

ORDINANCE NO. 9876 (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 establishing the following classification and compensation effective August 31, 2007:

Class No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Approx Minimum	Annual Salary Maximum	Vari Entry	O/T	Rep Stat	Bene Plan Bene Prog
002419	Media and Public Relations Manager, HHSA										
	33.32	34.99	36.74	38.58	40.51	\$69,305.60 - \$84,260.80		Y	E	MA	MGT
	2665.60	2799.20	2939.20	3086.40	3240.80						

Section 2. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following job codes/classifications effective August 3, 2007:

Class No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Step 6 Hrly Biwkly	Step 7 Hrly Biwkly	Step 8 Hrly Biwkly	Approx Minimum	Annual Salary Maximum	
004195	Supervising Psychiatrist										
	71.26	74.82	78.56	82.49	86.61						\$148,220.80 - \$180,148.80
	5700.80	5985.60	6284.80	6599.20	6928.80						
004196	Psychiatrist										
	65.05	68.30	71.71	75.30	79.07						\$135,304.00 - \$164,465.60
	5204.00	5464.00	5736.80	6024.00	6325.60						
004198	Psychiatric Resident										
	56.31	59.13	62.09	65.19	68.45						\$117,124.80 - \$142,376.00
	4504.80	4730.40	4967.20	5215.20	5476.00						
004199	Psychiatrist – Specialist										
	66.55	69.88	73.37	77.04	80.89						\$138,424.00 - \$168,251.20
	5324.00	5590.40	5869.60	6163.20	6471.20						
003003	Sheriff's Operations Supervisor										
	22.28	23.39	24.56	25.79	27.08						\$46,342.40 - \$56,326.40
	1782.40	1871.20	1964.80	2063.20	2166.40						

Section 3. Appendix One of the Compensation Ordinance is hereby amended by retitling the following job codes/classifications effective August 31, 2007:

	<u>Class No.</u>	<u>Class Title</u>
From:	000921	Administrator, Office of Public Health
To:	000921	Administrator, Public Health Services
From:	004140	Chief, Mental Health Program & Admin Support
To:	004140	Chief, Behavioral Health Services Program & Admin Support

Section 4. 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.

Eligible Classes:

0304	EMS Medical Director
0335	Clinical Director, Mental Health Services
0340	Medical Director
0919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
0922	Deputy Public Health Officer
2213	Deputy Director, Mental Health Services
2221	Public Health Officer
2227	Deputy Director, Behavioral Health
4124	Chief, Maternal & Child Health
4127	Chief, Community Epidemiology Control
4128	Chief, Tuberculosis Control & Border Health
4132	Medical Director, Sheriff's Detentions
4162	Consultant in Internal Medicine
4184	Radiologist
4185	Pediatrician
4190	Sheriff's Detentions Physician
4192	Senior Physician
4193	Physician
4195	Supervising Psychiatrist
4196	Psychiatrist
4199	Psychiatrist-Specialist

- (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.

Eligible Classes:

0304	EMS Medical Director
0335	Clinical Director, Mental Health Services
0340	Medical Director

Eligible Classes:

0919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
0922	Deputy Public Health Officer
2213	Deputy Director, Mental Health Services
2221	Public Health Officer
2227	Deputy Director, Behavioral Health
2285	Chief Dep Medical Examiner
4124	Chief, Maternal & Child Health
4127	Chief, Community Epidemiology Control
4132	Medical Director, Sheriff's Detentions
4162	Consultant in Internal Medicine
4190	Sheriff's Detentions Physician
4192	Senior Physician
4193	Physician
4195	Supervising Psychiatrist
4196	Psychiatrist
4199	Psychiatrist-Specialist

Section 5. Section 2.1.3 of the Compensation Ordinance is hereby added to read as follows:

SECTION 2.1.3: RELOCATION ALLOWANCE FOR HARD-TO-RECRUIT PROFESSIONAL CLASSES. Upon approval by the Chief Administrative Officer, a relocation allowance, up to \$8,000, may be authorized for professional classes designated by the Director as Hard-to-Recruit. Relocation expenses may include, but are not limited to, personal transportation, moving expenses and temporary housing. Approval must be obtained prior to any job offer. Claims for expenses submitted pursuant to this provision shall be subject to review and determination by the Auditor and Controller prior to reimbursement.

Section 6. Section 3.5.4. of the Compensation Ordinance is hereby amended to read as follows:

SECTION 3.5.4: UNCLASSIFIED MANAGEMENT RELOCATION ALLOWANCE. Upon determination by the appointing authority and approval by the Chief Administrative Officer that relocation allowance is appropriate to facilitate recruitment or selection for an appointment to a vacant position in a class designated UM, NA or NE a relocation allowance in an amount not to exceed \$10,000 may be authorized for the actual and reasonable relocation expenses incurred incidental to relocation of the appointee and his/her immediate family to San Diego County. Expenses may include, but are not limited to, personal transportation, moving expenses for household goods, and temporary housing arrangements. Claims for expenses submitted pursuant to this provision shall be subject to review and determination by the Auditor and Controller prior to reimbursement.

Section 7. Section 4.2.4 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.4: BEREAVEMENT LEAVE.

- (a) Definition. Bereavement leave is paid leave which is available to an employee at the time of death or funeral of a member of the employee's immediate family as defined below in section 4.2.4(e).
- (b) Eligibility. Only biweekly rate employees on paid status shall be eligible for paid bereavement leave.
- (c) Amount of Leave. Bereavement leave shall not exceed three (3) work days for the death of the employee's immediate family. Also, an employee shall be entitled to use two (2) days of sick leave as bereavement leave.
- (d) Use. Bereavement leave may only be taken at the time of the death or funeral of a member of the employee's immediate family, and shall not be deducted from other leaves of absence or compensatory time off for which the employee may be eligible. (See Section 4.2.2 (e) (6) for possible combination with sick leave.)

- (e) Immediate Family. Means husband, wife, child, stepchild, brother, stepbrother, sister, stepsister, parent, stepparent, any person serving or who as served as a parent, grandparent, grandchild, parent-in-law, brother-in-law, sister-in-law, any other person living in the same household as the employee.

Section 8. Effective Date. Sections 2, 4, 5, 6 and 7 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 9. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	08/31/07
Section 2	08/03/07
Section 3	08/31/07
Section 4	08/03/07
Section 5	08/03/07
Section 6	08/03/07
Section 7	08/03/07

PASSED, APPROVED, AND ADOPTED this 31st of July, 2007.