

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE
AND ESTABLISHING COMPENSATION**

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. Appendix One of the Compensation Ordinance is hereby amended by establishing the following classifications and compensation in the Classified Service, effective June 17, 2022:

Job Code 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
003533	Urban Forestry Coordinator					\$89,398.40 – \$109,907.20	Y	X	MA	MGT
	42.98	52.84								
	3438.40	4227.20								
005602	Senior Deputy Public Administrator/Guardian					\$58,760.00 - \$72,238.40	Y	N	PS	NMG
	28.25	29.66	31.14	32.70	34.73					
	2260.00	2372.80	2491.20	2616.00	2778.40					
005800	Mitigation Specialist					\$73,465.60 - \$90,334.40	Y	N	PS	NMG
	35.32	37.09	38.94	40.89	43.43					
	2825.60	2967.20	3115.20	3271.20	3474.40					

Section 2. Appendix One of the Compensation Ordinance is hereby amended by retitling the following classification in the Unclassified Service, effective June 17, 2022:

	<u>Job Code No.</u>	<u>Job Code Title</u>
From:	002107	Dir, Off of Env & Climte Justc
To:	002107	Chief Sustainability Officer

Section 3. Subsection (b)(2) of Section 1.13.3 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.13.3: CHARGES FOR MAINTENANCE. In the following cases where full or part time maintenance is furnished, employees shall be charged the following amounts:

(b) County Owned and Maintained Housing Facilities.

- (2) Charges for specific living quarters shall be based upon a determination of the class in which each house, apartment, or room shall be included, made by resolution of the Board of Supervisors. Employees shall be charged at the biweekly rate; however, when computing the charges for a portion of a biweekly pay period, the daily rate shall be used. Charges for living quarters shall be paid by employees or deducted from employees' compensation at the end of the pay period for which the living quarters are furnished.

Class	Description	Biweekly Rate
1	1 BR/1 BA Mobile Home	55.44
2	2 BR/1 BA Mobile Home	66.59
3	2 BR/2 BA Mobile Home	77.66
4	1 BR/1 BA Apartment	55.44

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Class	Description	Biweekly Rate
5	2 BR/1 BA Apartment	76.67
6	3 BR/1 BA Apartment	77.66
7	3 BR/1-1/2 – 2 BA Apartment	88.77
8	1 BR/1 BA House	66.59
9	2 BR/1 BA House	77.76
10	2 BR/2 BA House or 3 BR/1 BA House	88.77
11	3 BR/1-1/2 – 2 BA House	99.81
12	4 BR/2 BA House	255.11

Section 4. Subsection (f) of Section 5.11.1 of the Compensation Ordinance is hereby amended as follows:

SECTION 5.11.1: EMPLOYEE RECOGNITION AND AWARDS PROGRAM.

- (a) Establishment and Purpose of Program. Individual departments may enact employee recognition and awards programs. The purpose of such programs is to recognize exemplary individual employees and groups of employees and improve public service through enhanced motivation. Through such programs, departments may grant commendations, cash and non-cash employee recognition leave awards to selected individual employees or groups of employees as authorized herein.

- (b) Definition. The Employee Recognition and Awards Program is administered by each appointing authority. Awards for recognition of individual employees and groups of employees shall be provided as authorized in this article. The purpose of such program shall be to improve productivity and/or customer service through enhanced motivation.

- (c) Criteria. An eligible individual employee or group of employees shall have demonstrated sustained above-average performance which (1) consistently has a positive impact on over-all efficiency and/or productivity in an area or function of the department or office; and/or (2) which enhances public relations and customer service. Each participating department shall establish and maintain written guidelines additional to these criteria for eligibility for specific awards under its Employee Recognition and Awards Program. Such guidelines shall not conflict with the provisions of this article.

- (d) Method of Calculation.
 - (1) Funding. Payment of cash and non-cash awards shall be from department appropriations.

 - (2) Types of Awards. Recognition awards may include job enhancements such as office supplies or equipment, or they can be more suited to individual interests, such as tickets to local events, gift certificates, luncheons or dinners, flowers, plaques, cash, employee recognition leave, or any other items of monetary or non-monetary value that the appointing authority determines will provide motivation, falls within the overall cost limitations prescribed herein, and is consistent with the criteria set forth under Subsection (c) above and Section 4.2.11, Employee Recognition Leave.

 - (3) Maximum Award.
 - (a) The maximum total cash or non-cash value of each separate award shall not exceed \$1,000.00 and no one employee shall receive awards valuing more than \$1,000.00 per fiscal year.

 - (b) The Countywide Employee Wellness Incentive Program awards sponsored by the Department of Human Resources shall not be included in the maximum amount of the award.

 - (c) The cash value of Employee Recognition Leave shall not be included in the maximum amount of the award.

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- (d) Any plaque/certificate commemorating the award up to a maximum cash value of \$20.00 shall not be included in the calculation of the maximum amount of the awards.
- (e) Reporting. A semi-annual report of the number, type and cash value of each award granted shall be submitted to the Chief Administrative Officer by the department at the end of each fiscal year and at the end of each calendar year.
- (f) Eligibility. Employees in classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DI, DM, DS, EM, FS, HS, MA, MM, NA, NE, NM, NR, NRT, NS, PD, PM, PO, PR, PS, RN, SM, SO, SS, SW or UM are eligible for recognition awards under this program.

Section 5. Effective Date. Sections 1 and 2 of this ordinance shall take effect thirty (30) days after its adoption and Sections 3 and 4 of this ordinance shall take effect on July 1, 2022, which is the first day of the first full pay period of Fiscal Year 2022-23. 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 6. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	6/17/22
Section 2	6/17/22
Section 3	7/1/22
Section 4	7/1/22

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL

BY: Smitha R. Arons, Senior Deputy County Counsel