

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE**

CLEAN 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. Appendix One of the Compensation Ordinance is hereby amended by establishing the following classification and compensation in the unclassified service, effective January 13, 2023:

Job Code No.	UCE Range	Vari Entry	O/T	Rep Stat	Bene Prog	
000324	Assistant Chief Deputy County Counsel	16	Y	X	UM	UCL

Section 2. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classifications in the classified service:

<u>Job Code No.</u>	<u>Job Code Title</u>
005198	Alcohol & Drug Program Supervisor (T)
005298	Human Services Operations Manager

Section 3. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for job code/classification designated as 002355, Behavioral Health Program Coordinator:

Fiscal Year 2022-2023:	5% wage increase effective December 16, 2022
Fiscal Year 2023-2024:	5.02% wage increase effective June 30, 2023
Fiscal Year 2024-2025:	5.02% wage increase effective June 28, 2024

Section 4. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for job code/classification designated as 004195, Supervising Psychiatrist:

Fiscal Year 2022-2023:	10% wage increase effective December 16, 2022
Fiscal Year 2023-2024:	5% wage increase effective June 30, 2023
Fiscal Year 2024-2025:	5% wage increase effective June 28, 2024

Section 5. 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.

Hard-Toe Shoes/Non-Slip Safety Shoes

Eligible Classes:

- 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
 - 007515 Stores Delivery Driver
 - 007540 Construction & Services Worker
- and Classes designated CR

Section 6. Section 1.14.8 is hereby added to read as follows:

SECTION 1.14.8: CALIFORNINA - LICENSED PROFESSIONAL ENGINEER PREMIUM.

Employees in classes designated below shall receive additional compensation of approximately five percent (5%) above the employee’s base pay for those who are registered with the state of California as a Professional Engineer. This premium shall apply to time worked only and shall not apply toward paid time off or to terminal payoff.

<u>Eligible Classes:</u>	
003706	Project Manager, Public Works
004725	Water Resource Manager

Section 7. Subsection (a) of Section 3.6.18 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 3.6.18: OTHER COMPENSATED CLASSES.

- (a) For the following class, compensation shall be at a rate within the hourly rate range established below, which rate shall be established and may be changed from time to time by the appointing authority with the approval of the Chief Administrative Officer. The rate shall be specified on the basis of education and experience and the quantity and quality of service performed. All pay adjustments shall be prospective only. Persons shall not be appointed to positions in the following class until the Director has exempted such position from the Classified Service for a specified period of temporary service.

Class No.	Title	Hourly Rate Range
000896	Temporary Expert Professional Employee	\$15.50 - \$156.75

Section 8. Section 4.2.4 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.4: BEREAVEMENT LEAVE.

- (a) Definition. Bereavement leave is paid and unpaid leave, as defined in Section 4.2.4(b)(1)(2) and 4.2.4(c)(1) below, which is available to an employee at the time of death or funeral of a member of the employee's immediate family as defined below in Section 4.2.4(e).
- (b) Eligibility for Biweekly Rate Employees.
 - 1. Only biweekly rate employees on paid status shall be eligible for paid bereavement leave.
 - 2. Amount of Leave. Paid bereavement leave shall not exceed three (3) work days for the death of the employee's immediate family. Also, an employee shall be entitled to use two (2) additional days of sick leave as bereavement leave. If an employee has no sick leave balances, the two days may be taken using other paid leave accruals. If no paid leave is available, the two days may be taken as unpaid leave.
- (c) Eligibility For Non-biweekly Rate Employees.
 - 1. Effective January 1, 2023, all non-biweekly rate employees who have been employed by the County for a minimum of thirty (30) days shall be eligible for up to five (5) days of unpaid bereavement leave. Employees may use paid leave accruals, if any, in lieu of unpaid leave.
- (d) Use. Bereavement leave may only be taken at the time of the death or funeral of a member of the employee's immediate family. The three (3) days of paid bereavement leave under Section 4.2.4 (b) shall not be deducted from other leaves of absence or compensatory time off for which the employee may be eligible. (See Section 4.2.2(d)(6) for possible combination with sick leave.)
- (e) Immediate Family. Means husband, wife, child, stepchild, brother, stepbrother, sister, stepsister, parent, stepparent, any person serving or who has served as a parent, grandparent, grandchild, parent-in-law, brother-in-law, sister-in-law, or any other person living in the same household as the employee.

Section 9. Subsection (c) of Section 4.3.1 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.3.1: FAMILY MEDICAL LEAVE/CALIFORNIA FAMILY RIGHTS ACT.

(c) Eligibility.

- (1) FML and CFRA shall apply to all employees who have been employed by the County for at least twelve (12) months and for at least one thousand two hundred and fifty (1,250) hours of service during the twelve (12) month period immediately preceding the commencement of the leave and who meet all the eligibility requirements of the FMLA or the CFRA.
- (2) Qualifying Events for FML and CFRA Eligibility. An appointing authority is required to grant FML and/or CFRA to eligible employees for any of the following qualifying events required by the FMLA and CFRA:
 - (a) For birth of a child, and to care for the newborn child;
 - (b) For placement of a child with the employee for adoption or foster care, and to care for the newly placed child;

- (c) To care for the employee's spouse, child, or parent, with a serious health condition;
 - (d) Because of a serious health condition that makes the employee unable to perform one or more of the essential functions of the employee's job;
 - (e) Exigency Leave – To care for a covered military member serving in the Reserves, active duty, or a retired member of the Regular Armed Forces or Reserve; and
 - (f) Military Caregiver Leave – To care for an employee’s spouse, child, parent or next of kin, while recovering from an injury or illness suffered while on active duty or a preexisting injury that was aggravated while on active duty within the last five (5) years preceding his or her treatment, for up to twenty-six (26) weeks.
- (3) Additional Qualifying Events for CFRA Eligibility. An appointing authority is required to grant CFRA to eligible employees for any of the following qualifying events required by CFRA:
- (a) To care for a sibling, designated person (an individual related by blood or who is like a family member)* grandparent, grandchild, Registered Domestic Partner, child of a Registered Domestic Partner, or child of any age with a serious health condition. A limit of one *‘‘designated person’’ shall be identified during a 12-month rolling calendar period for family care and medical leave.

Section 10. Effective Dates. Sections 1 and 2 of this ordinance are effective thirty (30) days after adoption and Sections 3 - 9 of this ordinance shall take effect immediately 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 11. Operative Dates. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Sections 1-2	1/13/23
Sections 3-4	12/16/22 6/30/23 6/28/24
Section 5	12/16/22
Section 6	12/16/22
Section 7	12/30/22
Sections 8-9	1/1/23

APPROVED AS TO FORM AND LEGALITY
COUNTY COUNSEL

BY: Frances Rogers, Senior Deputy County Counsel