

ORDINANCE NO. 9821 (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 February 16, 2007:

Class No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Approx Annual Salary Minimum Maximum	Vari Entry O/T	Rep Stat	Bene Plan Bene Prog
002339	Senior Risk & Insurance Analyst								
	29.25	46.18				\$60,840.00 - \$96,054.40	Y	N	CEM MGT
	2340.00	3694.40							

Section 2. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following job codes/classifications effective January 19, 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	Approx Annual Salary Minimum Maximum
002553	Senior Finance Auditor							
	32.38	44.38						\$67,350.40 - \$92,310.40
	2590.40	3550.40						
003635	Civil Engineer							
	32.99	34.64	36.37	38.19	40.10			\$68,619.20 - \$83,408.00
	2639.20	2771.20	2909.60	3055.20	3208.00			
004315	Chief, Public Health Lab							
	38.27	40.18	42.19	44.30	46.51			\$79,601.60 - \$96,740.80
	3061.60	3214.40	3375.20	3544.00	3720.80			
005399	Insect Detection Specialist II							
	13.70	14.39	15.11	15.87	16.66			\$28,496.00 - \$34,652.80
	1096.00	1151.20	1208.80	1269.60	1332.80			
007001	Airport Service Worker II							
	19.29	20.25	21.26	22.32	23.44			\$40,123.20 - \$48,755.20
	1543.20	1620.00	1700.80	1785.60	1875.20			

Section 2. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following job codes/classifications effective January 19, 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	Approx Minimum	Annual Salary Maximum
007005	Airport Service Worker Supervisor								
	23.41 1872.80	24.58 1966.40	25.81 2064.80	27.10 2168.00	28.46 2276.80			\$48,692.80 - \$59,196.80	

Section 3. Appendix One of the Compensation Ordinance is hereby amended by amending the Variable Entry Code for the following job code/classification effective January 19, 2007:

<u>Class No.</u>	<u>Class Title</u>	<u>Variable Entry Indicator</u>
002902	Clerk of the Board Assistant III	Y

Section 4. Appendix One of the Compensation Ordinance is hereby amended by retitling the following classifications/job codes effective February 16, 2007:

	<u>Class No.</u>	<u>Class Title</u>
From:	002902	Clerk of the Board Assistant III
To:	002902	Supervising Board Assistant
From:	002551	Assistant Finance Auditor
To:	002551	Auditor I
From:	002552	Associate Finance Auditor
To:	002552	Auditor II
From:	002553	Senior Finance Auditor
To:	002553	Senior Auditor
From:	000301	Mental Health Hospital Administrator
To:	000301	Hospital Administrator
From:	002224	Administrator, Edgemoor Hospital
To:	002224	Assistant Hospital Administrator
From:	004497	Assistant Nursing Director, Edgemoor Hospital
To:	004497	Assistant Director of Nursing
From:	004506	Nursing Director, Edgemoor Hospital
To:	004506	Director of Nursing
From:	006305	Gardener II
To:	006305	Gardener

Section 4. Appendix One of the Compensation Ordinance is hereby amended by retitling the following classifications/job codes effective February 16, 2007:

From:	006310	Gardener Supervisor I
To:	006310	Supervising Gardener
From:	007000	Airport Service Worker I
To:	007000	Airport Technician Assistant
From:	007001	Airport Service Worker II
To:	007001	Airport Technician
From:	007005	Airport Service Worker Supervisor
To:	007005	Senior Airport Technician

Section 5. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classifications effective February 16, 2007:

<u>Class No.</u>	<u>Class Title</u>
002555	Assistant Performance Auditor
002556	Associate Performance Auditor
002557	Senior Performance Auditor
004123	Chief, Chronic Disease Prevention and Health Promotion
004194	Consulting Physician Specialist
006315	Gardener Supervisor II
006320	Gardener I

Section 6. Subsection (h)(6) of Section 1.6.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.6.2: SCHEDULED OVERTIME.

(h) Accrual Limits. To the extent the appointing authority authorized overtime and an employee is allowed to accrue and accumulate compensatory time off, such accumulation shall be limited to the following maximum number of hours at the beginning of any biweekly pay period:

- (6) Employees in classes designated EM, NA, NE, NM, NS or UM,
 - a. Granted compensatory time (floating holidays) shall be twenty four (24) hours.
 - b. Existing FLSA overtime balances shall be paid down upon appointment to these classes.

Section 7. Section of 1.8.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.2: PSYCHIATRIC HOSPITAL/EDGEMOOR/MORGUE ASSIGNMENT-CUSTODIAN. Eligible employees shall be paid approximately five percent (5%) when assigned to work at the Psychiatric Hospital, Edgemoor or the County Morgue.

Eligible Classes:

7030	Senior Custodian
7031	Custodian

- 7035 Health Care Agency Housekeeper
- 7036 Senior Health Care Agency Housekeeper
- 7085 Supervising Custodian

Section 8. Subsection (a) of Section 1.8.3 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.3: MEDICAL AND DETENTION FACILITY ASSIGNMENT.

- (a) 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.

Health & Human Services Agency	
Initial Intake, Admissions and Screening of Kids:	
•	Polinsky Children's Center
Inpatient units, Admissions and Screening:	
•	San Diego County Psychiatric Hospital
Medication Management:	
•	Central Regional Clinic
•	East County Outpatient Clinic
•	Forensic Mental Health Services
•	Grantville
•	North Coastal Outpatient Clinic
•	North Inland Outpatient Clinic
•	South East Region Outpatient Clinic
•	Camp Barrett
•	Juvenile Ranch Facility

Sheriff's Department
Jail Information
Booking Section
Release Section
Dispensary
Psychiatric Security Unit at the Jail
Jail Kitchens
Central Laundry
Central Production Center

Probation Department
1. East Mesa Juvenile Detention Facility
2. Kearny Mesa Juvenile Detention Facility

Eligible Classes:

2403	Accounting Technician
2430	Cashier
2493	Payroll Clerk
2494	Intermediate Account Clerk
2510	Senior Account Clerk
2511	Senior Payroll Clerk
2513	Senior Cashier
2521	Account Clerk Specialist
2650	Stock Clerk
2655	Storekeeper III
2658	Storekeeper II
2660	Storekeeper I
2664	Pharmacy Stock Clerk
2700	Intermediate Clerk
2706	Admissions Clerk
2707	Senior Admissions Clerk
2709	Departmental Clerk
2710	Junior Clerk
2715	Records Clerk
2725	Principal Clerk I
2729	Office Support Specialist
2730	Senior Clerk
2745	Supervising Clerk
2756	Administrative Secretary I
2757	Administrative Secretary II
3007	Junior Word Processor
3008	Senior Word Processor
3009	Word Processor
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
6520	Linen Marker & Distributor
6530	Laundry Worker
6531	Laundry Worker II (T)
7520	Sewing Room Operator
7530	Sewing Room Supervisor

Section 9. Section 1.9.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.9.2: BILINGUAL ASSIGNMENT.

On recommendation of the appointing authority, the Director may approve payment of Class A or Class B bilingual premium to an employee assigned to a position designated as requiring a Class A or Class B bilingual employee and where qualifications have been determined by the Director. Employees may only receive one bilingual premium at a time. In order to insure adequate level of bilingual proficiency, the Director may require periodic evaluation of incumbents receiving bilingual premium.

<u>Class A</u>		<u>Class B</u>	
The employee must be assigned to a position designated as requiring bilingual skills fifty percent (50%) or more of the time, or forty (40) hours or more in an eighty (80) hour biweekly pay period, or to a position designated as requiring bilingual skills in a class designated DS, or to a position designated as requiring technical bilingual skills (reading, writing, translating). The fifty percent (50%) requirement shall mean the actual time spent conversing in or interpreting a second language.		The employee must be assigned to a position designated as requiring bilingual skills less than fifty percent (50%) of the time or less than forty (40) hours in an eighty (80) hour biweekly pay period. This less than fifty percent (50%) requirement shall mean the actual time spent conversing in or interpreting a second language.	
<u>Biweekly Rate:</u>	<u>Eligible Classes:</u>	<u>Biweekly Rate:</u>	<u>Eligible Classes:</u>
(1) Thirty-two dollars and thirty cents [\$32.30] biweekly.	Any employee except employees in Class 5725, International Case Coordinator or those designated eligible classes, and in (2) or (3) below.	(1) Sixteen dollars and fifteen cents [\$16.15] biweekly.	Any employee except employees in Class 5725, International Case Coordinator, and employees designated DS or those designated eligible classes, and in (2) or (3) below.
(2) Forty dollars [\$40.00] biweekly.	Classes designated AE, CL, CM, CR, FS, MM, PR, PS, SS, HS, RN and: 5225 Human Services Control Specialist 5246 Patient Services Specialist III (T)	(2) Twenty dollars [\$20.00] biweekly.	Classes designated AE, CL, CM, CR, FS, MM, PR, PS, SS, HS, RN, and: 5225 Human Services Control Specialist 5246 Patient Services Specialist III (T)
Protective Services Supervisor and Adult Protective Services Supervisor Spanish Recruitment/Retention Bilingual Premium			
<u>Class A</u>		<u>Class B</u>	
The appointing authority may assign a qualified employee to perform Spanish bilingual duties in positions in the adult protective services in the Adult Protective Services in Aging and Independent Services that have been identified and designated as requiring Spanish bilingual skills. The Health & Human Services Agency will recommend the effective date for Spanish bilingual pay as the date the employee is assigned such duties or passes the Spanish bilingual proficiency test, whichever is later. Effective 7/3/98, the rate for Class A Spanish bilingual skills is seventy-two dollars (\$72.00) biweekly or eighty (80) hours of paid service. Thereafter the FLSA regular rate for overtime shall apply. To qualify for this rate the employee must be assigned to a position designated as requiring Spanish bilingual skills fifty percent (50%) or more of the time, or forty (40) hours or more in an eighty (80) hour biweekly pay period, or to a position designated as requiring technical Spanish bilingual skills (reading, writing, translating). The fifty percent (50%) usage requirement shall mean the actual time spent conversing or interpreting in the Spanish language.		The appointing authority may assign a qualified employee to perform Spanish bilingual duties in positions in adult protective services in the Adult Protective Services in Aging and Independent Services that have been identified and designated as requiring Spanish bilingual skills. The Health & Human Services Agency will recommend the effective date for Spanish bilingual pay as the date the employee is assigned such duties or passes the Spanish bilingual proficiency test, whichever is later. Effective 7/3/98, the rate for Class B Spanish bilingual skills is forty dollars (\$40.00) biweekly or eighty (80) hours of paid service. Thereafter the FLSA regular rate for overtime shall apply. To qualify for this rate the employee must be assigned to a position designated as requiring Spanish bilingual skills less than fifty percent (50%) of the time or thirty-nine (39) hours or less in an eighty (80) hour biweekly pay period. This less than fifty percent (50%) usage requirement shall mean the actual time spent conversing or interpreting in the Spanish language.	
<u>Biweekly Rate:</u>	<u>Eligible Classes:</u>	<u>Biweekly Rate:</u>	<u>Eligible Classes:</u>

<u>Class A</u>		<u>Class B</u>	
(3) Spanish Language: Seventy-two Dollars [\$72.00] biweekly	In Child Protective Services: 5259 Protective Services Supervisor In Adult Protective Services in Aging & Independent Services: 5237 Adult Protective Services Specialist 5238 Senior Adult Protective Services Spec. 5239 Adult Protective Services Supervisor	(3) Spanish Language: Forty Dollars [\$40.00] biweekly	In Child Protective Services: 5259 Protective Services Supervisor In Adult Protective Services in Aging & Independent Services: 5237 Adult Protective Services Specialist 5238 Senior Adult Protective Services Spec. 5239 Adult Protective Services Supervisor
RETENTION/RECRUITMENT BILINGUAL PREMIUM (ALL LANGUAGES)			
The employee must be assigned to a position designated as requiring bilingual skills fifty percent (50%) or more of the time, or forty (40) hours or more in an eighty (80) hour biweekly pay period. or to a position designated as requiring technical bilingual skills (reading, writing, translating). The fifty percent (50%) requirement shall mean the actual time spent conversing in or interpreting a second language.		The employee must be assigned to a position designated as requiring bilingual skills less than fifty percent (50%) of the time or less than forty (40) hours in an eighty (80) hour biweekly pay period. This less than fifty percent (50%) requirement shall mean the actual time spent conversing in or interpreting a second language.	
<u>Biweekly Rate:</u>	<u>Eligible Classes:</u>	<u>Biweekly Rate:</u>	<u>Eligible Classes:</u>
(4) Sixty dollars [\$60.00] biweekly	5223 Human Services Specialist 4913 Protective Services Assistant 4911 Social Services Aide	(4) Thirty dollars [\$30.00] biweekly	5223 Human Services Specialist 4913 Protective Services Assistant 4911 Social Services Aide
Protective Service Worker/Social Worker, Recruitment/Retention Bilingual Premium			
The appointing authority may assign a qualified employee to perform bilingual duties in child welfare services and social worker positions which have been identified and designated as requiring bilingual skills. The Health & Human Services Agency will recommend the effective date for bilingual pay as the date the employee is assigned such duties or passes the bilingual proficiency test, whichever is later. Effective 6/23/06, the rate for Class A bilingual skills is ninety dollars (\$90.00) biweekly or eighty (80) hours of paid service. Thereafter the FLSA regular rate for overtime shall apply. To qualify for this rate the employee must be assigned to a position designated as requiring bilingual skills fifty percent (50%) or more of the time, or forty (40) hours or more in an eighty (80) hour biweekly pay period, or to a position designated as requiring technical bilingual skills (reading, writing, translating). The fifty percent (50%) usage requirement shall mean the actual time spent conversing or interpreting in a second language.		The appointing authority may assign a qualified employee to perform bilingual duties in child welfare services and social worker positions which have been identified and designated as requiring bilingual skills. The Health & Human Services Agency will recommend the effective date for bilingual pay as the date the employee is assigned such duties or passes the bilingual proficiency test, whichever is later. Effective 6/23/06, the rate for Class B bilingual skills is forty-five dollars (\$45.00) biweekly or eighty (80) hours of paid service. Thereafter the FLSA regular rate for overtime shall apply. To qualify for this rate the employee must be assigned to a position designated as requiring bilingual skills less than fifty percent (50%) of the time or thirty-nine (39) hours or less in an eighty (80) hour biweekly pay period. This less than fifty percent (50%) usage requirement shall mean the actual time spent conversing or interpreting in a second language.	
<u>Biweekly Rate:</u>	<u>Eligible Classes:</u>	<u>Biweekly Rate:</u>	<u>Eligible Classes:</u>

<u>Class A</u>		<u>Class B</u>	
(5) Ninety dollars [\$90.00] biweekly	5235 Social Worker I 5253 Protective Services Wkr 5254 Sr Protective Services Wkr 5260 Social Worker III 5261 Social Worker V 5265 Social Worker II 5266 Social Worker IV	(5) Forty-five dollars [\$45.00] biweekly	5235 Social Worker I 5253 Protective Services Wkr 5254 Sr Protective Services Wkr 5260 Social Worker III 5261 Social Worker V 5265 Social Worker II 5266 Social Worker IV

Employees in designated classes eligible to receive the Protective Services Supervisor and Adult Protective Services Supervisor Spanish Recruitment/Retention Bilingual Premium or the Protective Services Worker/Social Worker Recruitment/Retention Bilingual Premium shall not also be eligible to receive either the Bilingual Premium or the Recruitment/Retention Bilingual Premiums contained in sections 1 and 2 of this section.

For purposes of terminal pay, this Spanish bilingual premium shall not be computed in the employee's base wage rate.

Section 10. Section 1.9.10. of the Compensation Ordinance is hereby added to read as follows:

SECTION 1.9.10: FEDERAL COURT OR APPELLATE ASSIGNMENT

Eligible employees in the Confidential Paralegal classification (class no. 3934), who are assigned to assist in motion or trial preparation in Federal District Court or in the preparation of appellate briefs in a State Court of Appeal, U.S. Court of Appeals for the Ninth Circuit or the United States Supreme Court, shall be compensated an additional five (5%) in addition to the employee's base wage rate. The premium shall apply to paid leave, but shall not apply to terminal payoff.

Section 11. Subsection (a) of Section 1.10.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.10.2: UNIT CHARGE NURSE.

(a) Eligible employees shall be paid approximately four percent (4%) while acting as Charge Nurse on a shift in the absence of a Head Nurse at Edgemoor Special Treatment Program Units and the Psychiatric Security Unit at the Jail.

Eligible Classes:

- 4618 Psychiatric Technician
- 4625 Licensed Vocational Nurse

Section 12. Section 1.10.5 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.10.5: INSTITUTIONAL CHARGE NURSE. Eligible employees at specified locations shall be paid approximately five percent (5%) when assigned by the appointing authority to institution-wide, administrative Charge Nurse responsibility in the absence of a Supervising Nurse, Assistant Chief Nurse, Chief Nurse, Pediatric Nurse Manager, Assistant or Associate Hospital Administrator, or Hospital Administrator. An eligible employee may receive this premium in addition to that established in Section 1.10.2 (Unit Charge Nurse).

Eligible Classes:

4525	Psychiatric Nurse
4526	Head Psychiatric Nurse
4527	Psychiatric Clinical Nurse Specialist
4533	Inservice Education Coordinator
4536	Head Staff Nurse

Eligible Classes:

4538	Staff Nurse
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Specified Locations: San Diego Psychiatric Hospital; Psychiatric Security Units at Central Jail and Las Colinas; Kearny Mesa Juvenile Detention Facility, East Mesa Juvenile Detention Facility; Polinsky Children's Center; Edgemoor; Vista Hill Hospital.

Section 13. 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.
2213	Deputy Director, Mental Health Services
2221	Public Health Officer
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
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.

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.
2213	Deputy Director, Mental Health Services

Eligible Classes:

2221	Public Health Officer
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
4162	Consultant in Internal Medicine
4190	Sheriff's Detentions Physician
4192	Senior Physician
4193	Physician
4195	Supervising Psychiatrist
4196	Psychiatrist II
4198	Psychiatrist I
4199	Psychiatrist III

Section 14. Section 1.12.14 of the Compensation Ordinance is hereby added to read as follows:

SECTION 1.12.14: ADVANCED APPRAISER CERTIFICATE PREMIUM. An employee in an eligible class listed below shall be paid \$50 (fifty dollars) bi-weekly upon furnishing satisfactory evidence that he/she possesses an Advanced Appraiser Certificate issued by the State of California.

Eligible Classes:

5502	Appraiser IV
5503	Appraiser III
5504	Appraiser II
5505	Appraiser I
5512	Supervising Appraiser I
5513	Supervising Appraiser II
5514	Division Chief I Assessor/Recd/CC
5515	Division Chief II, Assessor/Recd/CC
5526	Audit Appraiser III
5527	Audit Appraiser II
5528	Audit Appraiser I
5529	Supervising Audit Appraiser
5530	Audit-Appraiser IV

Section 15. Section of 3.3.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 3.3.1: OTHER ELECTIVE OFFICERS' SALARIES. The following elective officers in the Unclassified Service shall be paid at the following annual salary rates:

Salary operative February 24, 2006:

Class No.	Title	Approximate Annual Salary	Biweekly Rate
0110	Assessor/Recorder/County Clerk	\$ 166,982.00	\$ 6422.40
0140	District Attorney	178,846.00	6878.69
0160	Sheriff	174,379.00	6706.88
0185	Treasurer/Tax Collector	132,772.00	5106.62

Salary operative December 22, 2006:

Class No.	Title	Approximate Annual Salary	Biweekly Rate
0110	Assessor/Recorder/County Clerk	\$ 166,982.00	\$ 6422.40
0140	District Attorney	207,953.00	7998.40
0160	Sheriff	188,758.00	7260.00
0185	Treasurer/Tax Collector	146,544.00	5636.00

Salary operative January 19, 2007:

Class No.	Title	Approximate Annual Salary	Biweekly Rate
0110	Assessor/Recorder/County Clerk	\$ 174,491.20	\$ 6711.20
0140	District Attorney	207,953.00	7998.40
0160	Sheriff	188,758.00	7260.00
0185	Treasurer/Tax Collector	146,544.00	5636.00

Salary operative January 4, 2008:

Class No.	Title	Approximate Annual Salary	Biweekly Rate
0110	Assessor/Recorder/County Clerk	\$ 182,353.60	\$ 7013.60
0140	District Attorney	207,953.00	7998.40
0160	Sheriff	188,758.00	7260.00
0185	Treasurer/Tax Collector	146,544.00	5636.00

Salary operative January 2, 2009:

Class No.	Title	Approximate Annual Salary	Biweekly Rate
0110	Assessor/Recorder/County Clerk	\$ 190,569.60	\$ 7329.60
0140	District Attorney	207,953.00	7998.40
0160	Sheriff	188,758.00	7260.00
0185	Treasurer/Tax Collector	146,544.00	5636.00

Salary operative January 1, 2010:

Class No.	Title	Approximate Annual Salary	Biweekly Rate
0110	Assessor/Recorder/County Clerk	\$ 199,139.20	\$ 7659.20
0140	District Attorney	207,953.00	7998.40
0160	Sheriff	188,758.00	7260.00
0185	Treasurer/Tax Collector	146,544.00	5636.00

Section 16. Section of 3.6.10 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 3.6.10: INTERMITTENT WORKER. Persons employed for less than one hundred and twenty-one (121) working days during a fiscal year on a part-time or intermittent basis in positions exempted from the Classified Service by the Director pursuant to Charter Section 908.2(p) shall be compensated at an hourly rate within the range prescribed in Chapter 2 herein for

the class in the Classified Service from which the position is exempted, at the step determined appropriate by the Director on the basis of education, experience and quantity and quality of services performed. Compensation for persons appointed to the following classes shall be at the rates established for the classes in Appendix One:

<u>Class No.</u>	<u>Title</u>
0733	Per Diem Staff Nurse

Section 17. Subsection (e) of Section 4.2.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.2: SICK LEAVE.

(e) Use.

- (1) Availability of Credits. Sick leave credit shall be available for use on the first day of the pay period following the pay period in which it was earned, and not before. No sick leave shall be granted in excess of the employee's credits.
- (2) Minimum Unit. Sick leave credits may be used in tenths of hours.
- (3) Holidays During Sick Leave. Paid holidays for which the employee is eligible and which are immediately preceding, immediately following, or wholly within the period for which sick leave is granted, shall not be regarded as part of the period of sick leave.
- (4) Illness Occurring During Vacation. An employee who becomes incapacitated for work due to illness or injury for more than three (3) consecutive calendar days while on paid vacation may substitute sick leave credits for vacation provided the request for sick leave substitution is accompanied by a doctor's statement, or other evidence satisfactory to the Director, which verifies the incapacity.
- (5) Incapacitation Caused by Pregnancy. An employee who is incapacitated for work because of pregnancy may be granted sick leave upon presentation of satisfactory evidence from a physician verifying the incapacity.
- (6) Care for Immediate Family. Employees in eligible classes may be granted sick leave to care for a member of the employee's immediate family, in accordance with the following provisions:
 - (a) Up to a maximum of eighty (80) hours of sick leave in a twelve (12) month period for the purpose of caring for a member of his/her immediate family who is ill or injured. If the employee requests sick leave in excess of eighty (80) hours in order to care, or arrange care, for a member of his/her immediate family who is critically or terminally ill, additional sick leave is available to the employee when granted by the appointing authority upon receipt of satisfactory verification from a physician.

Eligible Classes: Classes designated AE, CE, CEM, CL, CM, CR, EM, FS, HS, MM, NA, NE, NM, NR, NS, PO, PR, PS, RN, SD0, SD1, SD2, SD5, SS, SW and UM.
 - (b) Up to a maximum of forty (40) hours of sick leave in a twelve (12) month period for the purpose of caring for a member of his/her immediate family who is ill or injured. If the employee requests sick leave in excess of forty (40) hours in order to care, or arrange care, for a member of his/her immediate family who is critically or terminally ill, additional sick leave is available to the employee when granted by the appointing authority upon receipt of satisfactory verification from a physician.

Eligible Classes: Classes designated MA.

- (c) Up to a maximum of fifty-two (52) hours of paid sick leave in a twelve (12) month period for the purpose of caring for a member of his/her immediate family who is ill or injured. If an employee requests sick leave in excess of fifty-two (52) hours in order to care or arrange care for a member of his/her immediate family who is critically or terminally ill, additional sick leave may be granted by the appointing authority. The appointing authority may require satisfactory verification from a physician.

Eligible Classes: Classes designated AM, AS and DA.

- (d) Up to a maximum of five (5) work days sick leave for a single absence to care for an ill or injured member of the employee's immediate family, or when the employee's presence is required for a critical or terminal illness of a member of the employee's immediate family.

Eligible Classes: Employees in classes not covered by subsections (6) (a), (b) or (c) above.

- (e) Up to a maximum of sixty (60) hours of sick leave in a twelve (12) month period for the purpose of caring for a member of his/her immediate family who is ill or injured. If the employee requests sick leave in excess of sixty (60) hours in order to care, or arrange care, for a member of his/her immediate family who is critically or terminally ill, additional sick leave is available to the employee when granted by the appointing authority upon receipt of satisfactory verification from a physician.

Eligible Classes: Classes designated DI, DM, DS, PD, PM and SM.

- (f) Adoption of Child. Incumbents in classes with the following representation status designators shall be entitled to use up to eighty (80) hours of their accrued sick leave to make arrangements for the adoption of, and to care for, the adopted child.

Representation Status Designator CE, CEM, SO, MA, UM, EM, NA, NE, NM, NR, SD0, SD1, and SD2.

Section 18. Section 4.2.20 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.20: ANTI-TERRORIST CAMPAIGNS:

- (a) **Definition.** Leave is paid absence from work granted to employees who have been ordered to active military duty as a direct result of the September 11, 2001 attacks on the World Trade Center and Pentagon and in support of Operation Enduring Freedom.
- (b) **Eligibility.** Biweekly rate employees who are members of the reserved corps of the armed forces of the United States or the National Guard or the Naval Militia who have been ordered to active duty as a direct result of the September 11, 2001 attacks on the World Trade Center and Pentagon and in support of Operation Enduring Freedom. Employees shall not be eligible for this paid leave during the period in which they are receiving paid military leave pursuant to the Federal Military Statutes or the California Military and Veterans Code. The Director of Human Resources, in consultation with the employee's appointing authority and the Chief Financial Officer/Auditor and Controller, shall be the final arbiter of eligibility under this section.
- (c) **Duration.** This leave is provided as temporary relief from financial hardship due to loss of pay and benefits for employees on active military duty as a direct result of the September 11, 2001 attacks on the World Trade Center and Pentagon. This paid leave shall cease on the date the employee officially is released from the active military duty or December 31, 2008, whichever occurs earlier.

- (d) **Method of Calculation.** The amount of this paid leave shall be equal to the employee's normal biweekly gross pay (not including overtime pay) as of the first date the employee is absent from work due to being ordered to active military duty, offset by the amount of gross military pay for such duty including all military allowances paid to the employee. In the event the military pay, including allowances, equals or exceeds the employee's pay for the pay period pursuant to this provision, the employee shall receive no pay for that pay period except that the County shall continue to pay the required employer contributions toward the employee's premiums (including dependents' premiums) for group insurance benefits sponsored by the County of San Diego and the employee shall be responsible for making the required employee and dependent contributions, if any, toward the premiums for such group insurance benefits.
- (e) **Condition of Payment.** Payments authorized under this section shall be conditioned upon compliance with the procedures established by the Chief Financial Officer/Auditor and Controller.
- (f) **Vacation Pay Down Exception.** Eligible employees as defined above will have a vacation pay down as identified in Section 4.2.1 (i).

Section 19. Effective Date. Sections 2, 3, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17 and 18 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 20. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	2/16/07
Section 2	1/19/07
Section 3	1/19/07
Section 4	2/16/07
Section 5	2/16/07
Section 6	1/19/07
Section 7	1/19/07
Section 8	1/19/07
Section 9	1/19/07
Section 10	1/19/07
Section 11	1/19/07
Section 12	1/19/07
Section 13	1/19/07
Section 14	1/19/07
Section 15	1/19/07
Section 16	1/19/07
Section 17	1/19/07
Section 18	1/19/07

PASSED, APPROVED AND ADOPTED this 9th day of January 2007.