

**AN ORDINANCE AMENDING  
THE COMPENSATION ORDINANCE**

**ORDINANCE NO 10471 (NEW SERIES)**

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE  
AND ESTABLISHING 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 job codes/classifications in the unclassified service effective April 28, 2017:

Job Code No.		Salary Range	Vari Entry	O/T	Rep Stat	Bene Plan/ Bene Program
002135	Public Admin/Guardian/Conserv	16	Y	X	EM	UCL
002162	Dir, Aging and Adult Services	19	Y	X	EM	UCL

**Section 2.** Appendix One of the Compensation Ordinance is hereby amended by re-titling the following job codes/classifications effective April 28, 2017:

	<u>Job Code No.</u>	<u>Job Code Title</u>
From:	003673	Chief Electrical&Mech Inspectr
To:	003673	Electrical & Mechanical Insp
From:	004245	Chief Pharmacist
To:	004245	Pharmacy Manager

**Section 3.** Appendix One of the Compensation Ordinance is hereby amended by designating the following job codes/classifications as "Terminal" effective April 28, 2017:

<u>Job Code No.</u>	<u>Job Code Title</u>
002306	Admin Trainee (T)
003586	Chief, Mapping Section (T)

**Section 4.** Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classifications effective April 28, 2017:

<u>Job Code No.</u>	<u>Job Code Title</u>
002159	Dir, AIS & Public Admin/Guard
006327	Dist Mgr, Parks & Recreation

**Section 5.** Subsection (d) of section 1.6.2 of the Compensation Ordinance is hereby amended as follows:

**SECTION 1.6.2: OVERTIME AND FLSA/NON-FLSA COMPENSATORY TIME.**

- (d) Residential Care Facilities. Employees employed in a County hospital or facility primarily engaged in the care of persons who are sick, the aged, or the mentally ill, who reside on the premises, may be compensated at a rate not less than one and one-half times (1 ½) the regular rate for any work actually performed in excess of either eight (8) hours in any workday and in excess of eighty (80) hours in a fourteen (14) consecutive day work period.

Eligible Classes: Classes Designated AE, CL, FS, MM, PR, PS, and SS units

**Section 6.** Subsection (j) of Section 5.1.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.2: BENEFIT PROGRAMS. Unless additional or different benefits are provided by federal or state law (e.g. Unemployment Insurance and Workers' Compensation) the benefits of all employees, officers, boards, commissions, assistants, deputies, clerks and attaches, including elected officials and department heads and their deputies and assistants, are set forth in the following "Benefit Programs," which determine the benefits applicable to persons in each type. The Salary Schedule contains a list of all classes. Each class is assigned a "Benefit Plan Designator" in the column headed "Ben Pgm," which identifies eligibility for benefits as one of the following types, for all employees in that class except those on an "hourly" or "special rate" pay basis.

(j) Unclassified (UCL) Benefit Program.

- (1) Employees in job codes designated as EM, NA, NS, NE, and UM are eligible for basic and management benefits in accordance with the conditions set forth in the following sections:

- 5.1.6 Flexible Benefits Plan
- 5.3 Basic Life Insurance
- 5.4 Long Term Disability
- 5.5 Executive Management Physical Examination (excluding NA, NS and UM)
- 5.6 Retirement Contribution Offset
- 5.9 Holidays
- 5.11 Employee Recognition and Awards Program

- (2) Employees in job codes designated as EO are eligible for basic and management benefits in accordance with the conditions set forth in the following sections:

- 5.1.6 Flexible Benefits Plan
- 5.3 Basic Life Insurance
- 5.4 Long Term Disability
- 5.5 Executive Management Physical Examination

**Section 7.** Subsection (m)(5) of Section 5.1.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.2: BENEFIT PROGRAMS. Unless additional or different benefits are provided by federal or state law (e.g. Unemployment Insurance and Workers' Compensation) the benefits of all employees, officers, boards, commissions, assistants, deputies, clerks and attaches, including elected officials and department heads and their deputies and assistants, are set forth in the following "Benefit Programs," which determine the benefits applicable to persons in each type. The Salary Schedule contains a list of all classes. Each class is assigned a "Benefit Plan Designator" in the column headed "Ben Pgm," which identifies eligibility for benefits as one of the following types, for all employees in that class except those on an "hourly" or "special rate" pay basis.

- (m) Other Benefits. In addition to the benefits listed above in the Benefit Program, there are other benefits, which are elsewhere provided for:

- (5) Deferred Compensation Program. Employees shall be eligible to participate in the Deferred Compensation Program provided and administered by the County or the County's selected administrative agent (or agency). Notwithstanding any provisions to the contrary, the County as the employer may make deposits, to an employee's Participation Account and concomitant employee tax liability disbursements. The authority and discretion to approve such deposits and disbursements is delegated by the Board of Supervisors to the Chief Administrative Officer for the EM classifications.

**Section 8.** Effective Date. Sections 6 and 7 of this ordinance affect compensation and shall take effect upon adoption and 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 9.** Operative Date. Operative dates by specified section are listed in the table below.

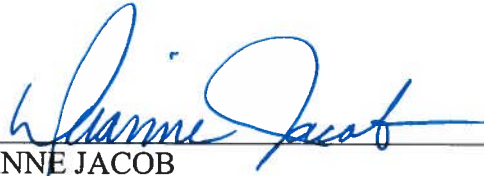
<b>Section Number</b>	<b>Operative Date</b>
Section 1	4/28/2017
Section 2	4/28/2017
Section 3	4/28/2017
Section 4	4/28/2017
Section 5	4/28/2017
Section 6	3/31/2017
Section 7	1/1/2014

APPROVED AS TO FORM AND LEGALITY  
COUNTY COUNSEL

BY: William H. Songer, Senior Deputy County Counsel

Meeting Date: 03/21/17 (13)

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 21<sup>st</sup> day of March, 2017.



DIANNE JACOB  
Chairwoman, Board of Supervisors  
County of San Diego, State of California

The above Ordinance was adopted by the following vote:

AYES: Cox, Jacob, Gaspar, Roberts, Horn

ATTEST my hand and the seal of the Board of Supervisors this 21<sup>st</sup> day of March, 2017.

DAVID HALL  
Clerk of the Board of Supervisors

By D. Lopez  
Diana Lopez, Deputy



Ordinance No.10471 (N.S.)

03/21/17 (13)