

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

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 amending the salary grade for the following job classification in the unclassified service, effective January 10, 2025:

Job Code No.	Job Code Title	Approx Annual Salary		UCE Range
		Minimum	Maximum	
004226	Chief Veterinarian	\$124,342.40	\$248,393.60	16

Section 2. Appendix One of the Compensation Ordinance is hereby amended by amending certain characteristics of the following job classification in the classified service, effective December 27, 2024:

Job Code No.	Job Code Title	Vari Entry	O/T	Rep Stat	Bene Prog
004108	Behavioral Health Program Manager	Y	E	MM	NMG

Section 3. Appendix One of the Compensation Ordinance is hereby amended by establishing the following classifications and compensations in the unclassified service, effective February 7, 2025:

Job Code No.	Job Code Title	Approx Annual Salary		UCE Range	Vari Entry	O/T	Rep Stat	Bene Prog
		Minimum	Maximum					
000378	Assistant Chief Deputy, Public Defender	\$124,342.40	\$248,393.60	16	Y	X	UM	UCL
002190	Assistant Director, Human Resources	\$177,964.80	\$288,849.60	19	Y	X	EM	UCL

Section 4. Appendix One of the Compensation Ordinance is hereby amended by retitling the following classification, effective February 7, 2025:

	Job Code No.	Job Code Title
From:	007530	Sewing Room Supervisor
To:	007530	Vocational Textile Instructor

Section 5. Appendix One of the Compensation Ordinance is hereby amended by amending the compensation for the following unclassified and classified classifications, effective December 27, 2024:

Job Code No.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Approx Annual Salary	
	Hrly	Hrly	Hrly	Hrly	Hrly	Hrly	Minimum	Maximum
	Biwkly	Biwkly	Biwkly	Biwkly	Biwkly	Biwkly		
000737	General Support Aide							
	No less than the state minimum wage							\$34,320.00

Job Code No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Step 6 Hrly Biwkly	Approx Annual Salary Minimum Maximum
	1,320.00						
000777	Election Worker No less than the state minimum wage 1,320.00						\$34,320.00
000896	Temp Expert Prof EE No less than the state minimum wage 1,320.00 86.63 156.75 6,930.00 12,540.00						\$34,320.00 – \$326,040.00
000904	Student Worker – High School No less than the state minimum wage 1,320.00						\$34,320.00
000905	Student Worker – Undergraduate No less than the state minimum wage 1,320.00						\$34,320.00
000906	Student Worker – Graduate/Tech 17.10 17.95 18.85 19.79 1,368.00 1,436.00 1,508.00 1,583.20						\$35,568.00 - \$41,163.20
000912	Retiree Non-Exempt Classified-General No less than the state minimum wage 1,320.00 56.99 97.47 4,558.80 7,797.60						\$34,320.00 – \$202,737.60
000913	Retiree Non-Exempt Classified-Safety						

Job Code No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Step 6 Hrly Biwkly	Approx Annual Salary Minimum Maximum
	No less than the state minimum wage	56.99	97.47				\$34,320.00 – \$202,737.60
	1,320.00	4,558.80	7,797.60				

Section 6. Section 1.7.29 of the Compensation Ordinance is hereby amended as follows:

SECTION 1.7.29: ADMINISTRATIVE SECRETARY IV SPECIAL ASSIGNMENT PREMIUM.

Employees in class 002759, Administrative Secretary IV, that provide secretarial support to a Deputy Chief Administrative Officer, or the Deputy Chief Administrative Officer/Director, Health & Human Services Agency shall be compensated an additional ten (10) percent in addition to the employee's base wage rate. This premium shall apply to paid leave, but shall not apply to terminal payoff.

Section 7. Subsection (h) of Section 3.5.2 of the Compensation Ordinance is hereby amended as follows:

SECTION 3.5.2: EXECUTIVE/UNCLASSIFIED MANAGEMENT COMPENSATION PLAN.

(h) Executive Compensation Committee. Wherever this Plan refers to the Executive Compensation Committee, the following shall apply:

- (1) The Executive Compensation Committee shall consist of the Assistant Chief Administrative Officer, the Group General Managers for the Finance and General Government Group, Land Use and Environment Group, Public Safety Group, Deputy Chief Administrative Officer/Director, Health & Human Services Agency, Director, Human Resources, and other designee(s) appointed by the CAO, and County Counsel as an ex officio member. The Assistant Chief Administrative Officer may serve as committee chairperson, the Director, Human Resources, shall serve as Secretary and the Director's designee(s) shall serve as staff to the Executive Compensation Committee.

Section 8. Subsection (a) of Section 3.6.18 of the Compensation Ordinance is hereby amended 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	No less than the state minimum wage - \$156.75

Section 9. Subsection (a) of Section 5.6.1 of the Compensation Ordinance is hereby amended as follows:

SECTION 5.6.1: RETIREMENT CONTRIBUTION. The County shall adopt the employee contribution rates set as recommended by the Board of Retirement within ninety (90) days after the beginning of the immediately succeeding fiscal year from the date the recommendation is made. Each employee shall pay, via payroll deduction, the amount prescribed by the rate established for each employee’s contribution for the appropriate General or Safety benefit Tier into the appropriate fund in accordance with the rules and regulations governing such employee contributions.

- (a) Contribution Rates. The County shall adopt the County contribution rates, including those not integrated with Social Security, as recommended each year by the Board of Retirement as set forth in a letter to the Board of Supervisors from the Chief Administrative Officer.

Section 10. Effective Dates. Sections 1, 2, and 5 - 9 shall take effect upon adoption by the Board of Supervisors following the second reading, and Sections 3-4 shall take effect thirty (30) days after its adoption. 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
Section 1	1/10/25
Section 2	12/27/24
Sections 3 - 4	2/7/25
Section 5	12/27/24
Section 6	1/7/25
Section 7	1/7/25
Section 8	12/27/24
Section 9	1/7/25

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

BY: Smitha Arons, Senior Deputy County Counsel