

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

ORDINANCE NO _____(NEW SERIES)

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING
COMPENSATION RELATING TO THE TENTATIVE AGREEMENT WITH THE TEAMSTERS LOCAL 986**

The Board of Supervisors of the County of San Diego ordains as follows:

Section 1. Appendix One of the Compensation Ordinance shall be amended to establish an increase in compensation for job codes/classifications designated CM and CR represented by the Teamsters Local 986 and job code 000735, Park Attendant (Seasonal) as follows:

Fiscal Year 2025-2026:	3.00% wage increase effective September 5, 2025
Fiscal Year 2026-2027:	3.00% wage increase effective June 26, 2026
Fiscal Year 2027-2028:	2.90% wage increase effective June 25, 2027

Upon adoption of this ordinance by the Board of Supervisors, in lieu of reissuing pay warrants a one-time payment shall be issued to employees in the job codes/classifications designated CM and CR representing the identified wage increase, market adjustment, and premiums for the period of June 27, 2025 through September 4, 2025. This one-time payment shall be issued within two pay periods of adoption of this ordinance by the Board of Supervisors.

Section 2. Appendix One of the Compensation Ordinance shall be amended for the following classification for internal alignment compensation adjustments effective September 5, 2025, June 26, 2026, and June 25, 2027:

Job Code	Job Title	Alignment Adj.
002715	Records Clerk	0.87%

Upon adoption of this ordinance by the Board of Supervisors, in lieu of reissuing pay warrants a one-time payment shall be issued to employees in the job code 002715, Records Clerk representing the identified internal alignment for the period of June 27, 2025 through September 4, 2025. This one-time payment shall be issued within two pay periods of adoption of this ordinance by the Board of Supervisors.

Section 3. Appendix One of the Compensation Ordinance shall be amended by deleting the following job code/classifications in the classified service, effective September 5, 2025:

Job Code No.	Job Code Title
006104	Senior Fleet Technician (T)

Section 4. Appendix Two of the Compensation Ordinance shall be amended to adjust compensation for job codes/classifications listed in the attachment for market adjustments.

Section 5. Section 1.7.37 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.7.37: CIVIL ENGINEER NEW HIRE LATERAL INCENTIVE PAY.

New hires who come to the County from another public agency on or after September 23, 2022 through ~~September 12, 2025~~ December 24, 2026 with external State Licensure-related Professional Engineer (PE) experience in one or both Civil Engineering sub-branches of Structural Engineering and Geotechnical Engineering will receive lateral incentive pay from the County of San Diego up to a maximum of \$5,000. The lateral incentive pay will be paid out as follows:

Lateral incentive pay with a minimum of three years of prior Civil Engineer experience in the enumerated sub-branches is:

\$3,000 – Upon completion of the hiring process, once hired

Lateral incentive pay with a minimum of four years of prior Civil Engineer experience in the enumerated sub-branches includes the above and:

\$1,000 – At the successful completion of the applicable probationary period,

Lateral incentive pay with a minimum of five years of prior Civil Engineer experience in the enumerated sub-branches includes all of the above and:

\$1,000 – On the anniversary date of the third year of employment

Eligible Classes: 003635, Civil Engineer.

This lateral incentive pay shall expire on ~~September 12, 2025~~ December 24, 2026 and shall not apply to any person hired on or after ~~September 12, 2025~~ December 24, 2026, unless extended by mutual written agreement of the parties and approved by the Board of Supervisors by amendment to the Compensation Ordinance.

Section 6. Section 1.7.44 of the Compensation Ordinance is hereby added to read as follows:

SECTION 1.7.44: EMERGENCY OVERTIME PREMIUM. Employees who are directed to perform services that due to the emergency nature of the assignment, as determined by the appointing authority, cannot be performed during the employee's normal work schedule, shall be paid at time and a half rate, regardless of the number of hours of paid time in the workweek. Paid time shall include any time in a paid status, including, but not limited to, sick leave, vacation, holiday pay and compensatory time.

Eligible employees: Classes designated as bargaining units CM or CR.

Section 7. Subsection (f) of Section 1.8.2 shall be amended and Subsection (h) of Section 1.8.2 of the Compensation Ordinance shall be added as follows:

SECTION 1.8.2: WORK LOCATION PREMIUMS.

- (f) Locked Facilities Premium. Eligible employees in the classes listed below shall be compensated an additional fifty cents (\$.50) per hour for each hour worked in a locked facility in the Sheriff's Office. This premium shall apply to time worked and shall not apply towards paid time off or to terminal payoff.

Eligible Classes:

002650	Stock Clerk
003001	Detentions Information Assistant
003002	Detentions Processing Technician
005884	Building Maintenance Engineer
005885	Building Maintenance Supervisor
005905	Carpenter
005920	Electrician
005930	Mason
005940	Painter
005950	Plumber
005960	Air Conditioning & Refrigeration Mechanic
006161	Electronic Security & Systems Technician
006180	Welder
006200	Building Maintenance Assistant
006204	Carpenter Assistant
006224	Painter Assistant
006410	Senior Cook
006510	Senior Laundry Worker
007030	Senior Custodian
007099	Sheriffs Range Guard

- (h) Site Premium. Eligible employees in classes listed below shall be compensated an additional one dollar (\$1.00) per hour for each hour worked at the East Mesa Juvenile Detention Facility, Edgemoor, San Diego County Psychiatric Hospital and Youth Transition Campus. This premium shall apply to time worked and shall not apply towards paid time off or to terminal payoff.

<u>Eligible Classes:</u>	
<u>005884</u>	<u>Building Maintenance Engineer</u>
<u>005885</u>	<u>Building Maintenance Supervisor</u>
<u>005905</u>	<u>Carpenter</u>
<u>005920</u>	<u>Electrician</u>
<u>005930</u>	<u>Mason</u>
<u>005940</u>	<u>Painter</u>
<u>005950</u>	<u>Plumber</u>
<u>005960</u>	<u>Air Conditioning & Refrigeration Mechanic</u>
<u>006161</u>	<u>Electronic Security & Systems Technician</u>
<u>006180</u>	<u>Welder</u>
<u>006200</u>	<u>Building Maintenance Engineer Assistant</u>
<u>006204</u>	<u>Carpenter Assistant</u>
<u>007030</u>	<u>Senior Custodian</u>

Section 8. Subsection (a) of Section 1.12.15 of the Compensation Ordinance is hereby amended to read as follows:

Section 1.12.15: ASE CERTIFICATION/PREMIUM.

- (a) ASE Certification Testing. Employees in the eligible class shall be paid ~~one-half of the full~~ cost of testing, which includes any registration fees and testing for ASE Certifications upon furnishing satisfactory evidence that ~~he/she~~ the employee passed the ASE Certification.

Eligible Class:

006103 Fleet Technician

Section 9. Section 1.12.16 of the Compensation Ordinance is hereby added to read as follows:

Section 1.12.16: Class A Commercial Driver's License Premium. Employees in the bargaining unit CM or CR who hold a Class A Commercial Driver's License shall earn a five (5%) percent premium for each hour the employee operates equipment that requires a Class A license. A maximum of 400 total hours for the CM/CR bargaining unit per fiscal year is allowed for this premium.

Section 10. Section 1.13.10 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.10: UNIFORM ALLOWANCE (INITIAL ISSUE AND MAINTENANCE / REPLACEMENT).

- (a) Hard Toe Shoes/Non-slip Safety Shoes:

- (1) Employees in the following classes shall be reimbursed or issued a voucher for:

Three hundred dollars (\$300) for departmental approved, hard-toe shoes or non-slip safety shoes. If hard-toe shoes or non-slip safety shoes are deemed appropriate by the department for employees in other classes, these employees shall also be reimbursed or issued a voucher for three hundred dollars (\$300) for departmental approved hard-toe shoes. Employees may accrue up to three (3) years' worth of reimbursement for the purchase of safety footwear. Employees who do not spend three hundred dollars (\$300) in the previous fiscal year shall have up to six hundred dollars (\$600) available in the second year. Employees who do not spend three hundred dollars (\$300) in each of the two (2) previous fiscal years shall have up to nine hundred dollars (\$900) available in the third year. Maintenance after purchase and reimbursement will be the responsibility of the employee. A portion of the reimbursement allowance can also be used for shoe repair, ~~and inserts~~ or the

purchase of inserts, insoles, conditioning products and laces. Multiple pairs of boots may be purchased per year not to exceed available boot allowance/balance.

Hard-Toe Shoes/Non-Slip Safety Shoes

Eligible Classes:

006018 Preventative Maintenance Coordinator
006023 Road Maintenance Worker
006035 Equipment Operator
006036 Sr Equipment Operator
006345 Sr Park Maintenance Worker
006347 Park Maintenance Worker
007030 Sr Custodian
007035 Healthcare Agency Housekeeper
007036 Sr Healthcare Agency Housekeeper
007070 Wastewater Plant Operator II
007071 Wastewater Plant Operator I
007083 Sewer Construction & Maintenance Worker
007515 Stores Delivery Driver
007540 Construction & Services Worker
and Classes designated: CR

(2) Employees in the following classes shall be reimbursed:

Three hundred dollars (\$300) upon proof of purchase of departmental approved hard-toe shoes or non-slip safety shoes. If hard-toe shoes or non-slip safety shoes are deemed appropriate by the department for employees in other classes, these employees shall also be reimbursed. Classifications listed or employees deemed appropriate for shoes, may accrue up to three (3) years' worth of reimbursement for the purchase of safety footwear. Employees who do not spend three hundred dollars (\$300) in the previous fiscal year shall have up to six hundred dollars (\$600) available in the second year. Employees who do not spend three hundred dollars (\$300) in each of the two (2) previous fiscal years shall have up to nine hundred dollars (\$900) available in the third year. Maintenance after purchase and reimbursement will be the responsibility of the employee. A portion of the reimbursement allowance can also be used for shoe repair or the purchase of inserts, insoles, conditioning products and laces.

(a) Hard Toe Shoes.

Eligible Classes:

002650 Stock Clerk
002655 Senior Storekeeper
002660 Storekeeper
002664 Pharmacy Stock Clerk (Jail)
002713 Sheriff's Property & Evidence Specialist II
003588 Code Enforcement Officer
003715 Building/Enforcement Supervisor
004260 Pharmacy Technician (Jail Pharmacies only)
005203 Aging Program Specialist I
005204 Aging Program Specialist II
005205 Aging Program Specialist III
005397 Senior Insect Detection Specialist
005399 Insect Detection Specialist II
005400 Insect Detection Specialist I
005401 Pest Management Technician I
005402 Pest Management Technician II
005404 Supervising Pest Management Technician
005700 Animal Care Attendant
005702 Supervising Animal Care Attendant
005703 Animal Control Officer
005711 Supervising Animal Control Officer

005726 Public Assistance Investigator Trainee
 005727 Public Assistance Investigator I
 005728 Public Assistance Investigator II
 005729 Public Assistance Investigator Supervisor
 005731 Public Defender Investigator Trainee
 005748 Community Services Officer
 005764 Public Defender Investigator I
 005765 Public Defender Investigator II
 005766 Public Defender Investigator III
 005785 Sheriff's Property Investigators
 005787 Sheriff's Property & Evidence Manager
 005793 Sheriff's Property & Evidence Custodian
 006019 Road Crew Supervisor
 006332 Park Ranger
 006342 Senior Park Ranger
 006343 Supervising Park Ranger
 006405 Food Services Supervisor
 006410 Senior Cook
 006411 Cook
 006415 Food Services Worker
 007068 Wastewater Facilities Supervisor
 007069 Wastewater Plant Operator III
~~007083 Sewer Construction & Maintenance Worker~~

(b) Non-Slip Safety Shoes.

Eligible Classes:

004230 Veterinary Pathologist (T)
 004317 Disease Research Scientist
 004318 Histology Technician
 004319 Senior Histology Technician
 005710 Registered Veterinary Technician
 006405 Food Services Supervisor
 006410 Senior Cook
 006411 Cook
 006415 Food Services Worker

And classes designated: AE, CL, FS, MM, PR or PS when deemed appropriate by the department.

Section 11. Section 2.1.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.6: LUMP SUM PAYMENTS FOR FISCAL YEARS 2025-2028.

A one-time lump sum payment of \$1,000 (one thousand dollars) in year one (FY 2025-2026), \$500 (five hundred dollars) in year two (FY 2026-2027), and \$250 (two hundred fifty dollars) in year three (FY 2027-2028) will be paid to eligible employee's contingent upon a change to the County's Reserve Policy which provides additional one-time funds.

This payment will be for all eligible regular employees who have paid service during Fiscal Year 2024-2025. The first payment will be made within two pay periods after the effective date of the Board of Supervisors changed reserve policy. An employee is not eligible to receive this one-time lump sum payment if they terminate before the first day of the payroll period in which this payment will be made. Part-time employees shall receive a pro-rated amount according to their standard hours. 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 fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.

The second and third-year payments will be made in payroll 02 of that year. For 2026-2027, the second paycheck date is July 31, 2026. For 2027-2028, the second paycheck date is July 30, 2027. An employee is not eligible to receive this one-time lump sum payment if they terminate before the first day of payroll 02. Part-time employees shall receive a pro-rated amount according to their standard hours. 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 fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.

Eligible bargaining units: AE, AM, AS, CE, CEM, CL, CM, CR, DA, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PR, PS, RN, SS, SW, and UM.

Section 12. Section 2.1.10 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.10: RECRUITMENT BONUS.

- (a) New employees hired between September 9, 2022 and ~~September 12, 2025~~ December 24, 2026 in the eligible classifications listed below qualify for a recruitment bonus to be paid as follows:

\$1,250	Upon completion of the hiring process
\$1,250	After successful completion of the probation period

<u>Eligible Classes:</u>	
003635	Civil Engineer
004158	Deputy Medical Examiner I
004159	Deputy Medical Examiner II
006035	Equipment Operator

Current Employees do not qualify under this program.

This bonus pay shall expire on ~~September 12, 2025~~ December 24, 2026, and shall not apply to any person hired after ~~September 12, 2025~~ December 24, 2026.

- (b) New employees hired on or after October 6, 2023, in the eligible classification listed below qualify for a recruitment bonus to be paid as follows:

\$1,250	Upon completion of the hiring process
\$1,250	After successful completion of the probation period

<u>Eligible Class:</u>	
005065	Deputy Probation Officer

Current employees hired before October 6, 2023, do not qualify under this program.

Section 13. Section 2.1.17 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.17: HARD TO RECRUIT REFERRAL REWARD PROGRAM.

Employee Eligibility:

- A. Only regular County of San Diego employees are eligible to submit referrals under this program with the following exceptions:
- 1) Employees working in the human resources field;
 - 2) Those employees who have responsibility for recruitment as part of their assigned job duties, including individuals assigned on a temporary basis to carry out specialized recruiting activities unless it can be verified that the recruitment did not occur during that activity; and
 - 3) All elected and unclassified employees.
- B. Eligible employees must be active at the time of referral and active at the time of reward to receive payment of reward.
- C. Hard to Recruit Positions are defined as the following*:

002387 – Quality Assurance Specialist
 002820 – Sheriff's Emergency Services Trainee
 002822 – Sheriff's Emergency Services Dispatcher
 003615 – Asst Engineer
 003635 – Civil Engineer
 003720 - Senior Civil Engineer
 003785 – Land Surveyor
 003812 – Engineering Technician III
 003813 – Engineering Technician II
 003814 – Engineering Technician I
 004158 – Deputy Medical Examiner I
 004159 – Deputy Medical Examiner II
 004162 – Medical Consultant
 004196 – Psychiatrist
 004199 – Psychiatrist Specialist
 004304 – Utilization Review Quality Improvement Supervisor
 004314 – Utilization Review Quality Improvement Specialist
 004346 – Public Health Microbiologist
 004348 – Supervising Public Health Microbiologist
 004353 – Senior Public Health Microbiologist
 004517 – Certified Nurse Practitioner
 004525 – Psychiatric Nurse
 004533 – In-Service Education Coordinator
 004538 – Staff Nurse
 004544 – Supervising Nurse
 004546 – Sheriff's Detentions Supervising Nurse
 004548 – Sheriff's Detentions Nurse
 004565 – Public Health Nurse
 004567 – Senior Public Health Nurse
 004570 – Public Health Nurse Supervisor
 004625 – Licensed Vocational Nurse
 004626 – Sheriff's Detentions Licensed Vocational Nurse
 005045 – Clinical Psychologist
 005087 – Sr Clinical Psychologist
 005102 – Licensed Mental Health Clinician
 005253 – Protective Services Worker
 005279 – Sheriff's Detentions, Mental Health Clinician
 005280 – Sheriff's Detentions, Chief Mental Health Clinician
 005746 – Deputy Sheriff
 005757 – Deputy Sheriff – Detentions/Court Services
 006035 – Equipment Operator

*Any other classification identified by the Department of Human Resources.

D. Amount of Referral Reward:

The amount of referral reward will be a gross payment of \$1,000 and will be paid through the regular payroll advice/warrant.

E. Referrals Eligible for Referral Reward:

- 1) Referrals only qualify under this program if a written referral is made by an eligible employee during the recruitment period.
- 2) Current employees do not qualify as “applicants” to be referred under this program.
- 3) Immediate family of the referring employee do not qualify as “applicants” to be referred under this program. Immediate family includes husband, wife, child, stepchild, brother, stepbrother, sister, stepsister, parent, stepparent, any person serving as a parent or who has served as a parent, or any other person living in the same household as the employee.

- 4) An employee is only eligible to receive up to five (5) referral reward payments per fiscal year, regardless of the total number of referrals made by the employee that meet the criteria for successful completion of the program.
- 5) Applicant must be hired as a regular County employee in one of the identified hard to recruit positions.

F. Process for Receiving Referral Reward:

Confidential Referral Form:

- 1) The referring employee must complete and submit a Confidential Referral Form to the Department of Human Resources. The Confidential Referral Form must be submitted electronically before the referred candidate submits application.
- 2) Payment of the referral reward will be subject to verification that all required parties have met the eligibility requirements.
- 3) Verbal referrals will not be accepted.
- 4) Only one employee may qualify for the referral reward for each referred candidate. In the event of multiple Confidential Referral Forms for the same candidate, the Confidential Referral Form with the earliest time/date stamp will be used in determining eligibility for reward.

G. Reward payment will be made in the following manner:

- 1) The recruited employee must complete three (3) months of paid service as a regular County employee in one of the identified hard to recruit positions in order for the \$1,000 referral reward to be paid to the employee who made the referral.
- 2) A gross payment of \$1,000 will be made to the referring employee through the regular payroll advice or warrant.
- 3) The decision to award or deny payment under this Hard to Recruit Referral Reward Program shall be at the sole discretion of the County and shall not be subject to appeal or grievance.

H. Duration:

- 1) This program shall be in place through ~~September 12, 2025~~ December 24, 2026.

Section 14. Subsection (d) and (e) of Section 2.1.19 of the Compensation Ordinance is hereby amended to read as follows:

Section 2.1.19: RETENTION INCENTIVE PROGRAM.

(a) Employees in classes designated DS or SM:

- (i) Effective June 21, 2019: all regular employees who have 20 years of service with the County of San Diego shall receive a 2.5% retention incentive premium.

Effective June 18, 2021: the retention incentive premium will be increased to 5%.

- (ii) Effective for all “new members”, as defined by Government Code section 7522.04(f), hired into DS or SM bargaining units on or after implementation of Safety Tier D, shall receive an additional retention premium of 5% at 25 years of service with the County of San Diego.

(b) Employees in classes designated PO:

- (i) Effective September 8, 2023: all regular employees who have 20 years of service with the County of San Diego shall receive a 2.5% retention incentive premium.

(c) Employees in classes designated SO:

- (i) Effective September 22, 2023: all regular employees who have 20 years of service with the County of San Diego shall receive a 2.5% retention incentive premium.

(d) Employees in classes designated CC, CE, CEM, ~~CM~~, ~~CR~~, CS, EM, MA, NA, NE, NM, NR or UM:

- (i) Effective July 1, 2022: all regular employees enrolled in General Tier D retirement who have 20 years of service with the County of San Diego shall receive a 5% retention incentive premium.
- (ii) Effective July 1, 2022: all regular employees enrolled in General Tier D retirement who have 25 years of service with the County of San Diego shall receive an increase of 5% to the retention incentive premium for a total of 10%.
- (iii) Effective for all “new members”, as defined by Government Code section 7522.04(f), hired into CC, CE, CEM, ~~CM~~, ~~CR~~, CS, EM, MA, NA, NE, NM, NR or UM bargaining units.

(e) Employees in classes designated AE, AM, AS, CL, ~~CM~~, ~~CR~~, DA, FS, HS, MM, PD, PM, PR, PS, RN, SS, or SW:

- (i) All employees enrolled in General Tier D retirement (established July 1, 2018), will receive a retention premium of 2.5% for 15 years of service with the County of San Diego and an additional 2.5% for 20 years of service with the County of San Diego and an additional 5% for 25 years of service with the County of San Diego.
- (ii) Effective for all “new members”, as defined by Government Code section 7522.04(f), hired into AE, AM, AS, CL, ~~CM~~, ~~CR~~, DA, FS, HS, MM, PD, PM, PR, PS, RN, SS, or SW bargaining units.

Section 15. Subsection (f) (1) of Section 4.2.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.2: SICK LEAVE.

- (f) Payoff of Unused Sick Leave. Cash payment and credit toward retirement for employees' unused sick leave credits.
 - (1) Ineligible for Compensation. Employees who enter County service on or after July 1, 1979 (June 25, 1981 for employees in classes designated DS and SM and June 30, 1979 for employees in classes designated SW) shall not be eligible for compensation for any of their unused sick leave credits, except for employees in classes designated EM, NA, NE, NM, ~~NS~~ and UM which are defined in subsection (h) (Conversion of Sick Leave Credits to Cash at Termination or Retirement) below.

Section 16. Section 4.2.28 of the Compensation Ordinance is hereby amended to read as follows:

Section 4.2.28: PAID EMERGENCY LEAVE.

In the event of a natural disaster or other emergency, the Chief Administrative Officer (CAO) may authorize up to 80 hours of paid leave for employees directly impacted by the event. The CAO shall determine the conditions, eligibility, and method of payment for such leave.

Eligible bargaining units: AE, AM, AS, CE, CEM, CL, ~~CM~~, ~~CR~~, DA, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PR, PS, RN, SS, SW, and UM.

Section 17. Subsection (d) of Section 4.3.11 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.3.11: VOLUNTARY TIME OFF.

- (a) Definition. Notwithstanding any other provision of this article, the appointing authority may for good cause grant an eligible permanent or probationary employee a voluntary leave of absence without pay with right to return to the same position. The employee's request for voluntary time off pursuant to this section shall be for the personal reasons of the employee to handle his or her personal affairs.

- (b) Conditions. Voluntary time off (VTO) is subject to the following conditions:
- (1) Shall be taken in increments of one full-hour for all eligible employees.
 - (2) Credits toward sick leave, vacation, retirement, and holiday eligibility shall accrue as though the employee were on paid status. With respect to employees eligible to receive retirement benefits under Tier I, Tier II, Tier A and Tier B, credits toward retirement shall accrue as though the employee were on paid status. The County shall pay for each employee the required retirement contribution consisting of the County's required contribution and the employee's required contribution. The County's payment of the employee's required contribution shall include the County's retirement contribution offset calculated pursuant to the provisions of Article 5.6 of the County Compensation Ordinance. Employees eligible to receive retirement benefits under Tier C (County Compensation Ordinance Section 5.6.1(3)(g)) shall not accrue retirement credits while on VTO.
 - (3) Shall apply toward time in service for step advancement, completion of probation, and toward seniority for purposes of layoff.
 - (4) Shall be granted without requiring employees to first use accumulated vacation and compensatory time off.
 - (5) Shall be available only to employees who are on paid status the entire workday immediately before as well as immediately after time taken off.
 - (6) Shall not be available to employees on other leave without pay, nor shall it be used in combination with paid leave which must be exhausted prior to commencing other leave without pay.
 - (7) Voluntary time off authorized per biweekly pay period shall not exceed one-half of the employee's total number of authorized hours for the biweekly pay period and, VTO shall not be used in more than two consecutive pay periods at a time.
- (c) Eligibility. Employees in classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DS, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PO, PR, PS, RN, SM, SO, SS, SW and UM are eligible for participation in this program of voluntary time off.
- (d) Duration. This section shall only be operative through:
- (1) June 30, 2025 for classes designated CC and CS.
 - (2) ~~June 30, 2025~~ June 24, 2028 for classes designated AE, AM, AS, ~~CC~~, CL, CM, CR, ~~CS~~, DA, FS, HS, MM, PD, PM, PR, PS, RN, SO, SS and SW.
 - (3) ~~June 30, 2025~~ June 24, 2028 for classes designated CE, CEM, EM, MA, NA, NE, NM, NS, and UM; and
 - (4) June 23, 2026 for classes designated DI, DM, DS, PO, SM, and SO.

at that time, is repealed unless otherwise extended by ordinance action of the Board of Supervisors.

Section 18. Subsection (d) of Section 5.1.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN. A flexible benefits plan, which is in accordance with Section 125 of the Internal Revenue Code, is authorized for eligible employees.

- (d) County Contributions Toward Flexible Benefit Plan. Insurance premium costs shall be borne by the employee excepting that the County shall make the following contribution toward the Flexible Benefits Plan (which includes health insurance). The employee's insurance premium costs will be reduced by the amount the employee elects to distribute to their insurance premium costs from the County's contribution toward the Flexible Benefits Plan. The County's contribution toward the Flexible Benefits Plan shall be:

- (3) Employees in classes designated CM or CR.

<u>Effective January 1, 2025:</u>	<u>Monthly</u>
Employee Only	\$ 872.00
Employee + 1 Dependent	1,323.00
Employee + 2 or More Dependents	1,925.00
<u>Effective January 1, 2026 (6% increase):</u>	<u>Monthly</u>
<u>Employee Only</u>	<u>\$ 924.00</u>
<u>Employee + 1 Dependent</u>	<u>1,402.00</u>
<u>Employee + 2 or More Dependents</u>	<u>2,041.00</u>
<u>Effective January 1, 2027 (6% increase):</u>	<u>Monthly</u>
<u>Employee Only</u>	<u>\$ 979.00</u>
<u>Employee + 1 Dependent</u>	<u>1,486.00</u>
<u>Employee + 2 or More Dependents</u>	<u>2,163.00</u>
<u>Effective January 1, 2028 (6% increase):</u>	<u>Monthly</u>
<u>Employee Only</u>	<u>\$ 1,038.00</u>
<u>Employee + 1 Dependent</u>	<u>1,575.00</u>
<u>Employee + 2 or More Dependents</u>	<u>2,293.00</u>

Section 19. Effective Dates. Sections 1-17 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 20. Operative Dates. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Sections 1-2	September 5, 2025 June 26, 2026 June 25, 2027
Section 3	September 5, 2025
Section 4	September 5, 2025 June 26, 2026 June 25, 2027
Section 5	September 13, 2025
Sections 6-11	September 5, 2025
Sections 12-13	September 13, 2025
Sections 14-16	September 5, 2025
Section 14	September 5, 2025
Section 18	January 1, 2026 January 1, 2027 January 1, 2028

APPROVED AS TO FORM AND LEGALITY
David J. Smith, Acting County Counsel

BY: Amanda Johnston, Senior Deputy County Counsel