

ORDINANCE NO 9761 (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 amending the following job codes/classifications in the classified and unclassified service effective March 31, 2006:

Class No.	Step 1	Step 2	Step 3	Step 4	Step 5	Approx Annual Salary Minimum	Annual Salary Maximum	
	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly			
002119	Director, Area Agency on Aging							
	40.00	76.00				\$83,200.00	\$158,080.00	
	3200.00	6080.00						
005706	Assistant Weapons Coordinator							
	20.39	21.41	22.48	23.60	24.78	\$42,411.20	\$51,542.40	
	1631.20	1712.80	1798.40	1888.00	1982.40			

Section 2. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation in the Unclassified Service for the following job code/classification, effective March 31, 2006:

Class No.	Salary Range
002241	Strategy and Planning Director, HHSA 16

Section 3. Appendix One of the Compensation Ordinance is hereby amended by establishing the following classifications and compensation in the classified service effective April 28, 2006:

Class No.	Step 1	Step 2	Step 3	Step 4	Step 5	Approx Annual Salary Minimum	Annual Salary Maximum	
	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly	Hrly Biwkly			
007035	Healthcare Agency Housekeeper							
	10.49	11.01	11.56	12.14	12.75	\$21,819.20	\$26,520.00	
	839.20	880.80	924.80	971.20	1020.00			
007036	Sr Healthcare Agency Housekeeper							
	11.56	12.14	12.75	13.39	14.06	\$24,044.80	\$29,244.80	
	924.80	971.20	1020.00	1071.00	1124.80			

Section 4. Appendix One of the Compensation Ordinance is hereby amended by establishing the following job

codes/classifications and compensation effective April 28, 2006:

Class No.			Approx Annual Salary		Vari Entry	O/T	Rep Stat	Ben Plan/ Ben Prog
	Minimum	Maximum	Minimum	Maximum				
000304	EMS Medical Director							
	40.00	76.00	\$83,200.00 - \$158,080.00		Y	X	UM	UCL
	3200.00	6080.00						
002227	Deputy Director, Behavioral Health							
	44.00	86.00	\$114,400.00 - \$178,880.00		Y	X	EM	UCL
	3200.00	6080.00						

Section 5. Appendix One of the Compensation Ordinance is hereby amended by amending the Variable Entry Code for the following job codes/classifications effective March 31, 2006:

Class No.	Class Title	Variable Entry Indicator
000725	Coord- Grand Jury	Y
002300	Park Recreation Aide	Y
002319	Probation Aide	Y
002359	Audio-Visual Specialist	Y
002416	Fuel Management Spec	Y
002457	Tax Payment Processor	Y
002458	Sr Tax Payment Processor	Y
002475	Section Chief, Rev & Recovery	Y
002477	Sr Revenue & Recovery Officer	Y
002493	Intermediate Account Clerk	Y
002510	Sr Account Clerk	Y
002521	Account Clerk Specialist	Y
002611	Purchasing Clerk	Y
002615	Electronic Parts Storekeeper	Y
002616	Sr Electronic Parts Storekpr	Y
002620	Property & Salvage Coordinator	Y
002645	Sr Estate Property Specialist	Y
002650	Stock Clerk	Y
002655	Storekeeper III	Y
002658	Storekeeper II	Y
002660	Storekeeper I	Y
002662	Pharmacy Storekeeper	Y
002664	Pharmacy Stock Clerk	Y
002666	Property & Salvage Worker	Y
002667	Sr Property & Salvage Worker	Y
002671	Estate Property Specialist	Y
002700	Intermediate Clerk	Y
002704	Jr Transcriber Typist	Y
002706	Admissions Clerk	Y
002707	Sr Admissions Clerk	Y
002709	Departmental Clerk	Y
002710	Jr Clerk	Y
002711	Sheriff's Prop & Evid Spec I	Y
002713	Sheriff's Property&Evid SpecII	Y

Section 5. Appendix One of the Compensation Ordinance is hereby amended by amending the Variable Entry Code for the following job codes/classifications effective March 31, 2006:

002714	Intermediate Transcriber Typ	Y
002715	Records Clerk	Y
002722	Sheriff's Det Processng AsstMg	Y
002724	Sr Transcriber Typist	Y
002725	Principal Clerk I	Y
002726	Principal Clerk II	Y
002727	Sheriff's Detentn Procesng Mgr	Y
002728	Detention Processing Supv	Y
002729	Office Support Spec	Y
002735	Sheriff's Licensing Spec	Y
002740	Records Management Coordinator	Y
002745	Supv Clerk	Y
002752	Planning Board Secretary	Y
002753	Civil Svce Commissn Secretary	Y
002754	Board Secretary	Y
002756	Admin Secretary I	Y
002757	Admin Secretary II	Y
002758	Admin Secretary III	Y
002759	Admin Secretary IV	Y
002769	Commission Secretary	Y
002800	Radio Telephone Operator	Y
003001	Detentions Information Asst	Y
003002	Detentions Processing Tech	Y
003007	Jr Word Processor	Y
003008	Sr Word Processor Operator	Y
003009	Word Processor Operator	Y
003010	Word Processing Center Supv	Y
003021	Election Processing Supv	Y
003039	Mail Clerk Driver	Y
003046	Medical Records Clerk	Y
003049	Medical Records Technician	Y
003050	Offset Equipment Operator	Y
003051	Reprographics Technician	Y
003053	Photo Reduction Technician	Y
003054	Print Shop Helper	Y
003055	Sr Medical Records Technician	Y
003056	Medical Transcriber	Y
003067	Publications Supervisor	Y
003070	Printing Services Supervisor	Y
003073	Sr Offset Equipment Operator	Y
003074	Sr Mail Clerk Driver	Y
003510	Construction Inspector	Y
003511	Sr Construction Inspector	Y
003591	Architectural Project Mgr I	Y
003592	Architectural Project Mgr II	Y
003593	Architectural Project Mgr III	Y
003654	Asst Transportation Spec	Y
003677	Electrical Specialist	Y
003815	Air Pollution Control Eng Tech	Y
003817	Graphic Artist	Y
003829	Housing Aide	Y
003830	Housing Spec I	Y
003831	Housing Spec II	Y
003832	Housing Spec III	Y

Section 5. Appendix One of the Compensation Ordinance is hereby amended by amending the Variable Entry Code for the following job codes/classifications effective March 31, 2006:

003846	Air Pollution Control Aide	Y
003870	Supv Electronic Instrument Tec	Y
003931	Victim/Witness Assist Prog Mgr	Y
004005	Bookmobile Driver	Y
004015	Library Technician II	Y
004016	Library Technician I	Y
004020	Library Technician III	Y
004021	Library Technician IV	Y
004035	Library Page	Y
004304	Utilization Rev Qlty Imp Supv	Y
004306	Toxicologist III	Y
004319	Sr Histology Technician	Y
004325	Laboratory Aide	Y
004330	Laboratory Assistant	Y
004345	Supv Laboratory Technician	Y
004351	Sr Laboratory Assistant	Y
004408	Recreation Therapy Supervisor	Y
004460	Asst Chief, Sheriff's Food Svc	Y
004521	Nurse Permittee	Y
004759	Vector Control Tech Aide	Y
004760	Vector Control Tech I	Y
004761	Vector Control Tech II	Y
004762	Vector Control Tech III	Y
004766	Vector Control Tech IV	Y
004773	Nutrition Assistant	Y
004800	Autopsy Room Supervisor	Y
004819	Sr Forensic Autopsy Assistant	Y
004820	Forensic Autopsy Assistant	Y
004833	Mntl Hlth Case Mgmt Asst	Y
004836	Mntl Hlth Specialist	Y
004838	Mntl Hlth Assistant	Y
004839	Mntl Hlth Aide	Y
004845	Mntl Hlth Minority Affairs Cd	Y
004910	Community Living Aide	Y
004911	Social Services Aide	Y
004913	Protective Services Asst	Y
005031	Chaplain - Coordinator	Y
005050	Correctional Counselor	Y
005051	Supv Correctional Counselor	Y
005090	Sr Probation Officer	Y
005115	Supv Probation Officer	Y
005120	Transportation Officer	Y
005194	Facility Svcs Contract Spec I	Y
005195	Facility Svcs Contract Spec II	Y
005225	Human Services Control Spec	Y
005236	Departmental Aide	Y
005397	Sr Insect Detection Spec	Y
005401	Pest Management Technician I	Y
005402	Pest Management Technician II	Y
005404	Supv Pest Management Tech	Y
005419	Asst Plant Path/Nematologist	Y
005605	Estate Property Manager	Y
005706	Asst Weapons Coordinator	Y
005713	Sheriff's Investigative Spec	Y

Section 5. Appendix One of the Compensation Ordinance is hereby amended by amending the Variable Entry Code for the following job codes/classifications effective March 31, 2006:

005735	Communicable Disease Investgr	Y
005743	Supv Crime Prevention Spec	Y
005744	Crime Prevention Spec	Y
005748	Community Services Officer	Y
005753	Dist Atty Investigator IV	Y
005754	Dist Atty Investigator III	Y
005755	Dist Atty Investigator II	Y
005759	Dist Atty Investigator V	Y
005763	Sr Communicable Disease Invest	Y
005767	Sheriff's Detentns Lieutenant	Y
005775	Sheriff's Captain	Y
005778	Sheriff's Commander	Y
005780	Sheriff's Lieutenant	Y
005783	Sheriff's Detentions Captain	Y
005785	Sheriff's Property Investigator	Y
005787	Sheriff's Property & Evid Mgr	Y
005793	Sheriff's Property & Evid Cust	Y
005794	Supv Communicable Disease Inv	Y
005884	Building Maintenance Eng	Y
005885	Building Maintenance Supv	Y
005905	Carpenter	Y
005930	Mason	Y
005940	Painter	Y
005950	Plumber	Y
005953	Sr Plumber	Y
005960	Air Conditioning & Refrig Mech	Y
005963	Sr Carpenter	Y
005967	Sr Painter	Y
006010	Planner Estimator	Y
006019	Road Crew Supervisor	Y
006036	Sr Equipment Operator	Y
006148	Telecommunications Tech IV	Y
006152	Telecommunications Tech Tr	Y
006161	Electronic Security & Sys Tech	Y
006162	Security Coordinator	Y
006163	Sr Electronic Security&SysTech	Y
006200	Building Maintenance Eng Asst	Y
006204	Carpenter Assistant	Y
006210	Electrician Assistant	Y
006224	Painter Assistant	Y
006230	Plumber Assistant	Y
006305	Gardener II	Y
006310	Gardener Supervisor I	Y
006315	Gardener Supervisor II	Y
006320	Gardener I	Y
006327	Dist Park Manager	Y
006332	Park Ranger	Y
006342	Sr Park Ranger	Y
006343	Supv Park Ranger	Y
006345	Sr Park Maintenance Worker	Y
006347	Park Maintenance Worker	Y
006405	Food Services Supervisor	Y
006410	Sr Cook	Y
006411	Cook	Y

Section 5. Appendix One of the Compensation Ordinance is hereby amended by amending the Variable Entry Code for the following job codes/classifications effective March 31, 2006:

006415	Food Services Worker	Y
006510	Sr Laundry Worker	Y
006520	Linen Marker & Distributor	Y
006530	Laundry Worker	Y
007030	Sr Custodian	Y
007031	Custodian	Y
007045	Exec Housekeeper	Y
007072	Wastewater Plant Operator Tr	Y
007073	Water Treatment Plant Operator	Y
007083	Sewer Construction & Mtce Wkr	Y
007085	Supv Custodian	Y
007099	Sheriff's Range Guard	Y
007510	Farm Advisor Field Assistant	Y
007514	Shuttle Bus Driver	Y
007515	Stores Delivery Driver	Y
007516	Delivery Vehicle Driver	Y
007518	Public Works Trainee	Y
007520	Sewing Room Operator	Y
007530	Sewing Room Supervisor	Y
007539	Construction & Svces Wkr III	Y
007540	Construction & Svces Wkr II	Y
007541	Construction & Svces Wkr I	Y

Section 6. Appendix One of the Compensation Ordinance is hereby amended by retitling the following job codes/classifications effective April 28, 2006:

	Class No.	Class Title
From:	000981	Housing Program Manager
To:	000981	Chief, Housing and Community Development
From:	002119	Director, Area Agency on Aging
To:	002119	Deputy Director, Agency Contract Support
From:	002241	Strategy and Planning Director, HHSA
To:	002241	Deputy Director, Strategy & Planning
From:	004321	Sr Clinical Lab Scientist
To:	004321	Sr Disease Research Scientist
From:	004317	Clinical Lab Scientist
To:	004317	Disease Research Scientist

Section 7. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job code/classification effective April 28, 2006:

<u>Class No.</u>	<u>Class Title</u>
002392	County Budget Analyst

Section 8. Article 1.6 of the Compensation is hereby retitled to read as follows:

ARTICLE 1.6: OVERTIME, STANDBY, CALL-BACK, SHIFT PREMIUMS, AND NON-FLSA COMPENSATORY TIME ACCUMULATION

Section 9. Subsection 1.6.2(h) (3) of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.6.2: SCHEDULED OVERTIME.

- (h) (3) Employees in classes designated DS, the maximum accumulation of FLSA compensatory hours shall be one hundred twenty (120) hours.

An employee in a class designated DS who has compensatory time in excess of the maximum allowable (120 hours) as of March 31, 2006, shall have until June 30, 2007, to bring the accumulation balance to one hundred twenty (120) hours. Employees who have accumulated FLSA-compensatory time balances at one hundred twenty (120) hours shall be paid cash for any overtime hours actually worked over the maximum FLSA compensatory time balance of one hundred twenty (120) hours.

Refer to Section 1.6.11 for the maximum accumulation of Non-FLSA compensatory time balances.

Section 10. Section 1.6.11 of the Compensation Ordinance is hereby added:

SECTION 1.6.11: NON-FLSA COMPENSATORY TIME ACCUMULATION

- (a) Employees in classes designated DS can accumulate a maximum of forty (40) hours of non-FLSA compensatory time off. The employee shall not be required to take off or be paid for such hours. Any non-FLSA compensatory time accumulated shall be accounted for separately from FLSA compensatory time. For employees who have been authorized to use compensatory time, the time off shall be deducted first from employee's non-FLSA compensatory time accumulation balances.
- (b) Employees in classes designated DS who have non-FLSA compensatory time in excess of the maximum allowable (40 hours) as of March 31, 2006, shall have until June 30, 2007, to bring accumulation balances to forty (40) hours. Failure to do so will result in the loss of non-FLSA compensatory hours in excess of forty (40) hours.
- (c) Refer to Section 1.6.2 (h) (3) for the maximum accumulation of FLSA compensatory time balances.

Section 11. Section 1.8.8 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.8: SAN DIEGO COUNTY PSYCHIATRIC HOSPITAL.

An eligible employee in a classification designated below whose principal assignment is to the San Diego County Psychiatric Hospital shall receive additional compensation at a rate approximately ten percent (10.0%) above the employee's regular base rate for such assignment.

Eligible Classes:

- 004618 Psychiatric Technician
004625 Licensed Vocational Nurse

Section 12. Section 1.12.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.2: AMERICAN BOARD CERTIFICATE.

- (a) Medical Specialty. Eligible employees shall be paid approximately ten percent (10%) upon furnishing satisfactory evidence that they have earned a valid certificate issued by the American Board in the medical specialty determined by the Director to be especially suited to the position held.

<u>Eligible Classes:</u>	
0304	EMS Medical Director
0335	Clinical Director, Mental Health Services
0340	Medical Director
0740	Emergency Room Psychiatrist
0741	Per Diem Physician
2213	Deputy Director, Mental Health Services
2227	Deputy Director, Behavioral Health
4123	Chief, Chronic Disease Prevention & Health Promotion
4124	Chief, Maternal & Child Health
4127	Chief, Community Epidemiology Control
4128	Chief, Tuberculosis Control & Border Health
4132	Medical Director, Sheriff's Detentions
4135	Associate Medical Director
4162	Consultant in Internal Medicine
4184	Radiologist
4185	Pediatrician
4190	Sheriff's Detentions Physician
4192	Senior Physician
4193	Physician
4195	Supervising Psychiatrist
4196	Psychiatrist II
4198	Psychiatrist I
4199	Psychiatrist III

- (b) Medical Subspecialty. Eligible employees shall be paid an additional five 5% upon furnishing satisfactory evidence that they have earned a valid certificate issued by the American Board in the medical subspecialty determined by the Director to be especially suited to the position held. Eligible employees in possession of both a Medical Specialty and a Subspecialty, or multiple Subspecialty certificates, may receive up to 15% for the combined certificates.

<u>Eligible Classes:</u>	
0304	EMS Medical Director
0335	Clinical Director, Mental Health Services
0340	Medical Director
0740	Emergency Room Psychiatrist
2213	Deputy Director, Mental Health Services
2227	Deputy Director, Behavioral Health
2285	Chief Dep Medical Examiner
4123	Chief, Chronic Disease Prevention & Health Promotion
4124	Chief, Maternal & Child Health
4127	Chief, Community Epidemiology Control
4132	Medical Director, Sheriff's Detentions
4135	Associate Medical Director
4162	Consultant in Internal Medicine
4190	Sheriff's Detentions Physician
4192	Senior Physician

<u>Eligible Classes:</u>	
4193	Physician
4195	Supervising Psychiatrist
4196	Psychiatrist II
4198	Psychiatrist I
4199	Psychiatrist III

Section 13. 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
7035	Healthcare Agency Housekeeper
7036	Sr Healthcare Agency Housekeeper
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 14. Section 2.1.17 of the Compensation Ordinance is hereby added:

SECTION 2.1.17: SHERIFF'S DEPARTMENT HARD TO RECRUIT REFERRAL REWARD PROGRAM

Only regular employees of the San Diego County Sheriff's Department shall be eligible to receive a referral reward of \$500.00 for referring qualified candidates for the following hard to recruit job codes/classifications:

Eligible Classes:

002820	Sheriff's Radio Trainee
002822	Emergency Services Dispatcher
004548	Sheriff's Detentions Nurse
005746	Deputy Sheriff
005747	Sheriff's Cadet
005757	Deputy Sheriff Detentions/Court Services
005797	Deputy Sheriff Cadet Detentions/Court Services

Eligibility Criteria

- (a) Only regular employees of the San Diego County Sheriff's Department are eligible to submit referrals under this program with the following exceptions:
 - (1) Employees assigned to the Sheriff's Human Resources Personnel Division and Labor Relations Unit;
 - (2) Those employees who have responsibility for recruitment as part of their assigned job duties, including individuals assigned on a temporary basis to carry out specialized recruiting activities unless it can be verified that the recruitment did not occur during that activity; and
 - (3) All elected and unclassified employees.
- (b) Eligible employees must be active at the time of referral and active at the time of reward to receive payment of reward.

Amount of Referral Reward

The amount of referral reward will be a gross payment of \$500.00 and will be paid through the regular payroll advice or warrant.

Referrals Eligible for Referral Reward

- (a) Referrals only qualify under this program if a written referral is made by an eligible employee during the recruitment period.
- (b) Current Sheriff's Department employees do not qualify as "applicants" to be referred under this program.
- (c) Immediate family of the referring employee does not qualify as "applicants" to be referred under this program. Immediate family includes 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.
- (d) An employee is only eligible to receive up to five (5) referral reward payments per fiscal year, regardless of the total number of referrals made by the employee that meet the criteria for successful completion of the program. No employee will be eligible for any referral reward payment during his or her last twelve (12) months of employment.
- (e) Only one employee may qualify for the referral reward for each referred candidate. In the event of multiple Referral Forms submitted for the same candidate, the Referral Form with the earliest time/date stamp will be used in determining the eligibility for reward.

Payment of Reward

- (a) The recruited employee has to complete the below listed length of service in order for the \$500.00 referral reward to be paid to the employee who made the referral:
 - (1) Deputy Sheriff (005746) – upon completion of academy or three (3) months of employment if lateral hire;

- (2) Deputy Sheriff Detentions/Court Services (005797) – upon completion of academy or three (3) months of employment if lateral hire.
 - (3) Sheriff Cadet (005747) – upon completion of academy.
 - (4) Deputy Sheriff Cadet Detentions/Court Services (005797) – upon completion of academy.
 - (5) Sheriff's Detention Nurse (004548) – three (3) months of employment.
 - (6) Sheriff's Radio Trainee (002820) – three (3) months of employment.
- (b) A gross payment of \$500.00 will be made to the referring employee through the regular payroll advice or warrant.
- (c) The decision to award or deny payment under the Hard to Recruit Referral Reward Program shall be at the sole discretion of the County and shall not be subject to appeal.

This program will expire on June 21, 2007.

Section 15. Section 3.6.22 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 3.6.22: ELECTION POLL WORKERS.

Persons serving as poll workers in the positions of Precinct Inspectors, Assistant Precinct Inspectors, Precinct Equipment Specialists and Precinct 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. For persons serving as a poll worker, the expense allowance for three meals shall be \$44.00 per election day worked and the expense allowance for transportation shall be \$31.00 per election day worked. For persons serving as either Precinct Inspector, Assistant Precinct Inspector, or Precinct Equipment Specialist, the expense allowance shall include an additional \$25.00 per election day worked to offset the anticipated cost of transportation to the election training program(s), attendance at the election training program(s), as well as transportation and delivery of poll equipment, supplies and ballots both to the polling place and to election night collection centers. Persons serving as Precinct Equipment Specialists shall be paid a nominal fee for their services in the amount of \$10.00 in addition to the expense allowance. Persons serving as Assistant Precinct Inspectors shall be paid a nominal fee for their services in the amount of \$25.00 in addition to the expense allowance. Persons serving as Precinct Inspectors, who pick-up poll supplies, inventory and check poll supplies, contact and make arrangements with poll facility owner, assist in the recruitment of his/her poll worker staff and supervise all election day responsibilities, shall be paid a nominal fee for their services in the amount of \$50.00 in addition to the expense allowance. 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 in the amount of \$15.00 per election day worked.

<u>Designated Assignment</u>	<u>Expense Allowance</u>
Precinct Inspector	\$150
Asst. Precinct Inspector	\$125
Precinct Equipment Specialist	\$110
Precinct Clerk	\$ 75

Section 16. Subsection (h) (3) of section 4.2.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.1: VACATION.

- (h) Payoff of Unused Vacation.

Separation from County Service.

- (3) Notwithstanding any other provision in this Article 4.2.1(g), for employees designated AM, AS, CC, CE, CEM, CS, DA, DI, DM, DS, EC, EM, EU, MA, NA, NE, NM, NR, PD, PM, SD0, SD1, SD2, SO, SM, SW, or UM, an eligible employee who is a participant in the County of San Diego Defined Benefit Pension Plan or the County of San Diego Defined Contribution

Savings Plan or both of such plans on the date of his or her separation from County service, shall not be paid the monetary value of all available vacation credit as provided in Article 4.2.1(g) above but, in lieu of such payment, shall receive the benefits provided for under the County of San Diego Defined Benefit Pension Plan and the County of San Diego Defined Contribution Savings Plan, if any, as provided therein.

Section 17. Subsection (i) (1) of section 4.2.22 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.2: SICK LEAVE.

(i) Conversion of Sick Leave Credits to Cash at Termination or Retirement

- (1) Notwithstanding the provisions of Article 4.2.2 (f) herein, upon retirement, deferred retirement, disability retirement from County service, death or termination, all or a portion of an eligible employee's sick leave balance may be converted to cash at fifty percent (50%) of its value, except as otherwise provided below in this Article 4.2.2(i) (2). One hundred percent (100%) of all sick leave credits that are paid to the employee in cash at 50% will be removed from the employee's sick leave balance.

Representation Status Designator
UM, EC, EM, EU, NA, NE, NR, SD0, and SD1.

Section 18. Subsection (c) of 4.2.23 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.23: EMPLOYEE POLL WORKER PROGRAM LEAVE.

(c) Expense Allowance/Nominal Fee Payment.

- (1) Employees selected to serve as voluntary poll workers, except employees in EC, EM, EO, EU, UM, IW1 and IW3 will be paid an expense allowance/nominal fee as set forth in Compensation Ordinance Section 3.6.22 based on their assignment and as an incentive to serve in this capacity. Employees assigned to the Precinct Inspector, Assistant Precinct Inspector or Precinct Equipment Specialist positions will be required to attend, on their own time, at least one training class estimated to be approximately two (2) hours in length.
- (2) The expense allowance/nominal fee shall not be counted in any computation of the total wages or compensation paid the employee for his/her regular employment with the County

Section 19. Effective Date. Sections 1, 2, 5, 8, 9, 10, 11, 14, 15, 16, 17 and 18 of this ordinance affect compensation and shall take effect upon adoption. All other sections of this ordinance shall take effect thirty (30) days after its adoption. Within fifteen days after the date of adoption of this ordinance, a summary shall be published once with the name of those members voting for and against the same in the newspaper of general circulation published in the County of San Diego.

Section 20. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	03/31/06
Section 2	03/31/06
Section 3	04/28/06
Section 4	04/28/06
Section 5	03/31/06
Section 6	04/28/06
Section 7	04/28/06
Section 8	03/31/06
Section 9	03/31/06
Section 10	03/31/06
Section 11	03/31/06
Section 12	04/28/06
Section 13	04/28/06
Section 14	03/31/06
Section 15	03/31/06
Section 16	03/31/06
Section 17	03/31/06
Section 18	03/31/06

PASSED AND ADOPTED THIS 28th DAY OF MARCH 2006