

(b) Retirement Contribution Offset Provisions.

(1) Employees who are in Tier A or Tier I

(a) Effective June 27, 2014:

Tier A Effective June 27, 2014		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:
DS, SM	2.33%	2.33%

(2) Employees who are in Tier B, by Union Code

(a) Effective June 27, 2014:

Tier B Effective June 27, 2014		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:

Tier B Effective June 27, 2014		
Retirement Contribution Offset by Union Code		
Union Code	Approximate % of the County contribution toward retirement for employees who have less than 5 yrs. of continuous service is:	Approximate % of the County contribution toward retirement for employees who have at least 5 yrs. of continuous service is:
DS, SM	Hired prior to 7/1/2013: 2% Hired on or after 7/1/2013: 1%	2%

- (3) The prescribed rate of contribution for Employees who are in Tier C shall be 50 percent of the “Normal Cost Rate” as defined in Government Code §7522.30 (b).
- (4) Effective the final pay period in fiscal year 2017/2018, the County’s retirement contribution offset shall be eliminated for bargaining units designated DS and SM.

Section 10. Effective Date. Sections 2, 7, 8, and 9 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.

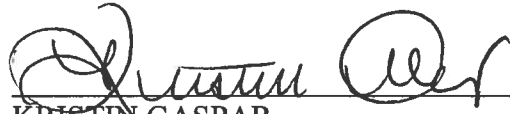
Section 11. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	April 27, 2018
Section 2	March 30, 2018 January 4, 2019 January 3, 2020 January 1, 2021 January 14, 2022
Section 3	April 27, 2018
Section 4	April 27, 2018
Section 5	April 27, 2018
Section 6	April 27, 2018
Section 7	March 30, 2018
Section 8	March 30, 2018
Section 9	March 30, 2018

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL

BY: Dennis I. Floyd, Senior Deputy County Counsel

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 27th day of March, 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 27th day of March, 2018.

DAVID HALL
Clerk of the Board of Supervisors

By 
Chrystal Rodriguez, Deputy



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