

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

CLEAN VERSION

ORDINANCE NO _____(NEW SERIES)

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE
AND ESTABLISHING COMPENSATION FOR DEPUTY SHERIFFS (DS) AND SHERIFF'S
MANAGEMENT (SM) EMPLOYEE BARGAINING UNITS**

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 compensation for job codes/classifications designated DS and SM as follows:

Fiscal Year 2023-2024:	4% wage increase effective June 30, 2023
Fiscal Year 2024-2025:	2.75% wage increase effective June 28, 2024
Fiscal Year 2025-2026:	2.75% wage increase effective June 27, 2025

Section 2. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for job codes/classifications listed as follows:

Deputy Sheriff – Detentions/Court Services, 005757:

Fiscal Year 2023-2024:	2.28% equity increase effective June 30, 2023
Fiscal Year 2024-2025:	2.28% equity increase effective June 28, 2024
Fiscal Year 2025-2026:	2.28% equity increase effective June 27, 2025

Sheriff's Detentions Lieutenant, 005767:

Fiscal Year 2023-2024:	1.18% equity increase effective June 30, 2023
Fiscal Year 2024-2025:	1.18% equity increase effective June 28, 2024
Fiscal Year 2025-2026:	1.18% equity increase effective June 27, 2025

Sheriff's Lieutenant, 005780:

Fiscal Year 2023-2024:	1.25% equity increase effective June 30, 2023
Fiscal Year 2024-2025:	1.25% equity increase effective June 28, 2024
Fiscal Year 2025-2026:	1.25% equity increase effective June 27, 2025

Sheriff's Sergeant – Detentions, 005781:

Fiscal Year 2023-2024:	1.78% equity increase effective June 30, 2023
Fiscal Year 2024-2025:	1.78% equity increase effective June 28, 2024
Fiscal Year 2025-2026:	1.78% equity increase effective June 27, 2025

Sheriff's Sergeant, 005790:

Fiscal Year 2023-2024:	0.2% equity increase effective June 30, 2023
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Section 3. Subsection (e) of Section 1.9.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.9.2: BILINGUAL PREMIUMS.

- (e) Deputy Sheriff Bilingual Premiums. For classes designated DS the appointing authority may require a qualified employee to perform bilingual duties in positions which have been identified and designated as requiring such bilingual skills. In order to ensure an adequate level of bilingual proficiency, the Director, Department of Human Resources, may require periodic evaluation of incumbents receiving bilingual premium.

Class A: The rate for Class A bilingual skills is \$75.00 biweekly, based on \$0.88/hour for an eighty-five (85) hour standard work period. 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.

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

Section 4. Section 1.12.7 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.7: EDUCATION AND POST CERTIFICATE PREMIUM.

- (a) Deputy Sheriffs, Sergeants and Lieutenants who possess Peace Officer Standards and Training (POST) Certificate(s) shall be compensated above the base hourly wage rate established in the Salary Schedule as specified below:

Classification	POST Certificate	Premium Percent Effective 6/30/23	Premium Percent Effective 6/28/24	Premium Percent Effective 6/27/25
Deputy Sheriff	Intermediate	5%	5%	5%
	Intermediate & Advanced	9½%	11½%	13½%
Sheriff's Sergeant	Intermediate	5%	5%	5%
	Intermediate & Advanced	9½%	11½%	13½%
Sheriff's Lieutenant	Intermediate & Advanced	7%	9%	11%
	Intermediate, Advanced & Management	12%	14%	16%

- (b) Deputy Sheriff-Detentions/Court Services (Class 005757), Sheriff's Detention Lieutenant (Class 005767), Sheriff's Sergeant-Detentions (Class 005781), who possess a Bachelor of Arts or Bachelor of Science degree from an accredited college/university and have four (4) years of service in Classes 005757, 005767, 005781, or any combination thereof, shall be compensated five percent (5%) above the base hourly wage rate established in the Salary Schedule. Such employees becoming eligible for this premium by receiving a college degree shall furnish satisfactory evidence that they possess such degree.
- (c) A Sheriff's Captain (Class 005775), or a Sheriff's Commander (Class 005778), who possesses a Peace Officer Standards and Training (POST) Management Certificate shall be compensated on the following effective dates and at the specific rates listed below:

Classification	POST Certificate	Premium Percent Effective 6/30/23	Premium Percent Effective 6/28/24	Premium Percent Effective 6/27/25
Sheriff's Captain	Management	13%	15%	17%
Sheriff's Commander	Management	13%	15%	17%

- (d) Sheriff's Detentions Captain (Class 005783).

- (1) A Sheriff's Detentions Captain (Class 005783) who possesses a POST Management Certificate shall be compensated at six percent (6%) above the base hourly rate

established in the Salary Schedule. Such employees becoming eligible for this bonus shall furnish satisfactory evidence that he/she possesses such a certificate.

- (2) A Sheriff's Commander assigned to Detentions or a Sheriff's Detentions Captain (Class 005783) who possesses a Bachelor of Arts or Bachelor of Science degree from an accredited college/university shall be compensated on the following effective dates and at the specific rates listed below. This premium is calculated at the percent listed below above the base hourly rate established in the Salary Schedule. Such employees becoming eligible for this premium shall furnish satisfactory evidence that they possess such degree.

Classification	POST Certificate	Premium Percent Effective 6/30/23	Premium Percent Effective 6/28/24	Premium Percent Effective 6/27/25
Sheriff's Detention Captain	Bachelor's degree	8%	10%	12%
Sheriff's Commander (Detentions)	Bachelor's degree	8%	10%	12%

- (e) Permanent employees designated as DI or DM who possess, based on level of proficiency demonstrated by the acquisition of certificates issued by the California Commission on Peace Officers' Standards and Training (POST), an Advanced POST certificate shall be compensated at seven and one-half percent (7½%) above the base hourly wage rate established for their designated classification in the Salary Schedule. Effective June 26, 2015 the rate will increase to eight and one-half percent (8½%), and effective June 24, 2016, to nine and one-half percent (9½%).

Eligible Classes: Classes designated DI and DM.

- (f) Deputy Sheriff one-time payment:

Effective June 30, 2023. A one-time lump sum payment of \$3,000 shall be paid to all regular employees in the Deputy Sheriff (005746) classification who possess a Basic or Intermediate Peace Officer Standards and Training (POST) certificate. The one-time lump sum payment will be in addition to the regular compensation for work performed during the payout pay period.

- (1) **Eligibility.** All regular employees in the Deputy Sheriff (005746) class who have paid service during Fiscal Year 2022/2023. This payment will be included in their regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day in payroll 2 (July 21, 2023). 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. Part-time employees shall receive a prorated amount according to their standard hours.
- (2) **Payroll Calculation.** Such one-time payment of \$3,000 shall:
- (a) Be included in the employee's regular paycheck and subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not continue beyond Fiscal Year 2023/24.
- (3) **Payment Date.** This payment shall be paid on the payday in payroll 02 (July 21, 2023) for all eligible classes.

Effective June 28, 2024. A one-time lump sum payment of \$2,000 shall be paid to all regular employees in the Deputy Sheriff (005746) classification who possess a Basic or Intermediate Peace Officer Standards and Training (POST) certificate. The one-time lump sum payment will be in addition to the regular compensation for work performed during the payout pay period.

- (1) Eligibility. All regular employees in the Deputy Sheriff (005746) class who have paid service during Fiscal Year 2023/2024. This payment will be included in their regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day of payroll 2 (July 12, 2024). 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. Part-time employees shall receive a prorated amount according to their standard hours.
- (2) Payroll Calculation. Such one-time payment of \$2,000 shall:
 - (a) Be included in the employee's regular paycheck and subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not continue beyond Fiscal Year 2024/25.
- (3) Payment Date. This payment shall be paid on the payday in payroll 02 (July 19, 2024) for all eligible classes.

Effective June 27, 2025. A one-time lump sum payment of \$500 shall be paid to all regular employees in the Deputy Sheriff (005746) classification who possess a Basic or Intermediate Peace Officer Standards and Training (POST) certificate. The one-time lump sum payment will be in addition to the regular compensation for work performed during the payout pay period.

- (1) Eligibility. All regular employees in the Deputy Sheriff (005746) class who have paid service during Fiscal Year 2024/2025. This payment will be included in their regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day of payroll 2 (July 11, 2025). 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. Part-time employees shall receive a prorated amount according to their standard hours.
- (2) Payroll Calculation. Such one-time payment of \$500 shall:
 - (a) Be included in the employee's regular paycheck and subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not continue beyond Fiscal Year 2025/26.
- (3) Payment Date. This payment shall be paid on the payday in payroll 02 (July 18, 2025) for all eligible classes.

Section 5. Section 2.1.8 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.8: LUMP SUM PAYMENTS FISCAL YEAR 2023/2024.

- (a) Effective June 30, 2023. A one-time lump sum payment of 2% of individual annualized compensation shall be paid to all eligible County employees in addition to the regular compensation for work performed during the payout pay period.

- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2022/2023. This payment will be included in their regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day of payroll 2 (July 21, 2023). 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. Part-time employees shall receive a prorated amount according to their standard hours.

Eligible Classes. All classes designated SM.

- (2) Payroll Calculation. Such one-time payment of 2% annual compensation shall:

- (a) Be included in the employee's regular paycheck and subject to normal deductions;
- (b) Not modify the salary base or computations of premiums or bonuses;
- (c) Not continue beyond Fiscal Year 2023/24.

- (3) Payment Date. This payment shall be paid on the payday in payroll 02 (July 21, 2023) for all eligible classes.

- (b) Effective June 30, 2023. A one-time lump sum payment of \$2,000 shall be paid to all eligible County employees in addition to the regular compensation for work performed during the payout pay period.

- (1) Eligibility. All regular employees in eligible classes listed below who have paid service during Fiscal Year 2022/2023. This payment will be included in their regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day of payroll 2 (July 21, 2023). 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. Part-time employees shall receive a prorated amount according to their standard hours.

Eligible Classes. All classes designated DS.

- (2) Payroll Calculation. Such one-time payment of \$2,000 shall:

- (a) Be included in the employee's regular paycheck and subject to normal deductions;
- (b) Not modify the salary base or computations of premiums or bonuses;
- (c) Not continue beyond Fiscal Year 2023/24.

- (3) Payment Date. This payment shall be paid on the payday in payroll 02 (July 21, 2023) for all eligible classes.

Section 6. Subsection (e) of Section 4.2.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.1: VACATION.

- (e) Recognition of prior public service. In recognition of time worked for a public employer immediately prior to being hired by the County of San Diego, newly hired employees “lateral deputies” will be given an initial amount of 42.5 hours of vacation in the first payroll period of paid service. Lateral deputies that leave County employment within six months of the date of hire are not eligible to cash out any remaining amount of the initial unaccrued 42.5 hours of vacation. Newly hired “lateral deputies” may be credited for their time worked at the immediately prior public employer for purposes of calculating vacation accrual allowing the employee to accrue vacation hours at a higher rate. This applies to any current “lateral deputy” hired prior to August 5, 2022, in the eligible classes listed below.

Eligible Classes:

005746	Deputy Sheriff
005757	Deputy Sheriff – Detentions/Court Services

Section 7. Subsection (g) of Section 4.2.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.1: VACATION.

- (g) Maximum Vacation Accumulation.

- (1) Maximum Balance. Eligible employees in the designated union codes or job code/classification below have a maximum vacation accumulation as follows:

Maximum Vacation Accumulation					
Union Code	Maximum Allowable Accumulation				High Water Mark Accrual Limits
	Two Times Annualized Vacation Earnings Rate Limit (2x)	Two and One-Half Times Annualized Vacation Earnings Rate Limit (2 ½x)	Three Times Annualized Vacation Earnings Rate Limit (3x)	No Limit	
EM, (excluding class 2109), NA, NE, UM			√		Vacation credits as of the end of payroll 6 in FY 97/98 (September 11, 1997), less any reduction to this amount following vacation credit pay- down.
CE, CEM, MA, NM, NS, SO		√			Vacation credits as of the end of payroll 6 in FY 97/98 (September 11, 1997), less any reduction to this amount following

Maximum Vacation Accumulation					
Union Code	Maximum Allowable Accumulation				High Water Mark Accrual Limits
	Two Times Annualized Vacation Earnings Rate Limit (2x)	Two and One-Half Times Annualized Vacation Earnings Rate Limit (2 ½x)	Three Times Annualized Vacation Earnings Rate Limit (3x)	No Limit	
					vacation credit pay-down.
Class 2109				√	
AE, AM, AS, CC, CL, CM, CR, CS, DA, FS, HS, MM, PD, PM, PO, PR, PS, RN, SS, SW	√				
DI, DM	√				Vacation credits designated as the employee's "High Water Mark" effective November 17, 2000.
DS	√				Vacation credits designated as the employee's "High Water Mark" effective February 23, 2001.
SM (with less than 15 years of County Service)		√			Vacation credits designated as the employee's "High Water Mark" effective January 12, 2001
SM (with 15 years or more of County Service)			√		Vacation credits designated as the employee's "High Water Mark" effective January 12, 2001

Section 8. 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:

- (4) Employees in classes designated DS and SM under the SHRF Benefit Program.

<u>Effective January 1, 2023:</u>	<u>Monthly</u>
Employee Only	\$753.00
Employee + 1 Dependent	1,143.00
Employee + 2 or More Dependents	1,669.00
<u>Effective January 1, 2024:</u>	<u>Monthly</u>
Employee Only	\$791.00
Employee + 1 Dependent	1,200.00
Employee + 2 or More Dependents	1,752.00
<u>Effective January 1, 2025:</u>	<u>Monthly</u>
Employee Only	\$831.00
Employee + 1 Dependent	1,260.00
Employee + 2 or More Dependents	1,840.00
<u>Effective January 1, 2026:</u>	<u>Monthly</u>
Employee Only	\$873.00
Employee + 1 Dependent	1,323.00
Employee + 2 or More Dependents	1,932.00

Section 9. Effective Dates. Sections 1 – 12 of this ordinance shall take effect on June 30, 2023, which is the first day of the first full pay period of Fiscal Year 2023-24. 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 10. Operative Dates. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Sections 1-2	6/30/23 6/28/24 6/27/25
Section 3	6/30/23
Section 4	6/30/23 6/28/24 6/27/25
Sections 5-7	6/30/23 6/28/24 6/27/25
Section 8	1/1/24

	1/1/25
	1/1/26

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL

BY: Frances Rogers, Senior Deputy County Counsel