

ORDINANCE NO 9560 (NEW SERIES)

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND
ESTABLISHING COMPENSATION AND OTHER PROVISIONS FOR THE PD AND PM UNITS**

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 a 4% increase in compensation of the current rates for represented Classified Service classes designated: PD and PM, effective June 27, 2003.

Section 2. Appendix One of the Compensation Ordinance is hereby amended by establishing a 1.5% increase in compensation of the current rates for represented Classified Service classes designated: PD and PM, effective December 26, 2003.

Section 3. Appendix One of the Compensation Ordinance is hereby amended by establishing a 3% increase in compensation of the current rates for represented Classified Service classes designated: PD and PM, effective June 25, 2004.

Section 4. Appendix One of the Compensation Ordinance is hereby amended by establishing a 1.5% increase in compensation of the current rates for represented Classified Service classes designated: PD and PM, effective December 24, 2004.

Section 5. Appendix One of the Compensation Ordinance is hereby amended by establishing a 3% increase in compensation of the current rates for represented Classified Service classes designated: PD and PM, effective June 24, 2005.

Section 6. Section 4.2.21 of the Compensation Ordinance is hereby added to read as follows:

SECTION 4.2.21: PROFESSIONAL TIME OFF.

- (a) Eligibility. Only those employees in classes designated AM, AS, DA, PD and PM.
- (b) General Provisions: 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 eighty (80) hours per fiscal year for AM, AS and DA Units and not to exceed a maximum of forty (40) hours per fiscal year for the PD and PM Units. 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.
- (c) Professional Time Off:
 - (i) 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.
 - (ii) Shall commence on July 1, 2003.
 - (iii) Shall be limited to a cumulative maximum of eighty (80) hours in a fiscal year for the AM, AS and DA Units and a maximum of forty (40) hours in a fiscal year for the PD and PM Units.
 - (iv) Shall be limited to increments of 8 hours, which shall constitute a full workday.
 - (v) Shall not accumulate or be earned as a matter of right.
 - (vi) Has no cash value and is ineligible for terminal payoff.

Section 7. Subsection (f)(3) of Section 5.1.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN.

(f) County Contributions. County contributions to the Flexible Benefits Plan on behalf of eligible employees are made on a twice-monthly basis. In months where there are three paydays, no contribution will be made on the third payday. County contributions shall be in the amounts established below for each eligible employee.

(3) Employees in classes designated AM, AS, DA, PD and PM with Benefit Plan designator 02:

Effective June 27, 2003

Employee Only	\$252.00
Employee + 1 Dependent	329.00
Employee + 2 or More Dependents	417.00

Effective October 1, 2003:

Employee Only	\$258.00
Employee + 1 Dependent	345.00
Employee + 2 or More Dependents	453.00

Effective October 1, 2004

Employee Only	\$264.00
Employee + 1 Dependent	361.00
Employee + 2 or More Dependents	489.00

Effective October 1, 2005:

Employee Only	\$270.00
Employee + 1 Dependent	377.00
Employee + 2 or More Dependents	525.00

Section 8. Subsection (f) (3) (i) of Section 5.12 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.12: PAY FOR PERFORMANCE PROGRAM

(f)(3)(i) Enhanced 50/50 Program.

(i) Employees in eligible positions covered by the Enhanced 50/50 Program may earn a rate increase in addition to the rate increases described in subdivision (f)(2) above.

Section 9. Operative Date. Operative dates by specified section are listed in the table below

Section Number	Operative Date
Section 1	06/27/03
Section 2	12/26/03
Section 3	06/25/04
Section 4	12/24/04
Section 5	06/24/05
Section 6	07/01/03
Section 7	06/27/03
Section 8	06/27/03

Passed and adopted this 17th day of June, 2003.