

ORDINANCE NO. 9619 (NEW SERIES)

**AN ORDINANCE AMENDING THE ADMINISTRATIVE CODE,
SECTION 493, PERTAINING TO SAN DIEGO COUNTY BAR FEE AND
SECTION 496, PERTAINING TO AUTOMOBILE ALLOWANCE.**

Section 1. Section 493 of the Administrative Code is hereby amended to read as follows:

SEC. 493. SAN DIEGO COUNTY BAR FEE.

For classes numbered 0370, 2124, 2127, 2201, 3910, 3911, 3912, 3913, 3914, 3918, 3919, 3920, 3921 and 3922, an employee eligible for such reimbursement shall be reimbursed membership dues of the San Diego County Bar Association or the North County Bar Association. However, in no case shall reimbursement be made at a higher level than the dues for the San Diego County Bar Association or reimbursement be made for both organizations. An eligible employee shall also be reimbursed for the basic dues for annual membership in the California Public Defender Association.

Designated Classes:

CLASS NUMBER TITLE

0140	District Attorney
0240	Assistant District Attorney
0245	Chief Deputy District Attorney
0370	Chief Deputy, Public Defender
2124	Public Defender
2127	Alternate Public Defender
2128	County Counsel
2201	Assistant Public Defender
2218	Chief Deputy County Counsel
3901	Chief Deputy County Counsel (T)
3903	Deputy County Counsel
3904	Senior Deputy County Counsel
3910	Deputy Public Defender I
3911	Deputy Public Defender II
3912	Deputy Public Defender III
3913	Deputy Public Defender IV
3914	Deputy Public Defender V
3915	Child Support Program Attorney I
3916	Child Support Program Attorney II
3917	Child Support Program Attorney III
3918	Deputy Alternate Public Defender I
3919	Deputy Alternate Public Defender II
3920	Deputy Alternate Public Defender III
3921	Deputy Alternate Public Defender IV
3922	Deputy Alternate Public Defender V
3923	Child Support Program Attorney IV
3924	Child Support Program Attorney V
3925	Deputy District Attorney V
3926	Deputy District Attorney IV
3927	Deputy District Attorney III
3928	Deputy District Attorney II
3929	Deputy District Attorney I

Section 2. Section 496 of the Administrative Code is hereby amended to read as follows:

SEC. 496 AUTOMOBILE ALLOWANCE

Each of the County Officers and Executive Management Staff hereinafter designated, as such designation may be hereafter modified from time to time, may elect to be paid a monthly allowance as hereinafter set forth for the use of a non-county vehicle in the performance of their duties subject to the following conditions:

- (a) The allowance shall cover all costs of acquisition, maintenance, servicing, lubrication, fuel and operation of said vehicle for such County use.
- (b) Each such officer shall at his own expense for the period covered by such allowance provide insurance protecting such officer in the use of such vehicle against liability for bodily injury and property damage in not less than the following amounts: bodily injury, each person, \$100,000; each accident \$300,000; property damage \$25,000.
- (c) Election to utilize the allowance shall be in writing and filed with the Chief Administrative Officer.
- (d) The following table of rates of automobile allowances are established, and officers authorized to receive such allowances shall be paid that monthly amount set forth in the allowance rate appearing after the title of that officer:

<u>Rate Allowance</u>	<u>Monthly Allowance</u>
A	\$734
B	684
C	674
D	572
E	534
F	438
G	400

and the following County officers be paid a monthly allowance at the rate herein specified:

<u>Officer</u>	<u>Rate Allowance</u>
Member, Board of Supervisors:	
First District	B
Second District	A
Third District	B
Fourth District	B
Fifth District	A
Assessor/Recorder/County Clerk	C
District Attorney	C
Treasurer-Tax Collector	D
Sheriff	C
Chief Retirement Officer,	D
Retirement Association	
Chief Administrative Officer	B

Section 2. Section 496 of the Administrative Code is hereby amended to read as follows (cont'd):

Director, Health and Human Services Agency	D
Assistant Chief Administrative Officer	G
Deputy Chief Administrative Officer	G
Agricultural Commissioner / Sealer of Weights and Measures	G
Executive Officer, Citizens Law Enforcement Review Board	G
Executive Officer, Civil Service Commission	G
Chief Financial Officer/General Manager	G
Assistant Chief Financial Officer/Auditor and Controller	G
Chief Information Officer	G
Clerk of the Board of Supervisors	G
County Counsel	G
Director, County Library	G
Chief Medical Examiner	G
Director, Office of Emergency Services	G
Director, Office of Internal Affairs	G
Director, Office of Media and Public Relations	G
Director, Office of Strategy and Intergovernmental Affairs	G
Air Pollution Control Officer	G
Director, Animal Services	G
Director, Area Agency on Aging (Aging & Independence Services)	G
Alternate Public Defender	G
Director, Environmental Health	G
Director, General Services	G
Director, Housing and Community Development	G
Director, Human Resources	G
Director, Parks and Recreation	G
Director, Planning and Land Use	G
Director, Purchasing and Contracting	G
Public Administrator	G
Public Defender	G
Director, Department of Public Works	G
Registrar of Voters	G
Deputy Director, HHSA (serving as Regional Managers)	G
Chief Operations Officer, HHSA	G
Child Support Services Director	G

Section 3. Effective Date. Sections 1 and 2 of this ordinance affect compensation and shall take effect upon 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 4. Operative Date. This ordinance shall be operative December 12, 2003.

SUMMARY OF PROPOSED ORDINANCE

Notice is Hereby Given that the Board of Supervisors of the County of San Diego will consider for adoption an amendment to the San Diego County Administrative Code which: amends Sections 493 which pertains to the San Diego County Bar Fee; and Section 496 which pertains to Automobile Allowance. Said proposed ordinance will be presented to the Board of Supervisors for the first reading on December 2, 2003 at which time public testimony will be received.

The Board meets at 9:00 a.m., in Room 310, County Administration Center, 1600 Pacific Highway, San Diego, California.

Interested persons are encouraged to review the text of the proposed ordinance in detail. A certified copy of the full text is posted in the Office of the Clerk of the Board of Supervisors, Room 402, of said Administration Center.

This summary is published pursuant to Government Code Section 25124 and Board of Supervisors' action of January 2, 1979, authorizing publication.

COMPENSATION ORDINANCE CHANGES

Section 1. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following classification/job code effective December 12, 2003.

Class No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Step 6 Hrly Biwkly	Step 7 Hrly Biwkly	Approx Annual Salary Minimum – Maximum
4317	Clinical Laboratory Scientist							
	19.54 <u>1563.20</u>	20.52 <u>1641.60</u>	21.55 <u>1724.00</u>	22.63 <u>1810.40</u>	23.76 <u>1900.80</u>			\$40,643.20 – \$49,420.80
	<u>21.11</u> <u>1688.80</u>	<u>22.17</u> <u>1773.60</u>	<u>23.28</u> <u>1862.40</u>	<u>24.44</u> <u>1955.20</u>	<u>25.66</u> <u>2052.80</u>			<u>\$43,908.80</u> - <u>\$53,372.80</u>
4321	Sr. Clinical Laboratory Scientist							
			23.33 <u>1866.40</u>	24.50 <u>1960.00</u>	25.72 <u>2057.60</u>			\$48,526.40 – \$53,497.60
	<u>23.28</u> <u>1862.40</u>	<u>24.44</u> <u>1955.20</u>	<u>25.66</u> <u>2052.80</u>	<u>26.94</u> <u>2155.20</u>	<u>28.29</u> <u>2263.20</u>			<u>\$48,422.40</u> - <u>\$58,843.20</u>
5241	Victim Advocate							
	18.73 <u>1498.40</u>	19.67 <u>1573.60</u>	20.65 <u>1652.00</u>	21.68 <u>1734.40</u>	22.76 <u>1820.80</u>			\$38,958.40 – \$47,340.80
	<u>17.43</u> <u>1394.40</u>	<u>18.30</u> <u>1464.00</u>	<u>19.21</u> <u>1536.80</u>	<u>20.17</u> <u>1613.60</u>	<u>21.18</u> <u>1694.40</u>	<u>22.24</u> <u>1779.20</u>	<u>23.35</u> <u>1868.00</u>	<u>\$36,254.40</u> - <u>\$48,568.00</u>

Section 2. Appendix One of the Compensation Ordinance is hereby amended by amending the following compensation for one class 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)					
	46.00 <u>3680.00</u>	59.00 <u>4720.00</u>				\$95,680.00 – \$122,720.00
	<u>30.25</u> <u>2420.00</u>	<u>59.00</u> <u>4720.00</u>				<u>\$62,920.00</u> - <u>\$122,720.00</u>

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	<u>NC</u>

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 and to classes designated "SC" (Superior Court Unit) in Appendix One of the Superior Court Service, 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. The provisions of this chapter applicable to the County class in the column "EQUIV CLASS" in Section 3.7.11 shall also apply to that Superior Court class, except for classes designated "SC" in Appendix One.

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 ~~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), and 1.4.6 (Advancement Within Range: Eligibility Technician), 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, COURT SERVICE OFFICER, AND CORRECTIONS DEPUTY SHERIFF. Every employee in class 5757, ~~5783~~, 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 ~~5783, Court Service Officer, and~~ 5786, 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 ~~5783, Court Service Officer, and~~ 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; ~~5783, Court Service Officer,~~ 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) For 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
 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-Marshall 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
6163 Sr Electronic Security & Systems Technician
6149 Telecommunications Technician III

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:

~~3504 Landscape Architect I~~
3505 ~~Landscape Architect-II~~
3591 Architectural Project Manager I
3592 Architectural Project Manager II
~~6324 Park Project Manager~~
~~6325 Senior Park Project Manager~~

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. ~~and~~ 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 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)
0738	Lifeguard (Seasonal)
0739	Senior Lifeguard
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) ~~Except for the following classes, S~~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.

~~Employees who are encumbering positions in the following classes, effective December 1, 1998 shall earn sick leave credit at the rate of 5.385 percent of the employee's paid service during the pay period and shall be credited in units of one tenth of an hour. For employees appointed to these classes subsequent to December 1, 1998, 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.~~

Eligible Classes:

0602	Judicial Secretary
0614	Judicial Secretary
0661	Chief Judicial Secretary
1624	Supervising Judicial Secretary

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.

Section 20. Continued.

(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.

(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, 2001:</u>	<u>Monthly</u>
Employee Only	\$294.00
Employee + 1 Dependent	373.00
Employee + 2 or More Dependents	447.00

Section 21. Continued.

<u>Effective October 1, 2002:</u>	<u>Monthly</u>
Employee Only	\$300.00
Employee + 1 Dependent	389.00
Employee + 2 or More Dependents	483.00
<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>
<u>Employee Only</u>	<u>\$316.00</u>
<u>Employee + 1 Dependent</u>	<u>435.00</u>
<u>Employee + 2 or More Dependents</u>	<u>569.00</u>
<u>Effective October 1, 2004:</u>	<u>Monthly</u>
Employee Only	\$312.00 <u>322.00</u>
Employee + 1 Dependent	421.00 <u>451.00</u>
Employee + 2 or More Dependents	555.00 <u>605.00</u>
<u>Effective October 1, 2005:</u>	<u>Monthly</u>
Employee Only	\$318.00 <u>328.00</u>
Employee + 1 Dependent	437.00 <u>467.00</u>
Employee + 2 or More Dependents	591.00 <u>641.00</u>

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

<u>Effective October 1, 2001:</u>	<u>Monthly</u>
Employee Only	\$264.00
Employee + 1 Dependent	343.00
Employee + 2 or More Dependents	417.00
<u>Effective October 1, 2002:</u>	<u>Monthly</u>
Employee Only	\$270.00
Employee + 1 Dependent	359.00
Employee + 2 or More Dependents	453.00

Section 21. Continued.

<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>
<u>Employee Only</u>	<u>\$286.00</u>
<u>Employee + 1 Dependent</u>	<u>405.00</u>
<u>Employee + 2 or More Dependents</u>	<u>539.00</u>
<u>Effective October 1, 2004:</u>	<u>Monthly</u>
Employee Only	\$282.00
	<u>292.00</u>
Employee + 1 Dependent	391.00
	<u>421.00</u>
Employee + 2 or More Dependents	525.00
	<u>575.00</u>
<u>Effective October 1, 2005:</u>	<u>Monthly</u>
Employee Only	\$288.00
	<u>298.00</u>
Employee + 1 Dependent	407.00
	<u>437.00</u>
Employee + 2 or More Dependents	561.00
	<u>611.00</u>

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

<u>Effective June 27, 2003:</u>	<u>Monthly</u>
Employee Only	\$252.00
Employee + 1 Dependent	329.00
Employee + 2 or More Dependents	417.00
<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>
<u>Employee Only</u>	<u>\$268.00</u>
<u>Employee + 1 Dependent</u>	<u>375.00</u>
<u>Employee + 2 or More Dependents</u>	<u>503.00</u>

Section 21. Continued.

<u>Effective October 1, 2004:</u>	<u>Monthly</u>
Employee Only	\$264.00
	<u>274.00</u>
Employee + 1 Dependent	361.00
	<u>391.00</u>
Employee + 2 or More Dependents	489.00
	<u>539.00</u>
 <u>Effective October 1, 2005:</u>	 <u>Monthly</u>
Employee Only	\$270.00
	<u>280.00</u>
Employee + 1 Dependent	377.00
	<u>407.00</u>
Employee + 2 or More Dependents	525.00
	<u>575.00</u>

(4) Employees in classes designated SW:

<u>Effective October 1, 2000:</u>	<u>Monthly</u>
Employee Only	\$233.00
Employee + 1 Dependent	298.00
Employee + 2 or More Dependents	355.00
 <u>Effective October 1, 2001</u>	 <u>Monthly</u>
Employee Only	\$238.00
Employee + 1 Dependent	313.00
Employee + 2 or More Dependents	385.00
 <u>Effective October 1, 2002</u>	 <u>Monthly</u>
Employee Only	\$244.00
Employee + 1 Dependent	329.00
Employee + 2 or More Dependents	421.00
 <u>Effective October 1, 2003:</u>	 <u>Monthly</u>
Employee Only	\$250.00
Employee + 1 Dependent	345.00
Employee + 2 or More Dependents	457.00
 <u>Effective December 12, 2003:</u>	 <u>Monthly</u>
<u>Employee Only</u>	<u>\$260.00</u>
<u>Employee + 1 Dependent</u>	<u>375.00</u>
<u>Employee + 2 or More Dependents</u>	<u>507.00</u>
 <u>Effective October 1, 2004:</u>	 <u>Monthly</u>
Employee Only	\$256.00
	<u>266.00</u>
Employee + 1 Dependent	361.00
	<u>391.00</u>
Employee + 2 or More Dependents	493.00
	<u>543.00</u>

<u>Effective October 1, 2005:</u>	<u>Monthly</u>
Employee Only	\$262.00
	<u>272.00</u>
Employee + 1 Dependent	<u>377.00</u>
	<u>407.00</u>
Employee + 2 or More Dependents	<u>529.00</u>
	<u>579.00</u>

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

<u>Effective October 1, 2000:</u>	<u>Monthly</u>
Employee Only	\$221.00
Employee + 1 Dependent	278.00
Employee + 2 or More Dependents	331.00

<u>Effective October 1, 2001</u>	<u>Monthly</u>
Employee Only	\$226.00
Employee + 1 Dependent	293.00
Employee + 2 or More Dependents	361.00

<u>Effective October 1, 2002</u>	<u>Monthly</u>
Employee Only	\$232.00
Employee + 1 Dependent	309.00
Employee + 2 or More Dependents	397.00

<u>Effective October 1, 2003:</u>	<u>Monthly</u>
Employee Only	\$238.00
Employee + 1 Dependent	325.00
Employee + 2 or More Dependents	433.00

<u>Effective December 12, 2003:</u>	<u>Monthly</u>
<u>Employee Only</u>	<u>\$248.00</u>
<u>Employee + 1 Dependent</u>	<u>355.00</u>
<u>Employee + 2 or More Dependents</u>	<u>483.00</u>

<u>Effective October 1, 2004:</u>	<u>Monthly</u>
	<u>\$244.00</u>
Employee Only	<u>254.00</u>
Employee + 1 Dependent	<u>341.00</u>
	<u>371.00</u>
Employee + 2 or More Dependents	<u>469.00</u>
	<u>519.00</u>

Section 21. Continued.

<u>Effective October 1, 2005:</u>	<u>Monthly</u>
Employee Only	\$250.00 <u>260.00</u>
Employee + 1 Dependent	<u>357.00</u> <u>387.00</u>
Employee + 2 or More Dependents	<u>505.00</u> <u>555.00</u>

- (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, 2001:</u>	<u>Monthly</u>
Employee Only	\$174.00
Employee + 1 Dependent	240.00
Employee + 2 or More Dependents	301.00

<u>Effective October 1, 2002:</u>	<u>Monthly</u>
Employee Only	\$184.00
Employee + 1 Dependent	250.00
Employee + 2 or More Dependents	311.00

<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>
<u>Employee Only</u>	<u>\$206.00</u>
<u>Employee + 1 Dependent</u>	<u>306.00</u>
<u>Employee + 2 or More Dependents</u>	<u>412.00</u>

<u>Effective October 1, 2004:</u>	<u>Monthly</u>
Employee Only	\$208.00 <u>218.00</u>
Employee + 1 Dependent	<u>302.00</u> <u>332.00</u>
Employee + 2 or More Dependents	<u>414.00</u> <u>464.00</u>

<u>Effective October 1, 2005:</u>	<u>Monthly</u>
Employee Only	\$220.00 <u>230.00</u>
Employee + 1 Dependent	<u>328.00</u> <u>358.00</u>
Employee + 2 or More Dependents	<u>466.00</u> <u>516.00</u>

Section 21. Continued.

	<u>Effective October 1, 2006:</u>	<u>Monthly</u>
	Employee Only	\$232.00
		242.00
	Employee + 1 Dependent	354.00
		<u>384.00</u>
	Employee + 2 or More Dependents	<u>518.00</u>
		<u>568.00</u>
(7)	Employees in classes designated DI or DM.	
	<u>Effective October 1, 2001:</u>	<u>Monthly</u>
	Employee Only	\$251.00
	Employee + 1 Dependent	313.00
	Employee + 2 or More Dependents	371.00
	<u>Effective October 1, 2002:</u>	<u>Monthly</u>
	Employee Only	\$266.00
	Employee + 1 Dependent	333.00
	Employee + 2 or More Dependents	396.00
	<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>
	<u>Employee Only</u>	<u>\$288.00</u>
	<u>Employee + 1 Dependent</u>	<u>389.00</u>
	<u>Employee + 2 or More Dependents</u>	<u>497.00</u>
	<u>Effective October 1, 2004:</u>	<u>Monthly</u>
	Employee Only	\$290.00
		300.00
	Employee + 1 Dependent	385.00
		<u>415.00</u>
	Employee + 2 or More Dependents	<u>499.00</u>
		<u>549.00</u>
	<u>Effective October 1, 2005:</u>	<u>Monthly</u>
	Employee Only	\$302.00
		312.00
	Employee + 1 Dependent	411.00
		<u>441.00</u>
	Employee + 2 or More Dependents	<u>551.00</u>
		<u>601.00</u>

Section 21. Continued.

<u>Effective October 1, 2006:</u>	<u>Monthly</u>
Employee Only	\$314.00
	324.00
Employee + 1 Dependent	437.00
	<u>467.00</u>
Employee + 2 or More Dependents	<u>603.00</u>
	<u>653.00</u>

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

<u>Effective October 1, 2000:</u>	<u>Monthly</u>
Employee Only	\$241.00
Employee + 1 Dependent	298.00
Employee + 2 or More Dependents	351.00

<u>Effective October 1, 2001</u>	<u>Monthly</u>
Employee Only	\$246.00
Employee + 1 Dependent	313.00
Employee + 2 or More Dependents	381.00

<u>Effective October 1, 2002</u>	<u>Monthly</u>
Employee Only	\$252.00
Employee + 1 Dependent	329.00
Employee + 2 or More Dependents	417.00

<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	<u>\$268.00</u>
Employee + 1 Dependent	<u>375.00</u>
Employee + 2 or More Dependents	<u>503.00</u>

Section 21. Continued.

<u>Effective October 1, 2004</u>	<u>Monthly</u>
Employee Only	\$264.00 <u>274.00</u>
Employee + 1 Dependent	<u>361.00</u> <u>391.00</u>
Employee + 2 or More Dependents	<u>489.00</u> <u>539.00</u>
<u>Effective October 1, 2005:</u>	<u>Monthly</u>
Employee Only	\$270.00 <u>280.00</u>
Employee + 1 Dependent	<u>377.00</u> <u>407.00</u>
Employee + 2 or More Dependents	<u>525.00</u> <u>575.00</u>

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

~~SECTION 1.4.3: ADVANCEMENT WITHIN RANGE: BIWEEKLY RATE EMPLOYEES.~~

- ~~(e) Employees hired into Class 5221 – Eligibility Technician, between January 1, 1982 and December 31, 1989. Employees who are at step 6, upon movement into the new Class 5223 – Human Services Specialist, shall be placed at step 7 of the new Class effective February 21, 2003 and shall be compensated at the adjusted rate for such next higher step from that date forward until such employee qualifies for any further step advancement pursuant to the provisions of this section.~~
- ~~(d) Employees hired into Class 5221 – Eligibility Technician, between January 1, 1990 and December 31, 1992. Employees who are at step 6, upon movement into the new Class 5223 – Human Services Specialist, shall be placed at step 7 of the new Class effective May 16, 2003 and shall be compensated at the adjusted rate for such next higher step from that date forward until such employee qualifies for any further step advancement pursuant to the provisions of this section.~~
- ~~(e) Employees hired into Class 5221 – Eligibility Technician, between January 1, 1993 and December 31, 1996. Employees who are at step 6, upon movement into the new Class 5223 – Human Services Specialist, shall be placed at step 7 of the new Class effective August 8, 2003 and shall be compensated at the adjusted rate for such next higher step from that date forward until such employee qualifies for any further step advancement pursuant to the provisions of this section.~~
- ~~(f) Employees hired into Class 5221 – Eligibility Technician, between January 1, 1997 and December 31, 2002. Employees who are at step 6, upon movement into the new Class 5223 – Human Services Specialist, shall be placed at step 7 of the new Class effective November 14, 2003 and shall be compensated at the adjusted rate for such next higher step from that date forward until such employee qualifies for any further step advancement pursuant to the provisions of this section.~~

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 ~~3.6.12~~ ~~3.6.11.1~~: LOCAL AGENCY FORMATION COMMISSION. For the following classes, compensation shall be \$50.00 per meeting actually attended. If the meeting for any day exceeds four (4) hours, compensation shall be \$100.00 for such meeting, not exceeding three (3) meetings in any calendar month.

<u>Class No.</u>	<u>Title</u>
0455	Members appointed pursuant to subdivisions (a), (b) and (c) of Section 56325; selected by an independent special district selection committee pursuant to Section 56332; and appointed pursuant to subdivision (a) of Section 56328 of the Government Code.
0456	Alternate members appointed pursuant to Section 56335, 56332, subdivision (a) of Section 56325, and subdivision (b) of Section 56328 of the Government Code.

~~SECTION 3.6.12: NEUTRAL APPELLATE AUTHORITY. A hearing officer appointed from the Standing List shall present such charges as are reasonably and customarily charged by such hearing officer for his or her services and attendant expenses at the conclusion of the hearing. The County and the employee organization(s) which are party to a representation petition proceeding or an unfair labor practice charge proceeding or an election, shall equally bear the costs presented by the hearing officer assigned.~~

<u>Class</u>	<u>Title</u>
0448	Hearing Officer, Standing List of Neutral Hearing Officers

**AN ORDINANCE AMENDING
THE ADMINISTRATIVE CODE**

ORDINANCE NO _____(NEW SERIES)

**AN ORDINANCE AMENDING THE ADMINISTRATIVE CODE,
SECTION 493, PERTAINING TO SAN DIEGO COUNTY BAR FEE AND
SECTION 496, PERTAINING TO AUTOMOBILE ALLOWANCE.**

Section 1. Section 493 of the Administrative Code is hereby amended to read as follows:

SEC. 493. SAN DIEGO COUNTY BAR FEE.

For classes numbered 0370, 2124, 2127, 2201, 3910, 3911, 3912, 3913, 3914, 3918, 3919, 3920, 3921 and 3922, an employee eligible for such reimbursement shall be reimbursed membership dues of the San Diego County Bar Association or the North County Bar Association. However, in no case shall reimbursement be made at a higher level than the dues for the San Diego County Bar Association or reimbursement be made for both organizations. An eligible employee shall also be reimbursed for the basic dues for annual membership in the California Public Defender Association. instead of the San Diego County Bar Association.

Designated Classes:

CLASS NUMBER TITLE

0140	District Attorney
0240	Assistant District Attorney
0245	Chief Deputy District Attorney
0370	Chief Deputy, Public Defender
2124	Public Defender
2127	Alternate Public Defender
2128	County Counsel
2201	Assistant Public Defender
2209	Special Assistant County Counsel
2218	Chief Deputy County Counsel
3901	Chief Deputy County Counsel (T)
3903	Deputy County Counsel
3904	Senior Deputy County Counsel
3910	Deputy Public Defender I
3911	Deputy Public Defender II
3912	Deputy Public Defender III
3913	Deputy Public Defender IV
3914	Deputy Public Defender V
3915	Child Support Program Attorney I
3916	Child Support Program Attorney II
3917	Child Support Program Attorney III
3918	Deputy Alternate Public Defender I
3919	Deputy Alternate Public Defender II
3920	Deputy Alternate Public Defender III
3921	Deputy Alternate Public Defender IV
3922	Deputy Alternate Public Defender V
3923	Child Support Program Attorney IV
3924	Child Support Program Attorney V
3925	Deputy District Attorney V
3926	Deputy District Attorney IV
3927	Deputy District Attorney III
3928	Deputy District Attorney II
3929	Deputy District Attorney I

Section 2. Section 496 of the Administrative Code is hereby amended to read as follows:

SEC. 496 AUTOMOBILE ALLOWANCE

Each of the County Officers and Executive Management Staff hereinafter designated, as such designation may be hereafter modified from time to time, may elect to be paid a monthly allowance as hereinafter set forth for the use of a non-county vehicle in the performance of their duties subject to the following conditions:

- (a) The allowance shall cover all costs of acquisition, maintenance, servicing, lubrication, fuel and operation of said vehicle for such County use.
- (b) Each such officer shall at his own expense for the period covered by such allowance provide insurance protecting such officer in the use of such vehicle against liability for bodily injury and property damage in not less than the following amounts: bodily injury, each person, \$100,000; each accident \$300,000; property damage \$25,000.
- (c) Election to utilize the allowance shall be in writing and filed with the Chief Administrative Officer.
- (d) The following table of rates of automobile allowances are established, and officers authorized to receive such allowances shall be paid that monthly amount set forth in the allowance rate appearing after the title of that officer:

<u>Rate Allowance</u>	<u>Monthly Allowance</u>
A	\$734
B	684
C	674
D	572
E	534
F	438
G	400

and the following County officers be paid a monthly allowance at the rate herein specified:

<u>Officer</u>	<u>Rate Allowance</u>
Member, Board of Supervisors:	
First District	B
Second District	A
Third District	B
Fourth District	B
Fifth District	A
Assessor/Recorder/County Clerk	C
District Attorney	C
Treasurer-Tax Collector	D
Sheriff	C
Chief Retirement Officer,	D
Retirement Association	
Chief Administrative Officer	B

Section 2. Section 496 of the Administrative Code is hereby amended to read as follows (cont'd):

Director, Health and Human Services Agency	D
Assistant Chief Administrative Officer	G
Deputy Chief Administrative Officer	G
Agricultural Commissioner / Sealer of Weights and Measures	G
Executive Officer, Citizens Law Enforcement Review Board	G
Executive Officer, Civil Service Commission	G
Chief Financial Officer/ Auditor and Controller	G
<u>Chief Financial Officer/General Manager</u>	<u>G</u>
<u>Assistant Chief Financial Officer/Auditor and Controller</u>	<u>G</u>
Chief Information Officer	G
Clerk of the Board of Supervisors	G
County Counsel	G
Director, County Library	G
Chief Medical Examiner	G
Director, Office of Emergency Services	G
Director, Office of Internal Affairs	G
Director, Office of Media and Public Relations	G
Director, Office of Strategy and Intergovernmental Affairs	G
Air Pollution Control Officer	G
Director, Animal Services	G
Director, Area Agency on Aging (Aging & Independence Services)	G
Alternate Public Defender	G
Director, Environmental Health	G
Director, General Services	G
Director, Housing and Community Development	G
Director, Human Resources	G
Director, Parks and Recreation	G
Director, Planning and Land Use	G
Director, Purchasing and Contracting	G
Public Administrator	G
Public Defender	G
Director, Department of Public Works	G
Registrar of Voters	G
Deputy Director, HHSA (serving as Regional Managers)	G
Chief Operations Officer, HHSA	G
Child Support Services Director	G

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