

Date: 09/10/2024 (10)

ORDINANCE NO.: 10915 (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 retitling the following classification, and amending the salary grade, effective October 10, 2024:

	Job Code No.	Job Code Title	Approx Annual Salary		UCE Range
			Minimum	Maximum	
From:	002106	Deputy Chief Administrative Officer/ Chief Financial Officer	\$242,944.00	\$384,155.20	25
To:	002106	Chief Financial Officer	\$203,403.20	\$317,699.20	21

Section 2. Appendix One of the Compensation Ordinance is hereby amended by establishing the following classifications and compensations in the unclassified service, effective October 10, 2024:

Job Code No.	Job Code Title	Approx Annual Salary		Vari Entry	O/T	Rep Stat	Bene Prog
		Minimum	Maximum				
002145	Chief Binational Affairs Officer	\$124,342.40	\$248,393.60	Y	X	EM	UCL
002170	Chief People Officer	\$175,115.20	\$280,196.80	Y	X	EM	UCL
002181	CAO Policy Director	\$129,958.40	\$257,067.20	Y	X	EM	UCL

Section 3. Appendix One of the Compensation Ordinance is hereby amended by amending the salary grades for the following job classifications in the Unclassified Service, effective September 10, 2024:

Job Code No.	Job Code Title	Approx Annual Salary		UCE Range
		Minimum	Maximum	
000344	Chief Investigator	\$116,480.00	\$268,174.40	020
000345	Assistant Chief Investigator	\$192,483.20	\$252,595.20	021

Section 4. Section 1.1.3 of the Compensation Ordinance is hereby amended as follows:

- (32) "Sheriff's Office" shall have the same meaning as the term "Sheriff's Department".
- (33) "Standard Hours" ("Normal/Regular Hours") is the number of hours per week an employee is authorized to work by the Appointing authority.
- (34) "Standard Work Day" is either: 1) eight (8) consecutive hours of work exclusive of a lunch period in a consecutive 24-hour day or, 2) eight and one-half (8½) hours of work (no split shifts) in twenty-four (24) hours.
- (35) "Step" or "Salary Step" is a rate of compensation at prescribed increments within a range.
- (36) "Step Class" is a classification with 1 or more salary steps.
- (37) "Temporary Appointment" is a time limited appointment provided for in the Civil Service Rules which may be utilized for either regular (benefited) or temporary (hourly) employees.

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- (38) "Temporary Employee" is an employee with an hourly pay status.
- (39) "Unclassified Service" includes all classes in the County Charter exempted from the Classified Service.
- (40) "Variable Entry" allows an employee's hourly rate of pay to be set above the normal entry step for step classifications, or above the minimum of the range for broadband classifications, based upon the employee's education/experience and established criteria for salary placement in the class.
- (41) "Work Period" is the number of hours in a work period (7 or 14 days) that an employee is authorized to work.

(42)

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
"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 Sheriffs Unit
"DA"	- District Attorneys 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
"NRT"	- Not Represented Temporary
"NS"	- Not Represented Support
"PD"	- Public Defender Unit
"PM"	- Public Defender Management Unit
"PO"	- Probation Officers Unit
"PR"	- Professional Unit
"PS"	- Public Service Unit
"RN"	- Registered Nurses Unit
"SM"	- Sheriffs Management Unit
"SO"	- Supervising Probation Officers Unit
Abbreviations used in this ordinance shall have the following respective meanings:	

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(42)	Abbreviations used in this ordinance shall have the following respective meanings:	
	"SW"	- Social Workers Unit
	"UM"	- Unclassified Management

When used in the Appendix or Salary Schedule, these abbreviations show, in the column headed "Union Code," the representation status of the classes so designated, whether represented by a recognized employee organization, or not (e.g., CE, CEM, EM, NA, NE, NR, NRT, UM etc.).

Section 5. Subsection (c) of Section 1.6.4 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.6.4: STANDBY.

(c) Standby Compensation.

- (1) **Normal Standby Duty.** Employees in eligible classes listed below shall be paid the equivalent of one (1) hour compensation for each normal standby shift, provided such shift is not longer than the employee's normal workday. A normal workday is defined as at least eight (8) hours.

Eligible Classes:

005792 Supervising Medical Examiner Investigator, 005290 Protective Services Program Manager, and classes designated AE, CL, CM, CR, DI, DM, FS, HS, MM, PR, PS, RN, SO, SS, and SW; classes designated CE or CEM with a biweekly rate of pay which, at the top step, does not exceed \$2,144.00.

- (2) **Critical Standby Duty.** Employees in eligible classes listed below shall be paid the equivalent of two (2) hours compensation for each "critical" standby shift, provided such shift is not longer than the employee's normal workday. A normal workday is defined as at least eight (8) hours.

Eligible Classes:

005792 Supervising Medical Examiner Investigator, 005290 Protective Service Program Manager and classes designated AE, CL, CR, FS, HS, MM, PR, PS, RN, SO, SS, and SW; classes designated CE or CEM with a biweekly rate of pay which, at the top step, does not exceed \$2,144.00.

- (3) Standby duty for eligible classes listed in (1) and (2) above shall not count as time worked, except to the extent that an employee is required to, and does, actually return to a work place and perform actual service. Employees assigned to standby shall not be entitled to call-back work compensation, unless otherwise specifically provided under the call-back provisions.

Section 6. Section 1.7.10 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.7.10: HELICOPTER DUTY.

This section establishes additional compensation for a properly qualified employee who is assigned to operate a Sheriff's Office helicopter as its pilot or for an employee who is assigned to service in a Sheriff's Office helicopter as a Tactical Flight Officer.

Section 7. Section 1.7.19 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.7.19 SHERIFF'S TRANSPORTATION UNIT PREMIUM. This section establishes additional compensation for a properly qualified employee assigned to the Sheriff's Office Transportation Unit assigned to operate all of the rolling-stock equipment in the Sheriff's Office Transportation Unit including equipment weighing thirty-seven thousand four hundred (37,400) or more pounds, or equipment which is designed to transport forty (40) or more passengers including the driver.

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Section 8. Section 1.7.24 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.7.24: CORPORAL ASSIGNMENT PREMIUM. A Deputy Sheriff or Deputy Sheriff-Detentions/Court Services, who has been designated by the Office as a Corporal shall be compensated an additional five (5%) 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. Section 1.7.34 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.7.34: NEW HIRE LATERAL INCENTIVE PAY.

(a) New hires who come into the Sheriff's Office from another public law enforcement agency on or after September 9, 2022 will receive lateral incentive pay for a maximum of \$20,000.00.

Lateral Deputies with a minimum of one year of peace officer experience in a law enforcement agency will be paid at the following intervals:

\$12,500 -	Upon completion of the hiring process,
\$ 2,000 -	Upon completion of department training period,
\$ 3,000 -	At the successful completion of their applicable probationary period,
\$ 2,500 -	One year after the end of their probationary period.

In no event will an employee receive more than the maximum of \$20,000 lateral incentive pay.

To be eligible for the lateral incentive pay, Lateral Deputies must possess the minimum California P.O.S.T. requirements for appointment to a peace officer position in the Law Enforcement Services Bureau, Court Services Bureau, or Detention Services Bureau at the time of hire and are not required to complete the applicable County Sheriff's Office Academy.

Section 10. Section 1.7.37 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.7.37: CIVIL ENGINEER NEW HIRE LATERAL INCENTIVE PAY.

New hires who come to the County from another public agency on or after September 23, 2022 through September 12, 2025 with external State Licensure-related Professional Engineer (PE) experience in one or both Civil Engineering sub-branches of Structural Engineering and Geotechnical Engineering will receive lateral incentive pay from the County of San Diego up to a maximum of \$5,000. The lateral incentive pay will be paid out as follows:

Lateral incentive pay with a minimum of three years of prior Civil Engineer experience in the enumerated sub-branches is:

\$3,000 – Upon completion of the hiring process, once hired

Lateral incentive pay with a minimum of four years of prior Civil Engineer experience in the enumerated sub-branches includes the above and:

\$1,000 – At the successful completion of the applicable probationary period,

Lateral incentive pay with a minimum of five years of prior Civil Engineer experience in the enumerated sub-branches includes all of the above and:

\$1,000 – On the anniversary date of the third year of employment

Eligible Classes: 003635, Civil Engineer.

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This lateral incentive pay shall expire on September 12, 2025 and shall not apply to any person hired on or after September 12, 2025, unless extended by mutual written agreement of the parties and approved by the Board of Supervisors by amendment to the Compensation Ordinance.

Section 11. Subsections (c), (d), and (f) of Section 1.8.2 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.8.2: WORK LOCATION PREMIUMS.

- (c) Employees in classes designated below who occupy positions which are assigned to institutional work locations and who are assigned to a work station located within the specified institution, facility, locked ward or unit, or other specifically identified site, as the employee's principal workstation, shall receive additional compensation of approximately ten percent (10%) above their regular base pay rate for such assignment. This premium shall apply to time worked and shall not apply toward paid time off or to terminal payoff.

Institutional Work Locations	Classes/Principal Work Therein	
Health & Human Services Agency		
Edgemoor	002387	Quality Assurance Specialist
	004497	Assistant Director of Nursing
	004506	Director of Nursing
	004544	Supervising Nurse
	004615	Certified Nurse Assistant
	004625	Licensed Vocational Nurse
	006405	Food Services Supervisor
	007035	Health Care Agency Housekeeper
Polinsky Children's Center	007036	Sr. Health Care Agency Housekeeper
	005073	Residential Care Worker Trainee
	005074	Residential Care Worker I
	005072	Residential Care Worker II
	005075	Residential Childcare Specialist
	005091	Residential Care Worker Supervisor

- (d) Positions in Medical and Detention Facility Locations. Eligible employees assigned to work at a medical or detention facility as their primary work location shall be paid twenty-five cents (\$.25) per hour in addition to the salary prescribed for their class for each hour worked in the following locations.

Inpatient Units, Admissions and Screening:	
	San Diego County Psychiatric Hospital
Initial Intake, Admissions and Screening of Kids:	
	Polinsky Children's Center
Medication Management:	
	Adult East County Mental Health Clinic
	Adult Forensic Evaluation Services
	Adult North Central Mental Health Clinic
	Grantville

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	Southeast Mental Health Clinic Juvenile Forensic Services
	Rosecrans Health Services Complex
Jail Information	
Booking Section	
Release Section	
Dispensary of the Sheriff's Office	
Psychiatric Security Unit at the Jail	
East Mesa Juvenile Detention Facility	
Rock Mountain Detention Facility	
Youth Transition Campus	
Jail Kitchens	
Sheriff's Central Production Center	
Sheriff's Central Laundry	

Eligible Classes:

002403	Accounting Technician
002430	Cashier
002493	Account Clerk
002494	Payroll Clerk
002510	Senior Account Clerk
002511	Senior Payroll Clerk
002513	Senior Cashier
002521	Account Clerk Specialist
002650	Stock Clerk
002655	Sr Storekeeper
002658	Storekeeper II (T)
002660	Storekeeper
002664	Pharmacy Stock Clerk
002700	Office Assistant
002706	Admissions Clerk
002707	Senior Admissions Clerk
002709	Departmental Clerk
002715	Records Clerk
002729	Office Support Specialist
002730	Senior Office Assistant
002745	Supervising Office Assistant
002756	Administrative Secretary I
002757	Administrative Secretary II
003046	Health Information Management Clerk
003049	Health Information Management Technician
003055	Senior Health Information Management Technician
004260	Pharmacy Technician
006405	Food Services Supervisor
006410	Senior Cook
006411	Cook
006415	Food Services Worker

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Eligible Classes:

006530	Laundry Worker
007530	Sewing Room Supervisor

- (f) Locked Facilities Premium. Eligible employees in the classes listed below shall be compensated an additional fifty cents (\$.50) per hour for each hour worked in a locked facility in the Sheriff's Office. This premium shall apply to time worked and shall not apply towards paid time off or to terminal payoff.

Eligible Classes:

002650	Stock Clerk
005884	Building Maintenance Engineer
005885	Building Maintenance Supervisor
005905	Carpenter
005920	Electrician
005930	Mason
005940	Painter
005950	Plumber
005960	Air Conditioning & Refrigeration Mechanic
006161	Electronic Security & Systems Technician
006180	Welder
006200	Building Maintenance Assistant
006204	Carpenter Assistant
006224	Painter Assistant
006410	Senior Cook
006510	Senior Laundry Worker
007030	Senior Custodian
007099	Sheriffs Range Guard

Section 12. Subsection (b) of Section 1.12.7 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.12.7: EDUCATION AND POST CERTIFICATE BONUS.

- (b) Deputy Sheriff-Detentions/Court Services (Class 005757), Sheriff's Detention Lieutenant (Class 005767), Sheriff's Sergeant-Detentions (Class 005781), who possess a Bachelor of Arts or Bachelor of Science degree from an accredited college/university and have four (4) years of service in Classes 005757, 005767, 005781, and any new hires in the eligible classes with four (4) years of prior sworn service with another public law enforcement/corrections agency or any combination thereof, shall be compensated five percent (5%) above the base hourly wage rate established in the Salary Schedule. Such employees becoming eligible for this premium by receiving a college degree shall furnish satisfactory evidence that they possess such degree.

To be eligible for the Education Bonus, Lateral Detentions/Court Services Deputies must be appointed to a sworn position in the Detention Services Bureau or Court Services at the time of hire.

Section 13. Section 1.13.3 of the Compensation Ordinance is hereby amended 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 in County Facilities.

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- (1) Charges to employees for meals furnished by County departments, except where employees are provided free meals while on duty, shall be:
 - (a) \$2.10 per meal when individually purchased.
 - (b) \$2.00 per meal when purchased in books of ten.
- (2) Sheriff's Office.
 - (a) Only those employees who are assigned to work within the jail shall be able to obtain meals within the jail in order to maintain the security of this locked facility.
Eligible Classes: Classes designated AE, CL, CM, CR, FS, HS, MM, PR, PS and RN.
 - (b) Employees assigned to a detention facility which provides meals for inmates and employees assigned to the associated transportation division shall be provided meals without charge at the assigned facility during normal meal service times.
Eligible Classes: Classes designated DS and SM.
 - (c) If an employee works four (4) hours or more beyond his/her normal regular scheduled shift without a minimum of 24 hours advance notice, that employee shall be entitled to reimbursement for a meal per the current United States General Services Administration (GSA) reimbursement rates.
Eligible Classes: Classes designated DS and SM.
 - (d) If an employee is required to remain at a crime scene or designated post for six (6) or more consecutive hours, the employee will be provided, at the Office's discretion, a meal or will be entitled to reimbursement for a meal per the current GSA reimbursement rates.
Eligible Classes: Classes designated DS and SM.

Section 14. Subsection (a) of Section 1.13.9 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.13.9: UNIFORM ALLOWANCE (INITIAL ISSUE AND MAINTENANCE).

- (a) Sheriff's Uniform Allowance.
 - (1) Newly-Hired Deputies or Deputy Sheriffs-Detentions/Court Services. Employees hired for the first time shall be reimbursed for an amount not to exceed one thousand two-hundred dollars (\$1,200.00) of the cost of required uniforms and equipment upon filing a claim accompanied by a proof of purchase. Employees who are separated during the probationary period shall return all uniforms and equipment for which reimbursement was paid to a place designated by the Sheriff.
Eligible Classes: Classes designated DS.
 - (2) Maintenance.
 - (a) For maintaining and/or replacing required uniforms and equipment, the County shall, on the payday of Payroll 05 of each fiscal year, pay a uniform

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maintenance allowance to an employee who is in the eligible class in Payroll 04 of the fiscal year, and who has continuous satisfactory service in a uniformed class during all or a portion of the preceding twenty-six (26) pay periods as follows:

Eligible Class: Classes designated DS and SM.

(b) Required Paid Service in Eligible Class Allowance

(1) Effective Through June 30, 2013

Over 1650 hours	\$725	(3/3)
Over 1100, but not over 1650 hours	\$479	(2/3)
Over 550, but not over 1100 hours	\$239	(1/3)
550 hours or less	-0-	(0/3)

(2) Effective July 1, 2013

Over 1650 hours	\$1,000	(3/3)
Over 1100, but not over 1650 hours	\$666	(2/3)
Over 550, but not over 1100 hours	\$333	(1/3)
550 hours or less	-0-	(0/3)

Eligible Class: Classes designated DS and SM.

(c) In the event of movement between uniformed classes within the Sheriff's Office, time required for eligibility shall be satisfied by County service in a uniformed class for purpose of payment of uniform allowance provisions.

Eligible Class: Classes designated DS.

Section 15. Subsection (a) of Section 2.1.10 of the Compensation Ordinance is hereby amended as follows:

SECTION 2.1.10: RECRUITMENT BONUS.

(a) New employees hired between September 9, 2022 and September 12, 2025 in the eligible classifications listed below qualify for a recruitment bonus to be paid as follows:

\$1,250	Upon completion of the hiring process
\$1,250	After successful completion of the probationary period

Eligible Classes:

003635	Civil Engineer
004158	Deputy Medical Examiner I
004159	Deputy Medical Examiner II
006035	Equipment Operator

Current Employees do not qualify under this program.

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This bonus pay shall expire on September 12, 2025, and shall not apply to any person hired after September 12, 2025.

Section 16. Section 2.1.17 of the Compensation Ordinance is hereby amended as follows:

SECTION 2.1.17: HARD TO RECRUIT REFERRAL REWARD PROGRAM.

Employee Eligibility:

- A. Only regular County of San Diego employees are eligible to submit referrals under this program with the following exceptions:
 - 1) Employees working in the human resources field;
 - 2) Those employees who have responsibility for recruitment as part of their assigned job duties, including individuals assigned on a temporary basis to carry out specialized recruiting activities unless it can be verified that the recruitment did not occur during that activity; and
 - 3) All elected and unclassified employees.
- B. Eligible employees must be active at the time of referral and active at the time of reward to receive payment of reward.
- C. Hard to Recruit Positions are defined as the following*:
 - 002387 – Quality Assurance Specialist
 - 002820 – Sheriff’s Emergency Services Trainee
 - 002822 – Sheriff’s Emergency Services Dispatcher
 - 003615 – Asst Engineer
 - 003635 – Civil Engineer
 - 003720 - Senior Civil Engineer
 - 003785 – Land Surveyor
 - 003812 – Engineering Technician III
 - 003813 – Engineering Technician II
 - 003814 – Engineering Technician I
 - 004158 – Deputy Medical Examiner I
 - 004159 – Deputy Medical Examiner II
 - 004162 – Medical Consultant
 - 004196 – Psychiatrist
 - 004199 – Psychiatrist Specialist
 - 004304 – Utilization Review Quality Improvement Supervisor
 - 004314 – Utilization Review Quality Improvement Specialist
 - 004346 – Public Health Microbiologist
 - 004348 – Supervising Public Health Microbiologist
 - 004353 – Senior Public Health Microbiologist
 - 004517 – Certified Nurse Practitioner
 - 004525 – Psychiatric Nurse
 - 004533 – In-Service Education Coordinator
 - 004538 – Staff Nurse
 - 004544 – Supervising Nurse
 - 004546 – Sheriff’s Detentions Supervising Nurse
 - 004548 – Sheriff’s Detentions Nurse
 - 004565 – Public Health Nurse
 - 004567 – Senior Public Health Nurse
 - 004570 – Public Health Nurse Supervisor

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004625 – Licensed Vocational Nurse
004626 – Sheriff’s Detentions Licensed Vocational Nurse
005045 – Clinical Psychologist
005087 – Sr Clinical Psychologist
005102 – Licensed Mental Health Clinician
005253 – Protective Services Worker
005279 – Sheriff’s Detentions, Mental Health Clinician
005280 – Sheriff’s Detentions, Chief Mental Health Clinician
005746 – Deputy Sheriff
005757 – Deputy Sheriff – Detentions/Court Services
006035 – Equipment Operator

*Any other classification identified by the Department of Human Resources.

D. Amount of Referral Reward:

The amount of referral reward will be a gross payment of \$1,000 and will be paid through the regular payroll advice/warrant.

E. Referrals Eligible for Referral Reward:

- 1) Referrals only qualify under this program if a written referral is made by an eligible employee during the recruitment period.
- 2) Current employees do not qualify as “applicants” to be referred under this program.
- 3) Immediate family of the referring employee do not qualify as “applicants” to be referred under this program. Immediate family includes husband, wife, child, stepchild, brother, stepbrother, sister, stepsister, parent, stepparent, any person serving as a parent or who has served as a parent, or any other person living in the same household as the employee.
- 4) An employee is only eligible to receive up to five (5) referral reward payments per fiscal year, regardless of the total number of referrals made by the employee that meet the criteria for successful completion of the program.
- 5) Applicant must be hired as a regular County employee in one of the identified hard to recruit positions.

F. Process for Receiving Referral Reward:

Confidential Referral Form:

- 1) The referring employee must complete and submit a Confidential Referral Form to the Department of Human Resources. The Confidential Referral Form must be submitted electronically before the referred candidate submits application.
- 2) Payment of the referral reward will be subject to verification that all required parties have met the eligibility requirements.
- 3) Verbal referrals will not be accepted.
- 4) Only one employee may qualify for the referral reward for each referred candidate. In the event of multiple Confidential Referral Forms for the same candidate, the Confidential Referral Form with the earliest time/date stamp will be used in determining eligibility for reward.

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G. Reward payment will be made in the following manner:

- 1) The recruited employee must complete three (3) months of paid service as a regular County employee in one of the identified hard to recruit positions in order for the \$1,000 referral reward to be paid to the employee who made the referral.
- 2) A gross payment of \$1,000 will be made to the referring employee through the regular payroll advice or warrant.
- 3) The decision to award or deny payment under this Hard to Recruit Referral Reward Program shall be at the sole discretion of the County and shall not be subject to appeal or grievance.

H. Duration:

- 1) This program shall be in place through September 12, 2025.

Section 17. Effective Dates. Sections 1-2 shall take effect thirty (30) days after its adoption and Sections 3 - 16 shall take effect upon adoption by the Board of Supervisors following the second reading. 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.

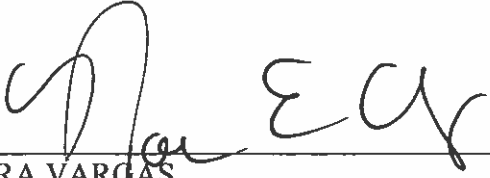
Section 18. Operative Dates. Operative dates by specified section are listed in the table below.

<u>Section Number</u>	<u>Operative Date</u>
Sections 1 - 2	10/10/24
Section 3	9/10/24
Section 4	9/10/24
Section 5	9/20/24
Sections 6 - 9	9/10/24
Section 10	9/13/24
Sections 11-12	9/20/24
Section 13	9/10/24
Section 14	9/20/24
Sections 15-16	9/13/24

APPROVED AS TO FORM AND LEGALITY
Claudia G. Silva, County Counsel

BY: Smitha Arons, Senior Deputy County Counsel

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 10th day of September 2024.



NORA VARGAS
Chair, Board of Supervisors
County of San Diego, State of California

The above Ordinance was adopted by the following vote:

AYES: Vargas, Anderson, Lawson-Remer, Montgomery Steppe
NOES: Desmond

ATTEST my hand and the seal of the Board of Supervisors this 10th day of September 2024.

ANDREW POTTER
Clerk of the Board of Supervisors

By 

Nancy Vizcarra, Deputy



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