

ORDINANCE NO. 9618 (NEW SERIES)

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE ESTABLISHING
AUTHORIZED CLASSIFICATION 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 amending compensation for the following classifications/job codes effective December 12, 2003.

Class No.	Step 1 Hourly Biweekly	Step 2 Hourly Biweekly	Step 3 Hourly Biweekly	Step 4 Hourly Biweekly	Step 5 Hourly Biweekly	Step 6 Hourly Biweekly	Step 7 Hourly Biweekly	Approx Annual Salary Minimum - Maximum
4317	Clinical Laboratory Scientist							
	21.11 1688.80	22.17 1773.60	23.28 1862.40	24.44 1955.20	25.66 2052.80			\$43,908.80 - \$53,372.80
4321	Sr. Clinical Laboratory Scientist							
	23.28 1862.40	24.44 1955.20	25.66 2052.80	26.94 2155.20	28.29 2263.20			\$48,422.40 - \$58,843.20
5241	Victim Advocate							
	17.43 1394.40	18.30 1464.00	19.21 1536.80	20.17 1613.60	21.18 1694.40	22.24 1779.20	23.35 1868.00	\$36,254.40 - \$48,568.00

Section 2. Appendix One of the Compensation Ordinance is hereby amended by amending the following compensation for two classifications/job codes in the unclassified service effective December 12, 2003:

Class No.	Step 1 Hourly Biweekly	Step 2 Hourly Biweekly	Step 3 Hourly Biweekly	Step 4 Hourly Biweekly	Step 5 Hourly Biweekly	Approx Annual Salary Minimum – Maximum
0342	Special Investigator (Dist Atty)					
	30.25 2420.00	59.00 4720.00				\$62,920.00 - \$122,720.00

Section 3. Appendix One of the Compensation Ordinance is hereby amended by retitling classifications as follows effective January 9, 2004:

	<u>Class No.</u>	<u>Class Title</u>
From:	2106	CFO/Auditor & Controller
To:	2106	Chief Financial Officer/General Manager
From:	2203	Assistant Chief Financial Officer
To:	2203	Assistant Chief Financial Officer/Auditor & Controller
From:	2448	Supervisor, Deferred Compensation
To:	2448	Deferred Compensation Program Manager
From:	3507	Planner I
To:	3507	Land Use/Environmental Planner I
From:	3508	Planner II
To:	3508	Land Use/Environmental Planner II
From:	3509	Planner III
To:	3509	Land Use/Environmental Planner III
From:	3517	Planning Manager
To:	3517	Land Use/Environmental Planning Manager
From:	3801	Drafting Technician II
To:	3801	Drafting Technician
From:	4114	Chief, Mental Health Case Management
To:	4114	Chief, Mental Health Clinical Services

Section 4. Appendix One of the Compensation Ordinance is hereby amended by deleting the following classifications/job codes effective January 9, 2004:

<u>Class No.</u>	<u>Class Title</u>
2209	Special Assistant County Counsel
2478	Revenue & Recovery Officer I
3052	Chief, Records Management Services

Section 5. Appendix One of the Compensation Ordinance is hereby amended by establishing the Overtime Eligibility Indicator Code for the following classifications/job codes effective December 12, 2003:

<u>Class No.</u>	<u>Class Title</u>	<u>Overtime Indicator</u>
5776	Assistant Crime Lab Manager	C

Section 6. Section 1.2.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.2.1: APPLICATION. The provisions of this chapter apply to the Classified and Unclassified Services of the County unless expressly provided otherwise or a contrary intention is apparent from the context. Article 1.6 (Overtime, Standby, Call-back and Shift Premiums) shall not apply to the Unclassified Service.

Section 7. Section 1.2.5 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.2.5: APPOINTMENT OF DEPUTIES. Whenever a department head is entitled under the codes, the general law, or the County Charter, to appoint deputies, and any employee is in this ordinance designated as clerk, or by any other title, the department head may, by written appointment filed with the Assessor/Recorder/County Clerk, appoint such employee as a deputy. The person appointed shall be and is hereby authorized to perform any and all acts which deputies in said departments are entitled to perform. In addition to the number of deputies herein provided, every County officer, except a supervisor or judicial officer, may appoint as many deputies to serve, without compensation, as may be necessary for the prompt and faithful discharge of official duties. Any department head may appoint employees of any other department as deputies in the department without extra compensation.

Section 8. Section 1.4.7 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.4.7: STEP ANNIVERSARY DATE. Notwithstanding Sections 1.4.3 (Advancement Within Range: Biweekly Rate Employees), 1.4.4 (Advancement Within Range: Hourly Rate Employees), and 1.4.5 (Advancement Within Range: Deputy Sheriff), an employee who, subsequent to promotion, demotion, or appointment to a different class at the same level, receives compensation in the same or a lesser amount than the employee's former rate, or any rate between the employee's former rate and inclusive of a rate five percent (5%) higher than such former rate when rounded to the nearest tenth of a percent, shall advance to the next higher step on the date the employee would have advanced if the employee had remained in the former class.

Section 9. Section 1.4.12 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.4.12: ADVANCEMENT WITHIN RANGE, DEPUTY SHERIFF - DETENTIONS/COURT SERVICES, AND CORRECTIONS DEPUTY SHERIFF. Every employee in class 5757, or 5786, or any combination thereof, shall advance within range as follows:

- (a) The employee shall enter at Step 1 on the first day of the first biweekly pay period following graduation from an approved Academy.
- (b) Following completion of 26 weeks of full-time service at Step 1, the employee shall advance to Step 2.
- (c) Following completion of 26 weeks of full-time service at Step 2, the employee shall advance to Step 3.
- (d) Following completion of at least 52 weeks of full-time service at Step 3, 4, 5, or 6, the employee shall advance to the next higher step within the range prescribed for his or her class.
- (e) Effective July 8, 1994, employees in class Corrections Deputy Sheriff, except when denied by the Sheriff for substandard performance, shall advance to Step 8 upon completion of twenty four full months of continuous paid regular service at Step 7.

- (f) Effective November 17, 2000, employees in class 5786, Corrections Deputy Sheriff except when denied by the Sheriff for substandard performance, shall advance to Step 9 upon completion of thirty-six full months of continuous paid regular service at Step 8.
- (g) Effective April 19, 2002, employees in class 5757, Deputy Sheriff - Detentions/Court Services, and 5786, Corrections Deputy Sheriff or any combination thereof, except when denied by the Sheriff for substandard performance, shall advance to Step 8 upon completion of twenty four full months of continuous paid regular service at Step 7; or shall advance to Step 9 upon completion of thirty-six full months of continuous paid regular service at Step 8.

Section 10. Section 1.6.2, subsection (c) (5) (f) of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.6.2: SCHEDULED OVERTIME.

- (c) Method of Calculation.
- (1) Recording and Authorization. Overtime shall be recorded in units of hours and tenths of hours. Overtime must be for work definitely ordered or approved in advance by the appointing authority. The appointing authority shall keep current records of each instance of overtime worked, the reason therefor, by whom authorized, and the date and duration of compensatory time off allowed and/or cash compensation paid.
 - (2) More Than One Class. Overtime earned by an employee who is employed in more than one class shall be computed in the manner provided in this section for each class separately.
 - (3) Part-Time Employees. Except as provided herein, overtime compensation for part-time employees shall only be paid for ordered work performed in excess of the full regularly scheduled work period as set forth in Section 1.5.1 (Work Periods).
 - (4) Certain Health Care Employees. Overtime compensation for employees of a County hospital or facility who are primarily engaged in the care of sick, aged or mentally ill persons residing at the hospital or facility, shall be paid for ordered work performed in excess of an eight (8) hour work day and in excess of an eighty (80) hour work period.
 - (5) Computing Hours. Paid leave (Section 4.2), including holidays and compensatory time off; investigation, preparation or presentation of a grievance; and authorized release time for negotiations do not count as hours worked for overtime purposes; that is, such hours shall not be considered time worked in the normal work week or standard work period when establishing eligibility for overtime compensation. Notwithstanding this subsection (f) or employees in classes designated CM and CR, and for classes 3074 - Senior Mail Clerk Driver, 7069 - Wastewater Plant Operator III, 5885 - Building Maintenance Supervisor, 5900 - Sheriff's Supervising Heli/Air Mechanic, 6163 - Sr. Electronic Security & Systems Technician, 6149 - Telecommunications Technician III, holidays shall count as hours worked for overtime purposes.

Section 11. Section 1.8.3 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.3: MEDICAL AND DETENTION FACILITY ASSIGNMENT. Eligible employees assigned to work at a detention facility as his/her primary work location shall be paid twenty-five cents (\$.25) per hour in addition to the salary prescribed for his/her class for each hour worked in the following locations.

Health & Human Services Agency	
Admissions and Screening:	
•	Polinski Children's Center
Emergency Screening:	
•	Vista Hill Hospital
Inpatient units, Admissions and Screening:	

•	San Diego County Psychiatric Hospital
Medication Management:	
•	Central Regional Clinic
•	East County Outpatient Clinic
•	Forensic Mental Health Services
•	Grantville
•	North Coastal Outpatient Clinic
•	North Inland Outpatient Clinic
•	South East Region Outpatient Clinic
•	Camp Barrett
•	Juvenile Ranch Facility

Section 11. Continued.

Sheriff's Department
Jail Information
Booking Section
Release Section
Dispensary
Psychiatric Security Unit at the Jail
Jail Kitchens
Central Laundry
Central Production Center

Probation Department
Juvenile Hall

Eligible Classes:

- 2403 Accounting Technician
- 2430 Cashier
- 2493 Payroll Clerk
- 2494 Intermediate Account Clerk
- 2510 Senior Account Clerk
- 2511 Senior Payroll Clerk
- 2513 Senior Cashier
- 2521 Account Clerk Specialist
- 2650 Stock Clerk
- 2658 Storekeeper II
- 2660 Storekeeper I
- 2664 Pharmacy Stock Clerk
- 2700 Intermediate Clerk
- 2708 Hospital Unit Clerk
- 2709 Departmental Clerk
- 2710 Junior Clerk
- 2715 Records Clerk
- 2725 Principal Clerk I
- 2729 Office Support Specialist
- 2730 Senior Clerk
- 2745 Supervising Clerk
- 2756 Administrative Secretary I
- 2757 Administrative Secretary II
- 3007 Junior Word Processor
- 3008 Senior Word Processor

Eligible Classes:

3009	Word Processor
3046	Medical Records Clerk
3049	Medical Records Technician
3055	Senior Medical Records Technician
4260	Pharmacy Technician
5236	Departmental Aide
6405	Food Services Supervisor
6410	Senior Cook
6411	Cook
6415	Food Services Worker
6520	Linen Marker & Distributor
6530	Laundry Worker
6531	Laundry Worker II (T)
7520	Sewing Room Operator
7530	Sewing Room Supervisor

Section 12. Section 1.9.5 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.9.5: TRANSCRIBING ASSIGNMENT. Eligible employees regularly assigned and certified by the appointing authority as working more than fifty percent (50%) of their time, or assigned more than forty (40) hours in any one (1) biweekly pay period, to transcribe from mechanical dictating equipment on a continuous basis, shall be paid thirty-seven and one-half cents (\$.375) per hour.

Eligible Classes:

2700 Intermediate Clerk
2729 Office Support Specialist
2730 Senior Clerk

Section 13. Section 1.9.8 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.9.8: Eligible employees, who were classified as class 0630, Senior Typist or class 0637, Administrative Secretary III-Marshal employed on December 31, 1999 by the Office of the Marshal and subsequently employed by the Sheriff as of January 1, 2000, shall receive biweekly compensation at a rate ten (10%) percent in addition to the employee's base wage rate. This premium shall apply to paid leave, but shall not apply to terminal payoff.

Eligible Classes:

2729 Office Support Specialist
2730 Senior Clerk
2758 Administrative Secretary III

Section 14. Section 1.12.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.6: ASBESTOS HANDLING CERTIFICATE. Employees in eligible classes shall be paid twenty-five dollars (\$25.00) upon completion of training and certification of proficiency and competency in the use of respirator and protective clothing, maintenance of equipment, and maintenance and handling of asbestos.

Eligible Classes: Classes designated CM or CR and:

3074 Senior Mail Clerk Driver
7069 Wastewater Plant Operator III
5885 Building Maintenance Supervisor
5900 Sheriff's Supervising Heli/Air Mechanic
6149 Telecommunications Technician III
6163 Sr Electronic Security & Systems Technician

Section 15. Section 1.12.8, subsection (b) of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.8: REGISTERED ENGINEERS, ARCHITECTS AND SURVEYORS.

- (b) Eligible employees shall be paid approximately five percent (5%) upon furnishing satisfactory evidence that they possess a current valid State of California registration as a Professional Engineer or Architect.

Eligible Classes:

- 3505 Landscape Architect
- 3591 Architectural Project Manager I
- 3592 Architectural Project Manager II

Section 16. Section 1.13.11 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.11 – SAFETY GLASSES. If safety glasses are deemed appropriate by the Department, employees shall be reimbursed for safety glasses, regular and prescription, according to criteria established in the Memorandum of Agreement covering employees in classes designated CR and CM. The same criteria shall also apply to eligible classes. Upon satisfying the criteria, the County will reimburse the employee for one pair of glasses per year not to exceed \$200 per year. The annual \$200 may be accumulated over any three-year period to a maximum of \$600.

Eligible Classes:

3074	Senior Mail Clerk Driver
7069	Wastewater Plant Operator III
5885	Building Maintenance Supervisor
5900	Sheriff's Supervising Heli/Air Mechanic
6149	Telecommunications Technician III
6163	Sr Electronic Security & Systems Technician

Section 17. Section 3.6.18, subsection (b) of the Compensation Ordinance is hereby amended to read as follows:

SECTION 3.6.18: OTHER COMPENSATED CLASSES.

- (a) For the following class, compensation shall be at a rate within the hourly rate range established below, which rate shall be established and may be changed from time to time by the appointing authority with the approval of the Chief Administrative Officer. The rate shall be specified on the basis of education and experience and the quantity and quality of service performed. All pay adjustments shall be prospective only. Persons shall not be appointed to positions in the following class until the Director has exempted such position from the Classified Service for a specified period of temporary service.

<u>Class No.</u>	<u>Title</u>	<u>Hourly Rate Range</u>
0896	Temporary Expert Professional	\$8.00 - \$150.00

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

<u>Class No.</u>	<u>Title</u>
0365	Special Guard
0735	Park Attendant (Seasonal)
0777	Election Worker IV
0779	Election Worker III
0780	Election Worker II
0781	Election Worker I
0790	Election Worker/Translator
0904	Student Worker – High School
0905	Student Worker – Undergraduate
0906	Student Worker – Graduate/Technical

The Student Worker classes are to provide for temporary appointments of students engaged in regularly established training programs. All appointments must be approved by the Director at the specified rate or a rate within the hourly range established in

Appendix One.

Section 18. Section 4.2.1 of the Compensation Ordinance is hereby amended to read as follows; the remainder of this section is renumbered.

SECTION 4.2.1: VACATION.

- (a) Definition. Vacation is a paid absence from work to refresh and rejuvenate an employee.
- (b) Eligibility. To earn vacation credit, or become entitled to take vacation, an employee must be paid at a biweekly rate. Where the rate of pay of an employee is changed to an hourly, per diem, per clinic, per license issued or any other rate of pay other than a biweekly rate, such employee shall not be entitled to any vacation and shall discontinue earning vacation credit. Such employee shall be paid the monetary value of all his/her unused vacation credit and for any vacation earned but not yet credited to him/her at the time of the change in his/her rate of pay.
- (c) Availability of Credit and Minimum Unit. Vacation credits shall become available for use on the first day of the period of paid service following the pay period in which they were earned. Vacation credit shall be accrued and used in tenths of hours. In the event that an employee is on unpaid leave, his/her vacation accrual will be posted on the first day of the first pay period after said employee returns to duty.

Section 19. Section 4.2.2, subsection (c) of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.2: SICK LEAVE.

- (c) Accumulation.
 - (1) Sick leave credit shall be earned at the rate of five percent (5%) of the employee's paid service during the pay period and shall be credited in units of one-tenth of an hour.

Section 20. Section 4.2.21 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.21: PROFESSIONAL TIME OFF.

- (A)
 - (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 20. Continued.

(B)

- (a) Eligibility. Only those employees in classes designated CC and CS.
- (b) At the discretion of the County Counsel and in accordance with any standards the County Counsel may issue subject to agreement with the DCCA, an employee may be granted professional time off not to exceed a maximum of eighty (80) hours per fiscal year. The decision on whether to grant professional time off shall be based on the guidelines applicable to PTO, and shall take into account an employee's overall workload involving assigned projects and cases. In addition to the above referenced guidelines applicable to PTO, Professional Time Off is subject to the following conditions:
- (c) Professional Time Off:
 - (i) Requests for PTO must be submitted on the Office's Leave of Absence slip and acted upon by the Appointing Authority (or his designee) prior to the commencement of the requested leave.
 - (ii) The PTO program shall commence on December 12, 2003.
 - (iii) PTO shall be limited to a maximum of eighty (80) available hours each fiscal year.
 - (iii) PTO shall be limited to increments of full workdays.
 - (iv) PTO has no cash value and is ineligible for terminal payoff.

Section 21. Section 5.1.6, subsection (f) of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN. A flexible benefits plan, administered in accordance with Section 125 of the Internal Revenue Code, the Flexible Benefits Plan Document, the Plan Brochure, and the requirements of the Director, Department of Human Resources, is a cafeteria-style benefits program wherein the County will make a contribution for each eligible employee. The County contribution is to be designated by the employee for distribution among the benefit options listed below. The plan features pre-tax contributions for premiums for all plans except Life Insurance as well as pre-tax contributions by the employee for deposit into Flexible Spending Accounts for reimbursement of qualified medical and/or dependent day care expenses.

- (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:
 - (1) Employees in classes designated EC, EM, EO, IW1, IW3, NA, NE, UM, or SD1 with Benefit Plan Designator 01 or 03:

<u>Effective October 1, 2003:</u>	<u>Monthly</u>
Employee Only	\$306.00
Employee + 1 Dependent	405.00
Employee + 2 or More Dependents	519.00
<u>Effective December 12, 2003:</u>	<u>Monthly</u>
Employee Only	\$316.00

Employee + 1 Dependent	435.00
Employee + 2 or More Dependents	569.00

Effective October 1, 2004: Monthly

Employee Only	\$322.00
Employee + 1 Dependent	451.00
Employee + 2 or More Dependents	605.00

Section 21. Continued.

<u>Effective October 1, 2005:</u>	<u>Monthly</u>
Employee Only	\$328.00
Employee + 1 Dependent	467.00
Employee + 2 or More Dependents	641.00

- (2) Employees in classes designated CEM, IW2, MA, NM, SD2 and SD6 with Benefit Plan designator 02 or 04, or employees designated CE or SO with Benefit Plan designator 05:

<u>Effective October 1, 2003:</u>	<u>Monthly</u>
Employee Only	\$276.00
Employee + 1 Dependent	375.00
Employee + 2 or More Dependents	489.00

<u>Effective December 12, 2003:</u>	<u>Monthly</u>
Employee Only	\$286.00
Employee + 1 Dependent	405.00
Employee + 2 or More Dependents	539.00

<u>Effective October 1, 2004:</u>	<u>Monthly</u>
Employee Only	\$292.00
Employee + 1 Dependent	421.00
Employee + 2 or More Dependents	575.00

<u>Effective October 1, 2005:</u>	<u>Monthly</u>
Employee Only	\$298.00
Employee + 1 Dependent	437.00
Employee + 2 or More Dependents	611.00

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

<u>Effective October 1, 2003:</u>	<u>Monthly</u>
Employee Only	\$258.00
Employee + 1 Dependent	345.00
Employee + 2 or More Dependents	453.00

<u>Effective December 12, 2003:</u>	<u>Monthly</u>
Employee Only	\$268.00
Employee + 1 Dependent	375.00
Employee + 2 or More Dependents	503.00

<u>Effective October 1, 2004:</u>	<u>Monthly</u>
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Employee Only	\$274.00
Employee + 1 Dependent	391.00
Employee + 2 or More Dependents	539.00

Section 21. Continued.

Effective October 1, 2005:

Employee Only	\$280.00
Employee + 1 Dependent	407.00
Employee + 2 or More Dependents	575.00

(4) Employees in classes designated SW:

Effective October 1, 2003: Monthly

Employee Only	\$250.00
Employee + 1 Dependent	345.00
Employee + 2 or More Dependents	457.00

Effective December 12, 2003: Monthly

Employee Only	\$260.00
Employee + 1 Dependent	375.00
Employee + 2 or More Dependents	507.00

Effective October 1, 2004: Monthly

Employee Only	\$266.00
Employee + 1 Dependent	391.00
Employee + 2 or More Dependents	543.00

Effective October 1, 2005: Monthly

Employee Only	\$272.00
Employee + 1 Dependent	407.00
Employee + 2 or More Dependents	579.00

(5) Employees in classes designated AE, CL, CM, CR, FS, HS, IW5, MM, PO, PR, PS, RN, SS, NS, or SD5:

Effective October 1, 2003: Monthly

Employee Only	\$238.00
Employee + 1 Dependent	325.00
Employee + 2 or More Dependents	433.00

Effective December 12, 2003: Monthly

Employee Only	\$248.00
Employee + 1 Dependent	355.00
Employee + 2 or More Dependents	483.00

Effective October 1, 2004: Monthly

	\$254.00
Employee Only	
Employee + 1 Dependent	371.00
Employee + 2 or More Dependents	519.00

Section 21. Continued.

	<u>Effective October 1, 2005:</u>	<u>Monthly</u>
	Employee Only	\$260.00
	Employee + 1 Dependent	387.00
	Employee + 2 or More Dependents	555.00
(6)	Employees in classes designated DS or SM, or in Class 5747, Sheriff's Cadet, and Class 5784, Correction Deputy Sheriff Cadet, with Benefit Plan Designator 05:	
	<u>Effective October 1, 2003:</u>	<u>Monthly</u>
	Employee Only	\$196.00
	Employee + 1 Dependent	276.00
	Employee + 2 or More Dependents	362.00
	<u>Effective December 12, 2003:</u>	<u>Monthly</u>
	Employee Only	\$206.00
	Employee + 1 Dependent	306.00
	Employee + 2 or More Dependents	412.00
	<u>Effective October 1, 2004:</u>	<u>Monthly</u>
	Employee Only	\$218.00
	Employee + 1 Dependent	332.00
	Employee + 2 or More Dependents	464.00
	<u>Effective October 1, 2005:</u>	<u>Monthly</u>
	Employee Only	\$230.00
	Employee + 1 Dependent	358.00
	Employee + 2 or More Dependents	516.00
	<u>Effective October 1, 2006:</u>	<u>Monthly</u>
	Employee Only	\$242.00
	Employee + 1 Dependent	384.00
	Employee + 2 or More Dependents	568.00
(7)	Employees in classes designated DI or DM.	
	<u>Effective October 1, 2003:</u>	<u>Monthly</u>
	Employee Only	\$278.00
	Employee + 1 Dependent	359.00
	Employee + 2 or More Dependents	447.00

<u>Effective December 12, 2003:</u>	<u>Monthly</u>
Employee Only	\$288.00
Employee + 1 Dependent	389.00
Employee + 2 or More Dependents	497.00

<u>Effective October 1, 2004:</u>	<u>Monthly</u>
Employee Only	\$300.00
Employee + 1 Dependent	415.00
Employee + 2 or More Dependents	549.00

Section 21. Continued.

<u>Effective October 1, 2005:</u>	<u>Monthly</u>
Employee Only	\$312.00
Employee + 1 Dependent	441.00
Employee + 2 or More Dependents	601.00

<u>Effective October 1, 2006:</u>	<u>Monthly</u>
Employee Only	\$324.00
Employee + 1 Dependent	467.00
Employee + 2 or More Dependents	653.00

(8) Employees in classes designated CC, and CS:

<u>Effective October 1, 2003:</u>	<u>Monthly</u>
Employee Only	\$258.00
Employee + 1 Dependent	345.00
Employee + 2 or More Dependents	453.00

<u>Effective December 12, 2003:</u>	<u>Monthly</u>
Employee Only	\$268.00
Employee + 1 Dependent	375.00
Employee + 2 or More Dependents	503.00

<u>Effective October 1, 2004</u>	<u>Monthly</u>
Employee Only	\$274.00
Employee + 1 Dependent	391.00
Employee + 2 or More Dependents	539.00

<u>Effective October 1, 2005:</u>	<u>Monthly</u>
Employee Only	\$280.00
Employee + 1 Dependent	407.00

Section 22. Section 1.4.3 of the Compensation Ordinance is hereby repealed.

Section 23. Section 3.6.12 of the Compensation Ordinance is hereby repealed; Section 3.6.11.1 is renumbered to Section 3.6.12.

Section 24. Effective Date. Sections 1, 2, 5, 8, 10, 11, 12, 13, 14, 16, 20, and 21 of this ordinance affect compensation and shall take effect upon adoption. 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 25. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	12/12/03
Section 2	12/12/03
Section 3	1/9/04
Section 4	1/9/04
Section 5	12/12/03
Section 6	1/9/04
Section 7	1/9/04
Section 8	12/12/03
Section 9	1/9/04
Section 10	12/12/03
Section 11	12/12/03
Section 12	12/12/03
Section 13	12/12/03
Section 14	12/12/03
Section 15	1/9/04
Section 16	12/12/03
Section 17	1/9/04
Section 18	1/9/04
Section 19	1/9/04
Section 20	12/12/03
Section 21	12/12/03
Section 22	1/9/04
Section 23	1/9/04

PASSED, APPROVED, AND ADOPTED this 9th day of December, 2003.