

ORDINANCE NO 9708 (NEW SERIES)

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE ESTABLISHING
AUTHORIZED CLASSIFICATIONS, 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 establishing the following classifications/job codes and compensation effective April 29, 2005:

Class No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Approx Annual Salary Minimum Maximum	Vari Entry	O/T	Rep Stat	Bene Plan/ Bene Prog
002488	Criminal Intelligence Analyst									
	28.62	30.05	31.55	33.13	34.79	\$59,529.60 - \$72,363.20	Y	N	CEM	MGT/02
	2289.60	2404.00	2524.00	2650.40	2783.20					
002805	Imaging Technician - Confidential									
	13.11	15.95				\$27,268.80 - \$33,176.00	Y	N	CE	CNM/05
	1048.80	1276.00								
003585	Building/Enforcement Manager									
	29.78	31.27	32.83	34.47	36.19	\$61,942.40 - \$75,275.20	Y	E	MA	MGT/02
	2382.40	2501.60	2626.40	2757.60	2895.20					
005773	Sheriff's Communication Manager									
	31.25	40.87				\$65,000.00 - \$ 85,000.00	Y	E	MA	MGT/02
	2500.00	3269.60								

Section 2. Appendix One of the Compensation Ordinance is hereby amended by establishing the following classification in the unclassified service, effective April 29, 2005.

Class No.	Salary Range	Vari Entry	O/T	Rep Stat	Bene Plan/ Bene Prog
000354	Sr Labor Relations Officer	09	Y	X	UM UCL

Section 3. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following classifications/job codes effective April 1, 2005:

Class No.	Step 1	Step 2	Step 3	Step 4	Step 5	Approx Annual Salary		
	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Minimum	Maximum	
000250	Chief Deputy County Recorder							
	44.00	60.50				\$91,520.00 - \$125,840.00		
	3520.00	4840.00						
002662	Pharmacy Storekeeper							
	13.43	14.10	14.81	15.55	16.33	\$27,934.40 - \$33,966.40		
	1074.40	1128.00	1184.80	1244.00	1306.40			
002751	CAO Office Spec							
	15.74	21.11				\$32,739.20 - \$43,908.80		
	1259.20	1688.80						
005742	Medical Examiner Investigator III							
	23.68	24.86	26.10	27.40	28.77	\$49,254.40 - \$59,841.60		
	1894.40	1988.80	2088.00	2192.00	2301.60			

Section 4. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following classification/job code effective June 24, 2005:

Class No.	Step 1	Step 2	Step 3	Step 4	Step 5	Approx Annual Salary		
	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Minimum	Maximum	
000250	Chief Deputy County Recorder							
	45.00	62.50				\$95,680.00 - \$130,000.00		
	3680.00	5000.00						

Section 5. Appendix One of the Compensation Ordinance is hereby amended by amending the Variable Entry Code for the following classifications/job codes effective April 1, 2005:

<u>Class No.</u>	<u>Class Title</u>	<u>Variable Entry Indicator</u>
002511	Sr Payroll Clerk	Y
002494	Payroll Clerk	Y

Section 6. Appendix One of the Compensation Ordinance is hereby amended by amending the Union Code for the following classification/job code effective April 29, 2005:

<u>Class No.</u>	<u>Class Title</u>	<u>Union Code</u>
002662	Pharmacy Storekeeper	MM
005742	Medical Examiner Investigator	MM

Section 7. Appendix One of the Compensation Ordinance is hereby amended by retitling classifications as follows effective April 29, 2005:

	<u>Class No.</u>	<u>Class Title</u>
From:	000980	Sheriff's Personnel Manager
To:	000980	Sheriff's Employee Relations Manager
From:	004525	Psychiatric Nurse II
To:	004525	Psychiatric Nurse
From:	004538	Staff Nurse II
To:	004538	Staff Nurse
From:	007548	Retirement Personnel Analyst
To:	007548	Retirement Analyst

Section 8. Appendix One of the Compensation Ordinance is hereby amended by deleting the following classifications/job codes effective April 29, 2005:

<u>Class No.</u>	<u>Class Title</u>
004524	Psychiatric Nurse I
004539	Staff Nurse I

Section 9. Subsection (c) of 1.6.4 of the Compensation Ordinance is hereby amended to read as follows:

- (c) Compensation. Eligible employees shall be compensated in the following manner for standby. Except where otherwise stated, each normal standby shift shall not exceed the number of hours in the employee's normal workday.

Employees in eligible classes shall be paid the equivalent of one (1) hour compensation for each normal standby shift, and the equivalent of two (2) hours compensation for each critical standby shift.

Eligible Classes:

3036 EDP Operations Coordinator
 5792 Supervising Medical Examiner Investigator

and classes designated AE, CL, CM, CR, DI, DM, FS, HS, MM, PR, PS, RN, SC, 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.

Section 10. Subsection (e) of 1.6.4 of the Compensation Ordinance is hereby amended to read as follows.

- (e) Standby for Court Appearance. Employees in eligible classes, ordered through subpoena or by the District Attorney to remain available on standby for contact to report to a court to give required testimony, shall be paid the equivalent of one (1) hour compensation for each day such standby is served.

Eligible Classes:

4517	Certified Nurse Practitioner
4525	Psychiatric Nurse
4538	Staff Nurse
4545	Sheriff's Detentions Certified Nurse Practitioner
4548	Sheriff's Detentions Nurse II
4549	Sheriff's Detentions Nurse I
5740	Medical Examiner Investigator II
5741	Medical Examiner Investigator I

Section 11. Subsections (c)(1) and (c)(2) of 1.6.5 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 1.6.5: NIGHT SHIFT.

- (c) Compensation. Eligible employees shall receive the following compensation in addition to their regular salary for working night shift. Night shift compensation shall apply to hours worked and shall not apply to paid holidays, vacation, sick leave, any other paid leave, or to terminal payoff.
- (1) Employees in eligible classes shall receive fifty-five cents (\$.55) for each night shift hour worked when more than half of the hours of such shifts occur between the hours of 5:00 p.m. and 8:00 a.m.

Eligible Classes: Classes designated AE, CL, CM, CR, FS, HS, MM, PO, PR, PS, SO, SS or SW; classes designated CE or CEM whose biweekly rate of pay at the top step is not more than \$2,144.00; and

0740	Emergency Room Psychiatrist
4521	Nurse Permittee
4533	Inservice Education Coordinator
4565	Public Health Nurse II
4566	Public Health Nurse I
4567	Public Health Nurse III

- (2) Employees in eligible classes shall receive one dollar and twenty-five cents (\$1.25) for each hour worked on an established second shift where more than half the hours of the shift occur between 5:00 p.m. and midnight; and two dollars and twenty-five cents (\$2.25) for each hour worked on an established third shift where more than half the hours of the shift occur between midnight and 8:00 a.m.

Eligible Classes:

4517	Certified Nurse Practitioner
4525	Psychiatric Nurse
4526	Head Psychiatric Nurse
4527	Clinical Nurse Specialist
4536	Head Staff Nurse
4538	Staff Nurse
4544	Supervising Nurse

4545	Sheriff's Detentions Cert. Nurse Practitioner
4548	Sheriff's Detentions Nurse II
4549	Sheriff's Detentions Nurse I

Section 12. Section 1.7.23 of the Compensation Ordinance is hereby repealed.

Section 13. Section 1.7.28 of the Compensation Ordinance is hereby repealed.

Section 14. Section 1.8.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.6: NURSING DETENTION FACILITY AND REMOTE ASSIGNMENT. Eligible employees shall be paid approximately ten percent (10%) when employed at a designated work location.

Designated Detention Facility Work Locations	Eligible Classes
<ol style="list-style-type: none"> 1. Central Jail 2. Descanso 3. Las Colinas (Women's & Men) 4. East Mesa 5. El Cajon Jail 6. George Bailey Detention Facility 7. South Bay Jail 8. Vista Jail 9. Psychiatric Security Units (PSU) at: <ul style="list-style-type: none"> • Central Jail • George Bailey Detention Facility • Las Colinas 	4525 Psychiatric Nurse 4526 Head Psychiatric Nurse 4527 Psychiatric Clinical Nurse Spec 4618 Psychiatric Technician 4625 Licensed Vocational Nurse

Designated Remote Detention Facility Work Locations	Eligible Classes
<ol style="list-style-type: none"> 1. Camp Barrett 2. Camp La Cima 3. Descanso 4. Rancho del Campo 5. Rancho del Rayo 	4538 Staff Nurse 4544 Supervising Nurse 4548 Sheriff's Detention Nurse 4625 Licensed Vocational Nurse

	Eligible Classes
<ol style="list-style-type: none"> 1. East Mesa Juvenile Detention Facility 2. Kearny Mesa Juvenile Detention Facility 	4517 Certified Nurse Practitioner 4525 Psychiatric Nurse 4527 Psychiatric Clinical Nurse Specialist 4536 Head Staff Nurse 4538 Staff Nurse 4544 Supervising Nurse 4618 Psychiatric Technician 4625 Licensed Vocational Nurse

Section 15. Section 1.10.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.10.2: UNIT CHARGE NURSE.

- (a) Eligible employees shall be paid approximately four percent (4%) while acting as Charge Nurse on a shift in the absence of a Head Nurse at Edgemoor Hospital Special Treatment Program Units and the Psychiatric Security Unit at the Jail.

<u>Eligible Classes:</u>	
4618	Psychiatric Technician
4625	Licensed Vocational Nurse

- (b) Eligible employees shall be paid approximately five percent (5%) when assigned by the appointing authority as Charge Nurse on a shift in a unit.

<u>Eligible Classes:</u>	
4525	Psychiatric Nurse
4538	Staff Nurse
4548	Sheriff's Detention Nurse

Such higher rate of compensation shall be paid for only those hours worked under such assignment.

Section 16. Section 1.10.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.10.5: INSTITUTIONAL CHARGE NURSE. Eligible employees at specified locations shall be paid approximately five percent (5%) when assigned by the appointing authority to institution-wide, administrative Charge Nurse responsibility in the absence of a Supervising Nurse, Assistant Chief Nurse, Chief Nurse, Pediatric Nurse Manager, Assistant or Associate Hospital Administrator, or Hospital Administrator. An eligible employee may receive this premium in addition to that established in Section 1.10.2 (Unit Charge Nurse).

<u>Eligible Classes:</u>	
4525	Psychiatric Nurse
4526	Head Psychiatric Nurse
4527	Psychiatric Clinical Nurse Specialist
4533	Inservice Education Coordinator
4536	Head Staff Nurse
4538	Staff Nurse

Specified Locations: San Diego Psychiatric Hospital; Psychiatric Security Units at Central Jail and Las Colinas; Kearny Mesa Juvenile Detention Facility, East Mesa Juvenile Detention Facility; Polinsky Children's Center; Edgemoor Hospital; Vista Hill Hospital.

Section 17. Section 2.1.5 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.5: "PASS THROUGH" PAYMENTS: In recognition of the fact that that State of California has designated funds for the direct compensation of certain designated employees who provide health care services in Skilled Nursing Facilities; the monies involved derive directly from the State of California and not from the funds of the County of San Diego; the State of California seeks to "pass through" compensation for health care employees who are assigned to provide direct patient care at skilled nursing facilities for which the County receives funds through the State of California pursuant to the provisions of Welfare and Institutions Code Section 14110.6.

Edgemoor "Pass Through" Premium Pay: Eligible employees in the following classes shall receive "Edgemoor Pass Through" premium pay up to a maximum of 10% calculated on their base hourly pay rate. This premium shall apply to all paid hours and shall not apply towards terminal payoff.

<u>Class No.</u>	<u>Class Title</u>
2650	Stock Clerk
4538	Staff Nurse
4615	Nurses Assistant
4625	Licensed Vocational Nurse
4770	Dietitian
5884	Building Maintenance Engineer
5905	Carpenter
5920	Electrician
5940	Painter
5967	Senior Painter
6200	Building Maintenance Engineer Assistant
6305	Gardener II
6320	Gardener I
6410	Senior Cook
6411	Cook
6415	Food Services Worker
6520	Linen Marker & Distributor
6531	Laundry Worker II (T)
7030	Senior Custodian
7031	Custodian
7514	Shuttle Bus Drivr
7520	Sewing Room Operator
7541	Construction & Services Worker I

Payment of the “Edgemoor Pass Through” premium pay is contingent upon continuation of funding by the State of California or, if such funding is not continued, shall be at the discretion of the County.

Section 18. Section 2.1.16 of the Compensation Ordinance is hereby repealed.

Section 18. Effective Date. Sections 3, 4, 5, 9, 10, 11, 12, 13, 14, 15, 16, 17 and 18 of this ordinance affects 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 19. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	4/29/05
Section 2	4/29/05
Section 3	4/1/05
Section 4	6/24/05
Section 5	4/1/05
Section 6	4/29/05
Section 7	4/29/05
Section 8	4/29/05
Section 9	4/1/05
Section 10	4/1/05
Section 11	4/1/05
Section 12	4/1/05
Section 13	4/1/05
Section 14	4/1/05
Section 15	4/1/05
Section 16	4/1/05
Section 17	4/1/05
Section 18	4/1/05

PASSED, APPROVED AND ADOPTED this 22nd day of March 2005.