

**ORDINANCE NO. 10008 (NEW SERIES)**

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE  
ESTABLISHING 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 updating the Union Code for the following job code/classification effective October 23, 2009:

<u>Class No.</u>	<u>Class Title</u>	<u>Union Code</u>
000355	Labor Relations Manager	EM

**Section 2.** Appendix One of the Compensation Ordinance is hereby amended by retitling the following Job codes/classifications effective October 23, 2009:

<u>Class No.</u>	<u>Class Title</u>
From: 002355	Regional Mental Health Program Coordinator
To: 002355	Mental Health Program Coordinator
From: 002902	Supv Board Assistant
To: 002902	Senior Board Assistant
From: 005195	Facility Services Contract Specialist II
To: 005195	Facility Services Contract Specialist

**Section 3.** Appendix One of the Compensation Ordinance is hereby amended by designating the following Job code/classification as “Terminal” (T) effective October 23, 2009:

<u>Class No.</u>	<u>Class Title</u>
002418	Grants & Revenue Spec, DA (T)

**Section 4.** Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classification effective October 23, 2009:

**Section 4.** Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classification effective October 23, 2009:

<u>Class No.</u>	<u>Class Title</u>
000329	Div Chief, Aging Programs
002127	Alternate Public Defender
002326	Suggestion Awards Coordinator
002348	Chief, Capital Facilities Planning
002358	Coord, Probation Cmnty Affairs
002359	Audio-Visual Specialist
002399	Mental Health Contract & Grants Mgr
002526	Program Development Specialist, ARCC
002652	Sheriff's Facility Svcs Mgr
002726	Office Services Supv (T)
002760	Principal Clerk II - Conf (T)
002761	Group Secretary (T)
002803	Sheriff's Recds&IDTechSuptSupv
002805	Imaging Technician - Confidential
002906	Legal Procedures Clerk III (T)
003010	Word Processing Center Supv
003050	Offset Equipment Operator
003051	Reprographics Technician
003053	Photo Reduction Technician
003054	Print Shop Helper
003070	Printing Services Supervisor
003073	Sr Offset Equipment Operator
003100	Division Chief ROV
003695	Jr Engineer (T)
003935	Legal Assistant I
003936	Legal Assistant II
004121	Chief, Long Term Psych Care
004325	Laboratory Aide
004345	Supv Laboratory Technician (T)
004521	Nurse Permittee
004526	Head Psychiatric Nurse
004545	Sheriff's Det Cert Nurse Pract
004832	Mental Health Consultant
004838	Mental Health Assistant
004845	Mental Health Minority Affairs Cd
005025	Mental Health/Rehab Program Coord
005194	Facility Services Contract Specialist I
005251	Psychiatric Social Worker
005715	Investigator, Unsecured Taxes (T)
005722	Child Support Investigator (T)
005888	Hospital Plant & Mtce Supt

**Section 4.** Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classification effective October 23, 2009:

006210	Electrician Assistant
006520	Linen Marker & Distributor

**Section 5.** Subsection (39) of 1.1.3 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.1.3: DEFINITIONS. In this ordinance unless the context or subject matter otherwise requires:

(39) “Variable Entry” allows an employee’s hourly rate of pay to be set above the normal entry step for step classifications, or above the minimum of the range for broadband classifications, based upon the employee’s education/experience and established criteria for salary placement in the class.

**Section 6.** Section 1.4.15 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.4.15: INITIAL SALARY PLACEMENT AND SALARY ADVANCEMENT WITHIN RANGE FOR CLASSES DESIGNATED CE, CEM, AND MA

- (a) Initial Salary Placement. Persons appointed to CE, CEM, and MA classes may be placed by the appointing authority within the salary range of the class based upon the appointee’s experience and education as defined by variable entry criteria.
- (b) Annual Salary Adjustment. For CE, CEM, and MA classes with broadband salary ranges, the appointing authority, subject to the approval of the Director, shall establish two or more pay brackets within the salary range. The appointing authority will determine, on an annual basis, whether to grant a salary rate increase to a CE, CEM or MA employee based upon the demonstrated performance of the employee. The appointing authority may only advance an employee within his/her pay bracket pursuant to the provisions of this section, and such advancements shall not exceed (5%) percent annually.
- (c) Salary Increase Based on Merit. The appointing authority may approve a merit increase for an employee in a CE, CEM, or MA broadband class in an amount greater than five (5%) percent within the employee’s bracket or to a higher bracket if the appointing authority, subject to the approval of the Director, has for each class:

- (1) Promulgated job-related criteria designed to measure the employee’s skills and abilities, work assignments, and anticipated performance level, and
  - (2) The appointing authority has documented in writing the reasons the employee has satisfied the criteria to receive the merit increase.
- (d) General Rate Increase. Any percentage salary increase approved by the Board of Supervisors for employees in CE, CEM, or MA classes with pay steps shall also be extended to employees in broadband CE, CEM, or MA classes. The appointing authority shall process the necessary approvals to implement such increases.

**Section 7.** Subsection (f) of 1.6.4 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.6.4: STANDBY.

- (f) Application of Standby Compensation for Court Order or Subpoena. When an eligible employee is ordered through subpoena or by the District Attorney to remain available on standby for contact to report to a court to give required testimony, such employee shall be paid the equivalent of one (1) hour’s compensation for each day such standby is served.

<u>Eligible Classes:</u>	
4517	Certified Nurse Practitioner
4525	Psychiatric Nurse
4538	Staff Nurse
4548	Sheriff's Detentions Nurse
5740	Medical Examiner Investigator II
5741	Medical Examiner Investigator I

**Section 8.** Subsection (a)(2) of 1.6.5 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.6.5: NIGHT SHIFT PREMIUM/SHIFT DIFFERENTIAL.

- (a) Definition. An assigned established shift of which more than one-half of the total number of hours occur between 5:00 p.m. and 8:00 a.m.
- (2) Registered Nurse Shift Differential. Employees in the classes designated below shall be entitled to second (night) shift differential or third shift (grave yard) differential. The second shift

differential shall be one dollar and twenty-five cents (\$1.25) per hour in addition to the hourly rate of pay prescribed for the employee's classification. The second shift differential shall be paid to an employee who is assigned to an established second (night) shift where more than half the hours of the shift occur between 5:00 p.m. and 12:00 a.m. (midnight). The third shift (graveyard) shall be 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 12:00 a.m. (midnight) and 8:00 a.m. This premium shall apply to time worked and shall not apply toward paid time off or to terminal payoff.

Eligible Classes:

- 4517 Certified Nurse Practitioner
- 4525 Psychiatric Nurse
- 4527 Psychiatric Clinical Nurse Specialist
- 4538 Staff Nurse
- 4544 Supervising Nurse
- 4548 Sheriff's Detentions Nurse

**Section 9.** Subsection (a) of 1.7.7 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.7.7: ASSIGNMENT PREMIUMS (CM UNIT ONLY). The premium compensation set forth in this Section shall apply to time worked and shall not apply toward paid time off or to terminal pay off.

- (a) Tree Trimming/Motor Sweeper Operation. Employees in classes listed below shall be paid fifty cents (\$.50) per hour for doing tree trimming work and twenty-five (\$.25) for doing motor sweeper operation work:

Eligible Classes:

- 6023 Road Maintenance Worker
- 6035 Equipment Operator
- 6036 Senior Equipment Operator
- 7518 Public Works Trainee
- 7539 Sr Construction & Services Worker
- 7540 Construction & Services Worker

**Section 10.** Section 1.8.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.2: WORK LOCATION PREMIUMS.

- (a) Supervising Nurse Work Location Premiums. Employees in the class designated below whose principal assignments are to East Mesa Juvenile Detention Facility, Kearny Mesa Juvenile Detention Facility, Detention Facility Work Locations or Rural Detention Institutional Work Locations designated below shall receive additional compensation at a rate approximately ten percent (10%) above his/her regular base rate for such assignment. This premium shall apply to time worked only and shall not apply toward paid time off or to terminal payoff.

Eligible Class: 4544 Supervising Nurse

Locations:

Camp Barrett  
Descanso Detention Facility  
East Mesa Juvenile Detention Facility  
Kearny Mesa Juvenile Detention Facility

- (b) Delivery Vehicle Driver, Class 7516, who is assigned to routinely perform his/her duties during a regularly scheduled work week at a work location designated below as remote, shall receive twenty-five cents (\$.25) per hour in addition to base rate compensation per the Salary Schedule. Employees who live in County-owned housing at the locations designated below or who reside within twenty (20) miles of these locations shall not be eligible to receive this premium, except for those employees who were receiving this premium on or prior to June 25, 1981.

Locations:

Descanso Detention Facility  
Juvenile Ranch Facility  
Camp Barrett

- (c) Employees in classes designated below who occupy positions which are assigned to institutional work locations and who are assigned to a work station located within the specified institution, facility, locked ward or unit, or other specifically identified site, as the employee's principal work station, shall receive additional compensation of approximately five percent (5%) above their regular base pay rate for such assignment. This premium shall apply to time worked and shall not apply toward paid time off or to terminal payoff.

Institutional Work Locations		Classes/Principal Work Therein	
1.	Health & Human Services Agency	7030	Sr Custodian
	• Edgemoor	7031	Custodian
	• San Diego County Psychiatric Hospital	7035	Health Care Agency Housekeeper
		7036	Sr Health Care Agency Housekeeper
2.	Sheriff's Detention Facilities	7030	Sr Custodian
		7031	Custodian
3.	County Morgue	7031	Custodian

- (d) Positions in Medical and Detention Facility Locations. Eligible employees assigned to work at a medical or 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.

Inpatient Units, Admissions and Screening:

- San Diego County Psychiatric Hospital

Initial Intake, Admissions and Screening of Kids:

- Polinsky Children's Center

Medication Management:

- Central Regional Clinic
- East County Outpatient Clinic
- Forensic Mental Health Services
- Grantville
- North Coastal Outpatient Clinic
- North Inland Outpatient Clinic
- Southeast Region Outpatient Clinic
- Camp Barrett
- Juvenile Ranch Facility

Jail Information

Booking Section

Release Section

Dispensary of the Sheriff's Department

Psychiatric Security Unit at the Jail

East Mesa Juvenile Detention Facility

Kearny Mesa Juvenile Detention Facility

Jail Kitchens

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Sheriff's Central Production Center  
Sheriff's Central Laundry

Eligible Classes:

2403 Accounting Technician  
2430 Cashier  
2493 Account Clerk  
2494 Payroll Clerk  
2510 Senior Account Clerk  
2511 Senior Payroll Clerk  
2513 Senior Cashier  
2521 Account Clerk Specialist  
2650 Stock Clerk  
2655 Sr Storekeeper  
2658 Storekeeper II (T)  
2660 Storekeeper  
2664 Pharmacy Stock Clerk  
2700 Office Assistant  
2706 Admissions Clerk  
2707 Senior Admissions Clerk  
2709 Departmental Clerk  
2710 Junior Clerk (T)  
2715 Records Clerk  
2729 Office Support Specialist  
2730 Senior Office Assistant  
2745 Supervising Office Assistant  
2756 Administrative Secretary I  
2757 Administrative Secretary II  
3008 Word Processor Operator  
3009 Senior Word Processor Operator  
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  
6530 Laundry Worker  
7520 Sewing Room Operator  
7530 Sewing Room Supervisor

- (e) Employees in classes designated below who occupy positions which are assigned to institutional work locations and who are assigned to a work



station located within the specified institution, facility, locked ward or unit, or other specifically identified site, as the employee's principal work station, shall receive additional compensation of approximately five percent (5%) above their regular base pay rate for such assignment. This premium shall apply to time worked and shall not apply toward paid time off or to terminal payoff.

Institutional/Principal Work Locations:

- Edgemoor
- San Diego County Psychiatric Hospital
- Sheriff's Detention Facilities

Eligible Classes:

5050	Correctional Counselor
5051	Supervising Correctional Counselor

- (f) Locked Facilities Premium. Eligible employees in the classes listed below shall be compensated an additional twenty-five cents (\$.25) per hour for each hour worked in a locked facility in the Sheriff's Department. This premium shall apply to time worked and shall not apply towards paid time off or to terminal payoff.

Eligible Classes:

2650	Stock Clerk
5884	Building Maintenance Engineer
5885	Building Maintenance Supervisor
5905	Carpenter
5920	Electrician
5930	Mason
5940	Painter
5950	Plumber
5960	Air Conditioning & Refrigeration Mechanic
6161	Electronic Security & Systems Technician
6180	Welder
6200	Building Maintenance Assistant
6204	Carpenter Assistant
6224	Painter Assistant
6230	Plumber Assistant
6410	Senior Cook
6510	Senior Laundry Worker
7030	Senior Custodian
7099	Sheriffs Range Guard

**Section 11.** Section 1.8.6 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 1.8.6: JAIL INSTITUTIONAL/DETENTION FACILITY WORK LOCATIONS.** Employees in classifications designated below whose principal assignments are to jail institutional/detention facility work locations specifically designated below shall receive additional compensation at a rate approximately ten percent (10%) above their regular base rate for such assignment.

Designated Detention Facility Work Locations	Eligible Classes
<ol style="list-style-type: none"> <li>1. San Diego Central Jail</li> <li>2. Descanso Detention Facility</li> <li>3. Las Colinas Detention Facility</li> <li>4. East Mesa Detention Facility</li> <li>5. George F. Bailey Detention Facility</li> <li>6. South Bay Detention Facility</li> <li>7. Vista Detention Facility</li> <li>8. Psychiatric Security Units (PSU) at:               <ul style="list-style-type: none"> <li>· San Diego Central Jail</li> <li>· George F. Bailey Detention Facility</li> <li>· Las Colinas Detention Facility</li> </ul> </li> </ol>	4525 Psychiatric Nurse 4527 Psychiatric Clinical Nurse Spec 4618 Psychiatric Technician

Rural Detention Locations	Eligible Classes
<ol style="list-style-type: none"> <li>1. Camp Barrett</li> <li>2. Descanso Detention Facility</li> <li>3. Juvenile Ranch Facility</li> </ol>	4538 Staff Nurse 4548 Sheriff's Detention Nurse 4625 Licensed Vocational Nurse

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

**Section 12.** Section 1.8.10 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.10: PSYCHIATRIC HOSPITAL LOCATION PREMIUM. Employees in classifications designated below whose principal assignment is to the psychiatric hospital shall receive additional compensation at a rate of five percent (5%) above their regular base rate for such assignment. This premium shall not apply towards paid time off or terminal payoff.

Eligible Classes:

4162	Consultant in Internal Medicine
4196	Psychiatrist
4198	Psychiatrist Resident
4199	Psychiatrist-Specialist
4406	Recreational Therapy Aide
4407	Recreational Therapist
4525	Psychiatric Nurse
4533	Inservice Education Coordinator
4544	Supervising Nurse
4839	Mental Health Aide
4910	Community Living Aide
5102	Licensed Mental Health Clinician
5250	Senior Psychiatric Social Worker

**Section 13.** Section 1.10.5 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.10.5: INSTITUTIONAL CHARGE NURSE.

- (a) An employee in an eligible class (listed below) employed at eligible locations (listed below) shall be paid at a rate approximately five percent (5%) higher than prescribed for his/her class, for each hour worked as the assigned Institutional Charge Nurse on a shift –in the absence of a Supervising Nurse, Assistant Chief Nurse, Chief Nurse, Associate or Assistant Hospital Administrator, when the appointing authority determines that an employee in an eligible class at a facility designated below is assigned Charge Nurse institution-wide administrative responsibilities. Such higher rate of compensation shall be paid for only those hours worked under such assignments and shall not apply toward paid time off or to terminal payoff.
- (b) Employees in the classes listed below are also eligible to receive the five percent (5%) Acting and Unit Charge Nurse premium (Section 1.10.2(b) if the eligibility conditions for that premium are met at the same time the employee is assigned institution-wide administrative responsibility as determined by the appointing authority. Such higher rate of compensation

shall be paid for only those hours worked under such assignments and shall not apply toward paid time off or to terminal payoff.

Eligible Classes:

4525 Psychiatric Nurse  
4527 Psychiatric Clinical Nurse Specialist  
4533 Inservice Education Coordinator  
4538 Staff Nurse

Eligible Locations:

East Mesa Juvenile Detention Facility  
Edgemoor  
Kearny Mesa Juvenile Detention Facility  
Polinsky Children's Center  
Psychiatric Security Units at Detention Facilities  
San Diego Psychiatric Hospital

**Section 14.** Subsection (a) (1) of 1.12.8 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 1.12.8: REGISTERED ENGINEERS, ARCHITECTS, SURVEYORS, AND ENVIRONMENTAL HEALTH SPECIALISTS AND HYGIENISTS.**

(a) Registered Engineers.

- (1) Engineers. An employee in class 3615, Assistant Engineer shall be paid at a rate approximately five percent (5%) higher than prescribed for said class upon furnishing satisfactory evidence that he/she possesses a current valid State of California registration as a civil or structural engineer or architect.

**Section 15.** Subsection (c) (4) of 1.13.9 of the Compensation Ordinance is hereby amended to read as follows:

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

(c) Uniform Allowance - Other.

- (4) Initial Issue and Uniform Maintenance/Replacement Rates by Class. Employees who receive a uniform allowance are required to wear a uniform at all times. For purposes of computing the

correct payment amount, three-thirds (3/3) of the uniform allowance is as follows for the listed eligible classes:

Class No.	Title	Three-Thirds (3/3) Allowance
4548	Sheriff's Detentions Nurse	300
4615	Nurses Assistant	300
4618	Psychiatric Technician	300
4625	Licensed Vocational Nurse	300
4626	Sheriff's Detentions LVN	300
5700	Animal Care Attendant	650
5702	Supervising Animal Care Attendant	650
5703	Animal Control Officer	650
5710	Registered Veterinary Technician	650
5711	Supervising Animal Control Officer	650
5748	Community Service Officer	650
6019	Road Crew Supervisor	400
6023	Road Maintenance Worker	400
6025	Road Structure Worker I	400
6026	Road Structure Worker II	400
6027	Road Structure Worker III	400
6028	Road Structures Supervisor (T)	400
6035	Equipment Operator	400
6036	Senior Equipment Operator	400
6332	Park Ranger	550
6342	Senior Park Ranger	550
6343	Supervising Park Ranger	550
6410	Senior Cook	400
6411	Cook	400
6415	Food Services Worker	400
7089	Solid Waste Site Supervisor	400
7518	Public Works Trainee	400

**Section 16.** Subsection (a)(1) of Section 1.13.10 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.10: WORK EQUIPMENT AND ARTICLES.

- (a) Hard Toe Shoes/Non slip Safety Shoes: Employees in the following classes shall be reimbursed one hundred dollars (\$100) upon proof of purchase of departmental approved hard-toe shoes or non slip safety shoes. If hard-toe shoes or non slip safety shoes are deemed appropriate by the department for employees in other classes, these employees shall also be reimbursed. Employees may accrue up to three (3) years' worth of reimbursement for the purchase of safety footwear. Employees who do not spend one hundred dollars (\$100) in the previous fiscal year shall have up to two hundred dollars (\$200) available in the second year. Employees who do not spend one hundred dollars (\$100) in each of the two (2) previous fiscal years shall have up to three hundred dollars (\$300) available in the third year. Maintenance after purchase and reimbursement will be the responsibility of the employee. A portion of the reimbursement allowance can also be used for shoe repair.

- (1) Hard Toe Shoes.

<u>Eligible Classes:</u>	
2660	Storekeeper
2664	Pharmacy Stock Clerk (Jail)
2666	Property & Salvage Worker
2667	Sr Property & Salvage Worker
2713	Sheriff's Property & Evidence Specialist II
4260	Pharmacy Technician (Jail Pharmacies only)
5785	Sheriff's Property Investigators
5787	Sheriff's Property & Evidence Manager
5793	Sheriff's Property & Evidence Custodian
6019	Road Crew Supervisor
6035	Equipment Operator
6036	Senior Equipment Operator
6305	Gardener
6310	Supervising Gardener
6345	Senior Park Maintenance Worker
6347	Park Maintenance Worker
7068	Wastewater Facilities Supervisor
7069	Wastewater Plant Operator III
7070	Wastewater Plant Operator II
7071	Wastewater Plant Operator I
7073	Water Treatment Plant Operator
7083	Sewer Construction & Maintenance Worker
7515	Stores Delivery Driver
7518	Public Works Trainee

Eligible Classes:

7539	Sr Construction & Services Worker
7540	Construction & Services Worker

**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 the 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
4465	Nutritionist
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
6410	Senior Cook
6411	Cook
6415	Food Services Worker
7030	Senior Custodian
7031	Custodian
7035	Healthcare Agency Housekeeper
7036	Sr Healthcare Agency Housekeeper
7514	Shuttle Bus Driver
7540	Construction & Services Worker

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 3.6.14 of the Compensation Ordinance is hereby added to read as follows:

SECTION 3.6.14: SAN DIEGO CAPITAL ASSET LEASING CORPORATION (SANCAL). The maximum compensation for members of boards of directors appointed by the Board of Supervisors on nonprofit public benefit corporations formed by or on behalf of the Board of Supervisors for purposes of financing County facilities or equipment shall be \$100 per meeting of the board of directors actually attended; provided that 1) compensation for such service is authorized by the articles or bylaws of the corporation, and 2) the board of directors determines and fixes the compensation of the directors in the manner prescribed by the articles or bylaws in an amount not exceeding the amount authorized above. This section constitutes ratification of the compensation of members of the board of directors. The number of meetings of said boards of directors shall not exceed 30 paid meetings in any County fiscal year.

**Section 19.** Section 3.6.22 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 3.6.22: ELECTION POLL WORKERS.

- (a) Expense Allowance. Persons serving as Poll Workers in the positions of Precinct Inspectors, Assistant Inspectors, Touchscreen Inspectors and Clerks for the Registrar of Voters on Election Day, shall be paid an expense allowance to offset the costs these persons may incur for each Election Day worked. The expense allowance includes separate amounts for meals and transportation to the election site per Election Day worked. These amounts are based on the level of assignment received.
- (b) Additional Expense Allowance. For some assignments an additional expense allowance is also provided for transportation to the election training programs(s), attendance of the election training programs(s) and for transportation and delivery of poll equipment, supplies and ballots both to the polling place and to election night collection centers.
- (c) Nominal Fee. In addition to the expense allowances(s) persons serving as Touchscreen Inspectors, Assistant Inspectors and Precinct Inspectors who pick up poll supplies, inventory and check poll supplies, contact and make arrangements with poll facility owners, assist in the recruitment of his/her poll worker staff and supervise all election day responsibilities, shall be paid a nominal fee as listed in subsection (f) for their services.



- (d) Completion of Training. The completion of specific online lessons for Touchscreen Inspectors, Assistant Inspectors, Precinct Inspectors and Standbys (as described in subsection (h)) may also be required. If the specified online lessons are required, but not completed, the training expense allowance of \$25 will not be included as part of these poll workers final stipend.
- (e) Bilingual. Persons serving as a poll worker who are designated to provide bilingual assistance to voters shall be paid an additional nominal fee for their services.
- (f) Allowance Amounts. Specific expense allowance amounts and nominal fees are listed below by Poll Worker Assignment:

Poll Worker Designated Assignment	Expense Allowance			Nominal Allowance Based on Assignment	Total Allowance	Bilingual Skills Pay*
	3 Meals per Day	Election Day Transportation	Training Related Expenses			
Precinct Inspector	\$44.00	\$31.00	\$25.00	\$50.00	\$150.00	\$15.00
Asst Inspector	\$44.00	\$31.00	\$25.00	\$25.00	\$125.00	\$15.00
Touchscreen Inspector	\$44.00	\$31.00	\$25.00	\$25.00	\$125.00	\$15.00
Clerk	\$44.00	\$31.00	0	\$20.00 if Clerk attends optional training	\$75.00 - \$95.00	\$15.00

\* Bilingual poll workers who can speak, read and write English as well as Filipino, Spanish or Vietnamese will receive an additional \$15 premium.

- (g) Extraordinary Expenses. Poll Worker volunteers may be called upon to perform extraordinary services and will be expected to incur personal expenses as a result. In the event they are asked by the Registrar of Voters to perform these services, they will be paid an additional stipend as follows:

- (1) Travel to and work at a polling place more than 15 miles from their home - \$20.
  - (2) Pick up ballots, equipment or other election materials at a time or a location different from their regularly scheduled Poll Worker training program - \$20.
  - (3) Collection and Drop off ballots, equipment and other election materials from remote poll stations at the request of the Registrar of Voters to a collection center 20 miles or more from the polling place where they worked - \$50. For collection and drop off of materials at the request of the Registrar of Voters from poll stations located more than 10 miles but less than 20 miles - \$20.
- (h) Standby Stipend. Poll Workers are often called upon to prepare for Election Day and then remain on standby during Election Day in a particular polling area in case they are needed. They may also be called upon to assist at more than one polling place or perform other services as the need arises during the day. Standby Poll Workers generally incur the same type of expenses as Poll Workers who work a single polling place, even if the Standby Poll Workers are not actually called to work in a poll. In light of their service to the election process and the expenses they will incur during training and while serving in a standby capacity, Standby Poll Workers who are not called to work in a polling place will be paid the same stipend as a Clerk, as indicated in subsection (a) (Expense Allowance) above, as well as any extraordinary expenses they may incur as indicated in subsection (g) (Extraordinary Expenses) above. However, current regular County employees designated as Standby Poll Workers, and not called to serve, shall not be eligible for the Standby Poll Worker stipend. If a Standby Poll Worker receives a call to work in a poll, they will be paid the stipend for the assigned position rather than the Clerk's stipend. Because last minute assignments require Standby Poll Workers to make extra trips to pickup supplies and contact other workers, Standby Poll Workers who receive an assignment to a poll less than 24 hours before the polls open, will be paid an additional stipend of \$20 to offset the additional expenses. A Standby Poll Worker who receives this additional stipend will not be eligible for the \$20 stipend in subsection (g) (2) above.

**Section 20.** Subsection (a) (2) of Section 4.2.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.2: SICK LEAVE.

- (a) Definition. Sick Leave is paid time off which may be used when an employee is absent from duty.

- (2) Care for Immediate Family Member. “Immediate Family” means husband, wife, child, stepchild, brother, stepbrother, sister, stepsister, parent, stepparent, or any person serving as a parent, or who has served as a parent, or any other person living in the same household as the employee.

<b>Paid Sick Leave Eligibility In a 12 Month Period To Care for Immediate Family Member</b>		
Union Code	Sick Leave Limit To Care for a Family Member Who is Ill or Injured	Additional Sick Leave Request in Excess of the Maximum Limit to Care for a Family Member Who is Critically or Terminally Ill
AE, CE, CEM, CL, CM, CR, EM, FS, HS, MA, MM, NA, NE, NM, NS, PO, PR, PS, RN, SO, SS, SW, UM	80 Hours	Is available to the employee when granted by the appointing authority upon receipt of satisfactory verification from a physician.
DI, DM, DS, PD, PM, SM	60 Hours	
CC, CS	5 Work Days	
AM, AS, DA	52 Hours	May be available to the employee when granted by the appointing authority upon receipt of satisfactory verification from a physician.

**Section 21.** Subsection (a) (7) of Section 4.2.13 of the Compensation Ordinance is hereby amended to read as follows:

**SECTION 4.2.13: CATASTROPHIC LEAVE PROGRAM.**

- (a)
- (7) Sick Leave Credits. Employees in classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DS, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PO, PR, PS, RN, SO, SM, and

UM are eligible to donate up to 24 hours of sick leave credits annually when participating in this program.

**Section 22.** Subsections (d)(1) and (2) of Section 5.1.6 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN.

(d) County Contributions Toward Flexible Benefit Plan. Insurance premium costs shall be borne by the employee excepting that the County shall make the following contribution toward the Flexible Benefits Plan (which includes health insurance). The employee's insurance premium costs will be reduced by the amount the employee elects to distribute to his or her insurance premium costs from the County's contribution toward the Flexible Benefits Plan. The County's contribution toward the Flexible Benefits Plan shall be:

(1) Employees in classes designated EM, NA, NE, and UM under the UCL Benefit Program.

<u>Effective January 1, 2009:</u>	<u>Monthly</u>
Employee Only	\$ 437.00
Employee + 1 Dependent	622.00
Employee + 2 or More Dependents	855.00

<u>Effective January 1, 2010:</u>	<u>Monthly</u>
Employee Only	\$ 459.00
Employee + 1 Dependent	653.00
Employee + 2 or More Dependents	898.00

<u>Effective January 1, 2011:</u>	<u>Monthly</u>
Employee Only	\$ 482.00
Employee + 1 Dependent	686.00
Employee + 2 or More Dependents	943.00

(2) Employees in classes designated CE under the CNM and CEM, MA, and NM under the MGT Benefit Programs.

<u>Effective January 1, 2009:</u>	<u>Monthly</u>
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Employee Only	\$ 397.00
Employee + 1 Dependent	582.00
Employee + 2 or More Dependents	813.00

Effective January 1, 2010: Monthly

Employee Only	\$ 417.00
Employee + 1 Dependent	611.00
Employee + 2 or More Dependents	854.00

Effective January 1, 2011: Monthly

Employee Only	\$ 438.00
Employee + 1 Dependent	642.00
Employee + 2 or More Dependents	897.00

**Section 23.** Effective Date. Sections 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21 and 22 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 24.** Operative Date. Operative dates by specified section are listed in the table below.

<b>Section Number</b>	<b>Operative Date</b>
Section 1	10/23/09
Section 2	10/23/09
Section 3	10/23/09
Section 4	10/23/09
Section 5	9/25/09
Section 6	9/25/09
Section 7	9/25/09
Section 8	9/25/09
Section 9	9/25/09
Section 10	9/25/09
Section 11	9/25/09
Section 12	9/25/09
Section 13	9/25/09
Section 14	9/25/09
Section 15	9/25/09

Section 16	9/25/09
Section 17	9/25/09
Section 18	9/25/09
Section 19	9/25/09
Section 20	9/25/09
Section 21	9/25/09
Section 22	9/25/09

PASSED, APPROVED AND ADOPTED by the Board of Supervisors of the County of San Diego this 22<sup>nd</sup> day of September, 2009.