

**AN ORDINANCE AMENDING  
THE COMPENSATION ORDINANCE**  
**STRIKEOUT VERSION**

ORDINANCE NO \_\_\_\_\_ (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.** Section 2.1.11 of the Compensation Ordinance is hereby added to read as follows:

**SECTION 2.1.11: WELLNESS COMPENSATION ONE-TIME PAYMENT.**

(a) Effective April 9, 2024. A one-time lump sum payment shall be paid to all eligible permanent County employees in addition to the regular compensation for the pay period. The one-time lump sum payment is provided to offset the impacts of rising healthcare costs.

(1) Eligibility. All regular employees in eligible classes listed below who have paid service on or before December 29, 2023. This payment will be included in their regular paycheck. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same Wellness Compensation payment. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.

Eligible Classes. All classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DI, DM, DS, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PO, PR, PS, RN, SM, SO, SS, SW, and UM.

(2) Payroll Calculation. Such one-time payment shall:

(a) Be subject to normal deductions;

(b) Not modify the salary base or computations of premiums or bonuses;

(c) Not continue beyond Fiscal Year 2023/2024;

(3) Payment Amount. Payment amounts shall be based upon the employee's health plan level of enrollment for the calendar year 2024:

| <u>Health Plan Level of Enrollment</u>          | <u>One-time Payment Amount</u> |
|---|--------------------------------|
| <u>Waive healthcare coverage</u>                | <u>\$100.00</u>                |
| <u>Employee Only coverage</u>                   | <u>\$275.00</u>                |
| <u>Employee + 1 Dependent coverage</u>          | <u>\$600.00</u>                |
| <u>Employee + 2 or More Dependents coverage</u> | <u>\$925.00</u>                |

(4) Payment Date. This payment shall be paid on the payday of payroll 21 (April 26, 2024) for all eligible classes.

**Section 2. Effective Date.** Section 1 shall take effect upon adoption by the Board of Supervisors following the second reading. 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. Operative Date.** The operative date by specified section is listed in the table below.

| <u>Section<br/>Number</u> | <u>Operative<br/>Date</u> |
|---------------------------|---------------------------|
| Section 1                 | 4/9/24                    |

APPROVED AS TO FORM AND LEGALITY  
Claudia G. Silva, County Counsel

BY: Frances Rogers, Senior Deputy County Counsel