

**AN ORDINANCE AMENDING  
THE COMPENSATION ORDINANCE  
ORDINANCE NO. 9802 (NEW SERIES)**

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING  
COMPENSATION IMPLEMENTING A NEGOTIATED MEMORANDUM OF AGREEMENT WITH  
THE DEPUTY DISTRICT ATTORNEYS ASSOCIATION**

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 compensation for classes designated AM, AS and DA, effective October 13, 2006, June 22, 2007, and June 20, 2008.

**Section 2.** Effective Date. This ordinance affects 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 3.** Section 1.12.13 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.13: PROFESSIONAL STIPEND. Eligible employees in the Public defended and Deputy District Attorney classifications shall receive an annual seven hundred and seventy dollars (\$770) stipend for professional expenses. The County shall, on the payday for payroll number 03 of each year, pay such a stipend to employees who are in job classifications in the AM, AS, DA, PD and PM units in Payroll number 02 of that year.

In fiscal year 2006/07, the County shall, on the payday for payroll number 09, pay such stipend to employees who are in job classifications in the AM, AS and DA units in Payroll number 08 of that year.

**Section 4.** Subsection (b) of 4.2.10 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.10: CHILD CARE VACATION EXCHANGE. Employees in classes designated AM, AS, DA, PD and PM are eligible to transfer vacation credits to their spouse, or receive vacation credits from their spouse, under the following conditions:

- (b) The eligible employees are a married couple or registered domestic partners who are the parents of a child, or, who are jointly adopting a child, and, the transfer of vacation credits to the receiving employee is for purposes of maternity leave or child care purposes.

**Section 5.** Subsection (f) of 5.1.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN.

- (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 under the UCL Benefit Program.

|                                   |           |
|-----------------------------------|-----------|
| <u>Effective October 1, 2005:</u> | Monthly   |
| Employee Only                     | \$ 328.00 |
| Employee + 1 Dependent            | 467.00    |
| Employee + 2 or More Dependents   | 641.00    |
| <u>Effective October 1, 2006:</u> | Monthly   |

|                                   |           |
|-----------------------------------|-----------|
| Employee Only                     | \$ 361.00 |
| Employee + 1 Dependent            | 514.00    |
| Employee + 2 or More Dependents   | 706.00    |
| <u>Effective January 1, 2008:</u> | Monthly   |
| Employee Only                     | \$ 398.00 |
| Employee + 1 Dependent            | 566.00    |
| Employee + 2 or More Dependents   | 777.00    |
| <u>Effective January 1, 2009:</u> | Monthly   |
| Employee Only                     | \$ 438.00 |
| Employee + 1 Dependent            | 623.00    |
| Employee + 2 or More Dependents   | 855.00    |

(2) Employees in classes designated under the CNM and MGT Benefit Programs.

|                                   |           |
|-----------------------------------|-----------|
| <u>Effective October 1, 2005:</u> | Monthly   |
| Employee Only                     | \$ 298.00 |
| Employee + 1 Dependent            | 437.00    |
| Employee + 2 or More Dependents   | 611.00    |
| <u>Effective October 1, 2006:</u> | Monthly   |
| Employee Only                     | \$ 328.00 |
| Employee + 1 Dependent            | 481.00    |
| Employee + 2 or More Dependents   | 672.00    |
| <u>Effective January 1, 2008:</u> | Monthly   |
| Employee Only                     | \$ 361.00 |
| Employee + 1 Dependent            | 529.00    |
| Employee + 2 or More Dependents   | 739.00    |
| <u>Effective January 1, 2009:</u> | Monthly   |
| Employee Only                     | \$ 397.00 |
| Employee + 1 Dependent            | 582.00    |
| Employee + 2 or More Dependents   | 813.00    |

(3) Employees in classes designated under the SW Benefit Program.

|                                   |                |
|-----------------------------------|----------------|
| <u>Effective October 1, 2005:</u> | <u>Monthly</u> |
| Employee Only                     | \$ 272.00      |
| Employee + 1 Dependent            | 407.00         |
| Employee + 2 or More Dependents   | 579.00         |
| <u>Effective October 1, 2006:</u> | <u>Monthly</u> |

|                                   |           |
|-----------------------------------|-----------|
| Employee Only                     | \$ 300.00 |
| Employee + 1 Dependent            | 448.00    |
| Employee + 2 or More Dependents   | 637.00    |
| <u>Effective January 1, 2008:</u> | Monthly   |
| Employee Only                     | \$ 330.00 |
| Employee + 1 Dependent            | 493.00    |
| Employee + 2 or More Dependents   | 701.00    |
| <u>Effective January 1, 2009:</u> | Monthly   |
| Employee Only                     | \$ 363.00 |
| Employee + 1 Dependent            | 542.00    |
| Employee + 2 or More Dependents   | 771.00    |

(4) Employees in classes designated under the NMG Benefit Program.

|                                   |           |
|-----------------------------------|-----------|
| <u>Effective October 1, 2005:</u> | Monthly   |
| Employee Only                     | \$ 260.00 |
| Employee + 1 Dependent            | 387.00    |
| Employee + 2 or More Dependents   | 555.00    |
| <u>Effective October 1, 2006:</u> | Monthly   |
| Employee Only                     | \$ 286.00 |
| Employee + 1 Dependent            | 426.00    |
| Employee + 2 or More Dependents   | 611.00    |
| <u>Effective January 1, 2008:</u> | Monthly   |
| Employee Only                     | \$ 315.00 |
| Employee + 1 Dependent            | 469.00    |
| Employee + 2 or More Dependents   | 672.00    |
| <u>Effective January 1, 2009:</u> | Monthly   |
| Employee Only                     | \$ 347.00 |
| Employee + 1 Dependent            | 516.00    |
| Employee + 2 or More Dependents   | 739.00    |

(5) Employees in classes designated under the SHRF Benefit Program.

|                                     |           |
|-------------------------------------|-----------|
| <u>Effective October 1, 2003:</u>   | Monthly   |
| Employee Only                       | \$ 196.00 |
| Employee + 1 Dependent              | 276.00    |
| Employee + 2 or More Dependents     | 362.00    |
| <u>Effective December 12, 2003:</u> | Monthly   |
| Employee Only                       | \$ 206.00 |
| Employee + 1 Dependent              | 306.00    |
| Employee + 2 or More Dependents     | 412.00    |

|                                   |           |
|-----------------------------------|-----------|
| <u>Effective October 1, 2004:</u> | Monthly   |
| Employee Only                     | \$ 218.00 |
| Employee + 1 Dependent            | 332.00    |
| Employee + 2 or More Dependents   | 464.00    |
| <u>Effective October 1, 2005:</u> | Monthly   |
| Employee Only                     | \$ 230.00 |
| Employee + 1 Dependent            | 358.00    |
| Employee + 2 or More Dependents   | 516.00    |
| <u>Effective October 1, 2006:</u> | Monthly   |
| Employee Only                     | \$ 242.00 |
| Employee + 1 Dependent            | 384.00    |
| Employee + 2 or More Dependents   | 568.00    |

(6) Employees in classes designated under the DAI Benefit Program.

|                                     |                |
|-------------------------------------|----------------|
| <u>Effective October 1, 2003:</u>   | Monthly        |
| Employee Only                       | \$ 278.00      |
| Employee + 1 Dependent              | 359.00         |
| Employee + 2 or More Dependents     | 447.00         |
| <u>Effective December 12, 2003:</u> | <u>Monthly</u> |
| Employee Only                       | \$ 288.00      |
| Employee + 1 Dependent              | 389.00         |
| Employee + 2 or More Dependents     | 497.00         |
| <u>Effective October 1, 2004:</u>   | Monthly        |
| Employee Only                       | \$ 300.00      |
| Employee + 1 Dependent              | 415.00         |
| Employee + 2 or More Dependents     | 549.00         |
| <u>Effective October 1, 2005:</u>   | Monthly        |
| Employee Only                       | \$ 312.00      |
| Employee + 1 Dependent              | 441.00         |
| Employee + 2 or More Dependents     | 601.00         |
| <u>Effective October 1, 2006:</u>   | Monthly        |
| Employee Only                       | \$ 324.00      |
| Employee + 1 Dependent              | 467.00         |
| Employee + 2 or More Dependents     | 653.00         |

(7) Employees in classes designated under the CC, DA, and PD Benefit Program.

|                                   |           |
|-----------------------------------|-----------|
| <u>Effective October 1, 2005:</u> | Monthly   |
| Employee Only                     | \$ 280.00 |
| Employee + 1 Dependent            | 407.00    |
| Employee + 2 or More Dependents   | 575.00    |

|                                   |                |
|-----------------------------------|----------------|
| <u>Effective October 1, 2006:</u> | Monthly        |
| Employee Only                     | \$ 308.00      |
| Employee + 1 Dependent            | 448.00         |
| Employee + 2 or More Dependents   | 633.00         |
| <u>Effective January 1, 2008:</u> | <u>Monthly</u> |
| Employee Only                     | \$ 339.00      |
| Employee + 1 Dependent            | 493.00         |
| Employee + 2 or More Dependents   | 696.00         |
| <u>Effective January 1, 2009</u>  | Monthly        |
| Employee Only                     | \$ 373.00      |
| Employee + 1 Dependent            | 542.00         |
| Employee + 2 or More Dependents   | 766.00         |

**Section 6.** Section 5.9.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.9.2: "SPECIAL HOLIDAY" PROVISIONS

- (a) Birthday Holiday. Employees in eligible classes shall be entitled to their birthday off as a holiday, except that if the needs of the department require that the employee work, the employee shall be credited with compensatory time off equivalent to one-tenth (1/10) the number of regularly scheduled hours of that employee's normal biweekly pay period, not to exceed eight (8) hours in compensatory time off (eight and one-half [8-1/2] hours for employees in classes designated DS and SM). A birthday occurring on a Saturday shall be taken on the preceding Friday; a birthday occurring on a Sunday shall be taken on the following Monday except that if the needs of the department require that the employee work, the employee, with the approval of his/her appointing authority, shall have the choice of another day on which to observe the employee's birthday. A birthday occurring during paid leave status or on a normally scheduled day off or on a paid holiday to which the employee is entitled shall be taken off on a regularly scheduled work day mutually agreeable with the employee's appointing authority.

Eligible Classes: Classes designated DS and SM.

- (b) Admission Day. Eligible employees shall be entitled to one-tenth (1/10) the number of regularly scheduled hours in that employee's normal biweekly pay period, not to exceed eight (8) hours of holiday time (eight and one-half [8-1/2] hours for employees in classes designated DS and SM). Such time shall be taken when mutually agreeable with the appointing authority, but must be used before the first day of the first biweekly pay period in the succeeding fiscal year. Admission Day, September 9, shall not be considered a holiday for payroll purposes.

Eligible Classes:

This time may be taken in increments of 1/10 of an hour by employees in classes designated DS and SM who have paid service in Payroll 01 of each fiscal year and may be taken beginning in payroll period 03.

- (c) Columbus Day. Employees in eligible classes who are employed, and not on authorized or unauthorized leave without pay, on the national observance of Columbus Day, shall be entitled to one-tenth (1/10) the number of regularly scheduled hours in the employee's normal biweekly pay period, not to exceed eight (8) hours of holiday time. This time is to be taken when mutually agreeable with the appointing authority, but must be used before the first day of the first biweekly pay period in the succeeding fiscal year. The national observance of Columbus Day shall not be considered a holiday for payroll purposes.

Eligible Classes: Employees in classes designated DI or DM shall take this time in one increment on a day agreeable to both the employee and the appointing authority.

- (d) Lincoln's Birthday. Employees in eligible classes who are employed, and not on authorized or unauthorized leave without pay, on the national observance of Lincoln's Birthday, shall be entitled to one-tenth (1/10) the number of regularly scheduled hours in the employee's normal biweekly pay period, not to exceed eight (8) hours of holiday time. This time is to be taken in one increment on a day agreeable to both the employee and the appointing authority. The national observance of Lincoln's Birthday shall not be considered a holiday for payroll purposes.

Eligible Classes: Classes designated DI and DM.

- (e) Eligible employees listed in the classes below have paid service in payroll 02 shall be entitled to 1/5<sup>th</sup> the employee's regularly biweekly scheduled hours, not to exceed sixteen (16) hours of floating holiday time. This time may be taken beginning in payroll 03 at a time agreeable to both employee and the appointing authority.

An employee may accumulate a maximum balance of twenty-four (24) hours of floating holiday time. Any balance that exceeds twenty-four (24) hours will automatically be reduced to the twenty-four (24) hour maximum accrual limit.

These holidays are not subject to terminal leave.

Eligible Classes: Classes designated AE, CC, CE, CEM, CL, CM, CR, CS, EM, FS, HS, MA, MM, NA, NE, NM, NR, NS, PD, PM, PO, PR, PS, RN, SD0, SD2, SO, SS, SW and UM. This provision will become effective for classes designated AS, AM and DA in fiscal year 2007/08.

PASSED, APPROVED AND ADOPTED this 24<sup>th</sup> day of October, 2006