

Section 3. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following job codes/classifications effective October 26, 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
003506	Sr Geographic Info Systems Analyst									
	28.90 2312.00	30.34 2427.20	31.86 2548.80	33.45 2676.00	35.12 2809.60				\$60,112.00	- \$73,049.60
003509	Geographic Info Systems Analyst									
	21.56 1724.80	22.64 1811.20	23.77 1901.60	24.96 1996.80	26.21 2096.80	27.52 2201.60	28.90 2312.00		\$44,844.80	- \$60,112.00
004124	Chief, Maternal & Child Health									
	61.23 4898.40	64.29 5143.20	67.50 5400.00	70.88 5670.40	74.42 5953.60				\$127,358.40	- \$154,793.60
004127	Chief, Community Epidemiology Control									
	63.95 5116.00	67.15 5372.00	70.51 5640.80	74.04 5923.20	77.74 6219.20				\$133,016.00	- \$161,699.20
004128	Chief, TB Control & Border Health									
	57.60 4608.00	60.48 4838.40	63.50 5080.00	66.67 5333.60	70.00 5600.00				\$119,808.00	- \$145,600.00
004162	Consultant in Internal Medicine									
			65.15 5212.00	68.41 5472.80	71.83 5746.40				\$135,512.00	- \$149,406.40
004184	Radiologist									
	51.99 4159.20	54.59 4367.20	57.32 4585.60	60.19 4815.20	63.20 5056.00				\$108,139.20	- \$131,456.00
004185	Pediatrician									
	51.99 4159.20	54.59 4367.20	57.32 4585.60	60.19 4815.20	63.20 5056.00				\$108,139.20	- \$131,456.00
004192	Sr Physician									
	51.99 4159.20	54.59 4367.20	57.32 4585.60	60.19 4815.20	63.20 5056.00				\$108,139.20	- \$131,456.00
004193	Physician									
	47.08 3766.40	49.43 3954.40	51.90 4152.00	54.50 4360.00	57.23 4578.40				\$97,926.40	- \$119,038.40

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004225	Veterinarian									
	37.74 3019.20	39.63 3170.40	41.61 3328.80	43.69 3495.20	45.87 3669.60				\$78,499.20 - \$95,409.60	
004226	Chief Veterinarian									
	41.52 3321.60	43.60 3488.00	45.78 3662.40	48.07 3845.60	50.47 4037.60				\$86,361.60 - \$104,977.60	
005720	Public Assistance Investigator Manager									
	29.76 2380.80	31.25 2500.00	32.81 2624.80	34.45 2756.00	36.17 2893.60				\$61,900.80 - \$75,233.60	
005789	Sheriff's Commissary Stores Supervisor									
	18.85 1508.00	19.79 1583.20	20.78 1662.40	21.82 1745.60	22.91 1832.80				\$39,208.00 - \$47,652.80	

Section 4. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following job codes/classifications effective June 20, 2008:

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
000750	Per Diem Communications Dispatcher I									
	18.17 726.80								\$18,896.80	
000751	Per Diem Communications Dispatcher II									
	27.52 1100.80								\$28,620.80	

Section 5. Appendix One of the Compensation Ordinance is hereby amended by amending compensation in the Unclassified Service effective October 26, 2007:

Class No.	Class Title	Salary Range
000304	EMS Medical Director	19
000335	Clinical Director, Mental Health	19

000922	Deputy Public Health Officer	19
000340	Medical Director	18

Section 6. Appendix One of the Compensation Ordinance is hereby amended by retitling the following job codes/classifications effective November 23, 2007:

	<u>Class No.</u>	<u>Class Title</u>
From:	002447	Capital Finance Manager
To:	002447	Debt and Capital Finance Officer
From:	002655	Storekeeper III
To:	002655	Sr Storekeeper
From:	002660	Storekeeper I
To:	002660	Storekeeper

Section 7. Appendix One of the Compensation Ordinance is hereby amended by designating the following job codes/classifications as “Terminal” effective November 23, 2007:

<u>Class No.</u>	<u>Class Title</u>
002615	Electronic Parts Storekeeper (T)
002616	Sr Electronic Parts Storekeeper (T)
002658	Storekeeper II (T)
003503	Geographic Info Systems Analyst Trainee (T)
003842	Air Pollution Test Technician (T)

Section 8. Section 1.12.10 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.10: MASTER OF LIBRARY SCIENCE (MLS) PREMIUM. An employee in an eligible class shall be paid fifty dollars (\$50) biweekly upon furnishing satisfactory evidence that he/she possesses a Master of Library Science (MLS) degree.

Eligible Classes:

4025	Librarian I
4024	Librarian II
4023	Librarian III
4026	Librarian Substitute
4048	Principal Librarian

This premium is paid for paid time off, but not for terminal payoff

Section 9. Section 3.6.22 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 3.6.22: ELECTION POLL WORKERS.

- (a) Expense Allowance. Persons serving as Poll Workers in the positions of Precinct Inspectors, Assistant Inspectors, Touchscreen Inspectors and 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. The expense allowance includes separate amounts for meals and transportation to the election site per Election Day worked. These amounts are based on the level of assignment received. For some assignments an additional expense allowance is also provided for transportation to the election training programs(s), attendance of the election training programs(s) and for transportation and delivery of poll equipment, supplies and ballots both to the polling place and to election night collection centers. In addition to the expense allowances(s) persons serving as Touchscreen Inspectors, Assistant Inspectors and Precinct Inspectors who pick up poll supplies, inventory and check poll supplies, contact and make arrangements with poll facility owners, 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. 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. Specific expense allowance amounts and nominal fees are listed below by Poll Worker Assignment:

Poll Worker Designated Assignment	Expense Allowance			Nominal Allowance Based on Assignment	Total Allowance	Bilingual Skills Pay*
	3 Meals per Day	<u>Election Day Transportation</u>	Transportation for Training			
Precinct Inspector	\$44.00	\$31.00	\$25.00	\$50.00	\$150.00	\$15.00
Asst Inspector	\$44.00	\$31.00	\$25.00	\$25.00	\$125.00	\$15.00
Touchscreen Inspector	\$44.00	\$31.00	\$25.00	\$25.00	\$125.00	\$15.00
Clerk	\$44.00	\$31.00	0	\$20.00 if Clerk attends optional training	\$75.00 - \$95.00	\$15.00

- (b) Extraordinary Expenses. Poll Worker volunteers may be called upon to perform extraordinary services and will be expected to incur personal expenses as a result. In the event they are asked by the Registrar of Voters to perform these services, they will be paid an additional stipend as follows:
- (1) Travel to and work at a polling place more than 15 miles from their home - \$20.
 - (2) Pick up ballots, equipment or other election materials at a time or a location different from their regularly scheduled Poll Worker training program - \$20.
 - (3) Collection and Drop off ballots, equipment and other election materials from remote poll stations at the request of the Registrar of Voters to a collection center 20 miles or more from the polling place where they worked - \$50. For collection and drop off of materials at the request of the Registrar of Voters from poll stations located more than 10 miles but less than 20 miles - \$20.
- (c) Standby Stipend. Poll Workers are often called upon to prepare for Election Day and then remain on standby during Election Day in a particular polling area in case they are needed. They may also be called upon to assist at more than one polling place or perform other services as the need arises during the day. Standby Poll Workers generally incur the same type of expenses as Poll Workers who work a single polling place, even if the Standby Poll Workers are not actually called to work in a poll. In light of their service to the election process and the expenses they will incur during training and while serving in a standby capacity, Standby Poll Workers who are not called to work in a polling place will be paid the same stipend as a Clerk, as indicated in subsection (a) (Expense Allowance) above, as well as any extraordinary expenses they may incur as indicated in subsection (b) (Extraordinary Expenses) above. However, current regular County employees designated as Standby Poll Workers, and not called to serve, shall not be eligible for the Standby Poll Worker stipend. If a Standby Poll Worker receives a call to work in a poll, they will be paid the stipend

for the assigned position rather than the Clerk's stipend. Because last minute assignments require Standby Poll Workers to make extra trips to pickup supplies and contact other workers, Standby Poll Workers who receive an assignment to a poll less than 24 hours before the polls open, will be paid an additional stipend of \$20 to offset the additional expenses. A Standby Poll Worker who receives this additional stipend will not be eligible for the \$20 stipend in subsection (b)(2) above.

Section 10. Section 4.2.3. of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.3: INJURY LEAVE.

(a) Definition. Injury leave is paid leave granted to a biweekly employee while disabled and unable to perform his or her job duties because of a job-related injury, entitled to Workers' Compensation temporary total disability benefits, and is not ineligible under one or more conditions listed in subsection (b) herein. Injury leave compensation shall equal the difference between seventy-five percent (75%) of employee's wage rate and employee's Workers' Compensation temporary total disability indemnity.

(b) Ineligibility.

An employee shall not be entitled to injury leave under the following conditions:

- (1) Failure to use or wear prescribed safety or personal protective equipment;
- (2) Failure to follow safety rules and regulations;
- (3) Where the employee's gross negligence or willful misconduct is a proximate cause of the injury;
- (4) Any time the appointing authority, upon investigation, certifies that suitable light-duty employment is available, and employee refused to accept it.

Eligible Classes:

Classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, EM, FS, HS, MA, MM, NM, NS, PD, PM, PR, PS, RN, SD2, SD5, SS, SW and UM.

(5) Injury leave shall not be granted for aggravation, recurrence or sequelae of a pre-existing non-service connected physical disability or any physical condition existing prior to employment by the County, nor for recurrences, aggravation or sequelae of disabilities for which employee has received a permanent disability award or a compromise and release settlement under Workers' Compensation. To the extent employee is otherwise eligible, sick leave may be granted.

(c) Definitions.

- (1) Director: The Director of the Department of Human Resources.
- (2) Risk Management Division: The Division within the Department of Human Resources which administers the provision of workers' compensation benefits as mandated by the State of California.
- (3) Safety Rules and Regulations: Any and all County or Departmental rules, policies, and procedures, and California Occupational Safety and Health Act (CAL-OSHA) regulations, which relate to prevention of injury in the County work environment.
- (4) Wage Rate: The eligible employee's biweekly rate of pay, plus those specific premiums and/or bonuses, which are paid on paid leave. Overtime, and any compensation identified as paid for time worked only and not applicable on paid leave, are excluded.

- (5) Workers' Compensation: Benefits provided pursuant to Division IV of the California Labor Code.
 - (6) Treating Physician: Any physician listed in Labor Code Section 3209.3 who is authorized by the County and is currently treating the employee for the job-related injury which forms the basis for injury leave eligibility.
 - (7) Light Duty: Any restriction of hours worked and/or duties performed as a result of a job-related injury where such hours and/or duties are different than the employee's established work schedule and/or regular assigned duties prior to the injury.
- (d) Request. Each request for injury leave shall be submitted to the employee's appointing authority within 48 hours after medical treatment is obtained or as soon as practicable thereafter accompanied by verification of the treating physician authorized by the County. It shall set forth the reasons for the request and any further information as may be required by the Director.
- (e) Investigation.
- (1) The appointing authority shall make such investigation as is necessary to determine whether or not facts exist which support the request. Upon concluding the investigation, the appointing authority shall provide a summary of the findings to the Department of Human Resources, Risk Management Division.
 - (2) The Director shall review the findings of the appointing authority and make any further investigation as is appropriate.
 - (3) The Director may grant the request in whole or in part and determine the duration of the injury leave, or may deny the request. The Director shall notify the employee and the appointing authority of the decision in writing.
- (f) Appeal.
- (1) The Director's decision shall be final unless appealed by the employee. Within ten (10) County business days of postmark or confirmed delivery of the Director's decision, the employee may appeal the decision by requesting arbitration. Written notice requesting arbitration must be presented to the Risk Management Division of the Department of Human Resources within the ten (10) days specified herein. The request for arbitration shall specify the basis for the appeal.
 - (2) Selection of Arbitrator. The Risk Management Division will maintain a list of qualified neutral arbitrators from the Superior Court Arbitrator Personal Injury Panel. These arbitrators shall have workers' compensation experience. For employees in classes designated AM, AS, CE, CEM, CC, CS, DA, EM, MA, NA, NE, NM, NR, PD, PM, SD0, SD1, SD2, SW and UM the Risk Management Division will assign an arbitrator in rotation from the Superior Court Panel to hear the appeal. The arbitrator shall be determined by assigning names from the Panel in alphabetical rotation. For all other employees, the arbitrator shall be determined by the parties alternately striking names from the Superior Court Injury Panel until only one remains.
 - (3) Authority of the Arbitrator. The arbitrator shall hear the appeal and determine whether or not injury leave should be granted and, if so, its duration by applying only this Injury Leave provision. However, the arbitrator shall have no authority to add to, delete from, or modify this Injury Leave provision. The arbitrator shall submit findings and a decision in writing. The decision of the arbitrator shall be final.
 - (4) Each party to the appeal before an arbitrator shall bear his/her own expenses in connection therewith. All fees and expenses of the arbitrator shall be borne one-half by the County and one-half by the appellant.

- (5) For the period of June 23, 2006 through June 18, 2009 the appellant's share shall not exceed one hundred fifty dollars (\$150) per hearing.

Eligible Classes:

Classes Designated AE, CL, CM, CR, FS, HS, MM, PR, PS, RN and SS.

(g) Duration of Injury Leave.

- (1) No injury leave may be granted during the first three (3) full calendar days after the employee leaves work as a result of the injury, except where the injury causes disability of more than fourteen (14) full calendar days or necessitates hospitalization within the three (3) calendar day waiting period. In such cases, injury leave may commence the first day the injured employee leaves work or is hospitalized as a result of the injury.
- (2) The duration of injury leave shall be that determined by the Director, after an investigation. An injury shall be deemed to continue through a recurrence, aggravation, or sequelae of the initial injury for which the leave may be granted. Injury leave shall not total more than seven hundred and twenty (720) aggregate hours for employees in classes designated AM, AS, CC, CS, DA, PD, PM or ninety (90) aggregate calendar days for employees in classes designated CC and CS or one thousand four hundred and forty (1,440) aggregate hours for all other employees, for the particular injury.
- (3) If, subsequent to the granting of injury leave for a period of less than seven hundred and twenty (720) aggregate hours or ninety (90) aggregate calendar days or one thousand four hundred and forty (1,440) aggregate hours, as provided in subsection 2 above, it appears that leave should be granted for an additional period of time, the employee may request additional injury leave. This request shall be submitted and determined in the same manner as an original request for injury leave, provided that the total duration of the original and additional injury leave shall not exceed seven hundred and twenty (720) aggregate hours or ninety (90) aggregate calendar days or one thousand four hundred and forty (1,440) aggregate hours, as provided in subsection 2 above.
- (4) In no event shall any injury leave exceed a total of seven hundred and twenty (720) aggregate hours or ninety (90) aggregate calendar days or one thousand four hundred and forty (1,440) aggregate hours as provided in subsection 2 above, extend beyond five (5) years from the date of the initial injury, nor extend beyond the period in which the employee is employed.

(h) Holidays Falling During Injury Leave.

- (1) A County holiday (Section 5.9.1(c) falling during the period of injury leave shall be charged as injury leave and not paid as a holiday.
- (2) Injury Leave time shall be considered paid leave for the purpose of determining eligibility for accruing floating holiday credits.

- (i) Absence Pending Injury Leave. When a claim for workers' compensation benefits and/or a final determination of entitlement to injury leave is pending, an employee may take paid leave or compensatory time off. If the employee becomes eligible for injury leave, it shall commence on the date determined by the Director after an investigation. Any sick leave, compensatory time, or other paid leave used in lieu of injury leave after such date of commencement, shall be restored to the employee's balance(s), except that if the difference between the paid leave used and the injury leave for the same time period requires that employee reimburse County, the difference shall be deducted from the balances restored, to the extent available.

(j) Workers' Compensation and Leave.

- (1) An employee shall not, through a combination of temporary disability indemnity payments and paid sick leave, injury leave or paid leave pursuant to Section 4850 of the Labor Code, receive payment in excess of his or her wage rate. The amount paid for such leaves shall be decreased by the amount of any temporary disability for the same period to which the employee is or may be entitled under Workers' Compensation.
 - (2) If an employee has received his or her wage rate as paid sick leave, and temporary disability back payments covering the same period are made to the employee, then the employee shall be liable to the County for the amount that the combination of such back payments and sick leave exceeds the employee's wage rate. The County may deduct from any future payments it makes to such employee an amount equal to the total of such excess payment. Insofar as practical, such deduction shall be done by a method that will not cause undue hardship to the employee. To the extent that such deductions represent compensation for sick leave used, the employee's sick leave balance shall be restored.
 - (3) Nothing herein contained shall be deemed to affect the employee's entitlement to medical, surgical and hospital treatment or temporary disability indemnity benefits under Workers' Compensation.
- (k) Light Duty. Where the injured employee's treating physician authorized by the County recommends light-duty assignment, it will be the responsibility of the appointing authority to arrange suitable light duty. Department of Human Resources may provide staff technical assistance to find a suitable light-duty assignment, one which accommodates the particular restrictions provided by the treating physician.

Section 11. Section 4.2.23 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.23: EMPLOYEE POLL WORKER PROGRAM LEAVE.

- (a) Definition. Employee Poll Worker Program Leave is a paid absence from duty to serve as a volunteer poll worker in a San Diego County polling place when the Election Day falls on the employee's regularly scheduled work day and under other specified conditions as outlined below:
- (b) Eligibility. Any regular County employee, other than employees assigned to the Registrar of Voters, may apply for paid leave from County employment to serve as a volunteer poll worker. Such paid leave is subject to:
 - (1) The employee making a request to his/her appointing authority for an absence from County employment for the employee's entire regularly scheduled work hours on Election Day to serve as a volunteer poll worker in San Diego County.
 - (2) Approval by the employee's appointing authority;
 - (3) Selection as being qualified by the San Diego County Registrar of Voters;
 - (4) Satisfactory completion of required poll worker training. Employees attending training during their regularly scheduled work hours must request in writing to his/her appointing authority for approval to use release time to attend such training.
 - (5) The employee fully executes his/her responsibilities as a poll worker including reporting to his/her assigned polling place at the designated time, performing all the duties appointed by the County Elections official and as required by applicable state and federal elections laws, and remaining on duty until the poll is properly closed and secured and until released by the County elections official.
- (c) Stipend Payment.

- (1) Employees selected to serve as voluntary Poll Workers except employees in EM, EO, NE, and UM will be paid a stipend as determined by the level of assignment listed under Section 3.6.22 of the Compensation Ordinance. Employees assigned to the Precinct Inspector, Assistant Inspector or Touchscreen Inspector positions will be required to attend a training class estimated to be approximately four (4) hours in length. If a County employee chooses to serve in a capacity requiring the attendance at a training class, the employee will be granted release time to attend the required training.
 - (2) The stipend shall not be counted in any computation of the total wages or compensation paid the employee for his/her regular employment with the County.
- (d) Employees, who volunteer for this paid leave, are ineligible for overtime compensation because the work is voluntary, occasional and sporadic and in a different capacity from the regularly assigned job duties of their job classifications pursuant to the provisions of the Fair Labor Standards Act (FLSA).
 - (e) Compensation. Employee poll worker leave shall consist of one (1) day of full pay for each designated Election Day. There may be more than one Election Day designated each year. Employees will be required to apply for Employee Poll Worker Program Leave for each designated Election Day.
 - (f) Standby Poll Workers. Compensation Ordinance section 3.6.22 (Election Poll Workers) provides for Standby Poll Workers to receive the same stipend as Clerk. County employees may serve as Standby Poll Workers. However, current regular County employees designated as Standby Poll Workers, and not called to serve, shall not be eligible for the Standby Poll Worker stipend.

Section 12. Effective Date. Sections 3, 5, 6, 8, 9, 10, and 11 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 13. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	11/23/07
Section 2	11/23/07
Section 3	10/26/07
Section 4	06/20/08
Section 5	10/26/07
Section 6	11/23/07
Section 7	11/23/07
Section 8	10/26/07
Section 9	10/26/07
Section 10	10/26/07
Section 11	10/26/07

PASSED, APPROVED, AND ADOPTED THIS 16th day of October, 2007.