

1 hourly rate, multiplied by the base hours paid (e.g., REG, SCK, VAC, etc.) each pay
2 period. Base hours paid does not include time without pay or disability payments such
3 as short-term disability or workers' compensation.

4 (4) CALENDAR YEAR refers to pay period 1 through 26, or 27 when
5 applicable, of the same year.

6 (5) COUNTY SERVICE or CONTINUOUS SERVICE refers to the total
7 length of service from an employee's most recent beginning (hire) date in a regular
8 position with no separation from County employment.

9 (6) COUNTY-WIDE ELECTED OFFICIAL refers to a County officer
10 who is elected to a County-wide office pursuant to the law. County-wide elected
11 officials consist of the Assessor/Recorder; Auditor-Controller/Treasurer/Tax Collector;
12 Sheriff/Coroner/Public Administrator; and the District Attorney.

13 (7) DATE OF HIRE or HIRE DATE refers to the effective date of the
14 most recent date of hire in a regular position.

15 (8) DIRECTOR OF HUMAN RESOURCES refers to the incumbent in
16 the Director of Human Resources position. It also includes any person who has been
17 designated as acting Director of Human Resources, employees acting for the Director
18 during the absence of the Director of Human Resources, and/or employees delegated
19 authority approval on a regular basis by the Director of Human Resources.

20 (9) FISCAL YEAR ordinarily refers to pay period 15 of one year
21 through pay period 14 of the following year.

22 (10) PAID HOURS means hours actually worked or the use of accrued
23 leave time such as vacation, sick, holiday, or compensatory time. It does not include
24 unpaid hours or disability payments (excluding Labor Code section 4850 time) such as
25 short-term disability or workers' compensation.

26 (11) PAID STATUS refers to any pay period in which an employee
27 codes paid hours.

28 (12) REGULAR POSITION refers to a position authorized by the Board

1 of Supervisors that may be budgeted at either a full-time or part-time level, and that may
2 be in either the classified or unclassified service. It does not include recurrent, extra-
3 help, ordinance, contract and other contingent positions.

4 (13) REGULAR STATUS refers to the completion of a required
5 probationary and/or trainee period in a regular classified position in the employee's
6 current or prior position, as applicable.

7 (14) SERVICE HOURS refers to paid hours from an employee's most
8 recent date of hire in a regular position and during an employee's regular tour of duty,
9 up to 80 hours per pay period. Time without pay, disability payments (excluding Labor
10 Code section 4850 time), medical emergency leave and overtime hours do not count as
11 service hours.

12 (c) Salary Schedules, Wage Increases, Classifications, and Salary Rates, and
13 Step Advancements.

14 (1) Salary Schedules. The salary schedules for Exempt Group and all
15 non-represented employees are as on file with the Clerk of the Board of Supervisors.

16 Effective July 18, 2020, the County shall add a new top step at
17 approximately two and one-half percent (2.5%) above the then current top step for all
18 salary ranges, except the no POST range, of Deputy Director Sheriff's Coroner Division,
19 Sheriff's Captain, Sheriff's Deputy Chief, Assistant Sheriff, Undersheriff, District Attorney
20 Chief Investigator, and District Attorney Assistant Chief Investigator. Employees
21 assigned to these classifications who are at the top step of the applicable range shall be
22 advanced one step effective July 18, 2020. The initial granting of this top step is subject
23 to the discretion of the Chief Executive Officer based on the availability of financial
24 resources.

25 (2) Wage Increases. The following wage increases shall be included in
26 the salary schedules for Exempt Group employees and all non-represented employees,
27 as are on file with the Clerk of the Board of Supervisors:

28 Effective July 18, 2020, the County shall provide all classifications in the

1 Exempt Group with a three percent across the board salary increase.*

2 *The initial granting of this across the board salary increase is subject to
3 the discretion of the Chief Executive Officer based on the availability of financial
4 resources.

5 Effective July 31, 2021, the County shall provide all classifications in the
6 Exempt Group with a three percent across the board salary increase, subject to the
7 following:

8 If assessed values are less than a two percent increase in the 2019/2020
9 fiscal year from the 2018/2019 fiscal year and/or if the state or federal governments
10 change funding allocations or reduce funding for the In-Home Support Services
11 program (e.g., the Maintenance of Effort inflation factor is increased above four percent,
12 etc.) then the County may, upon approval of the Board of Supervisors, defer this three
13 percent increase no later than January 1, 2022.

14 Effective July 30, 2022, the County shall provide all classifications in the
15 Exempt Group with a three percent across the board salary increase, subject to the
16 following:

17 If assessed values are less than a two percent increase in the 2020/2021
18 fiscal year from the 2019/2020 fiscal year and/or if the state or federal governments
19 change funding allocations or reduce funding for the In-Home Support Services
20 program (e.g., the Maintenance of Effort inflation factor is increased above four percent,
21 etc.) then the County may, upon approval of the Board of Supervisors, defer this three
22 percent increase no later than January 1, 2023.

23 (3) List of Exempt Group Classifications.

24 (A) Exempt—Executive County Administrators.

25 (I) Table 1. This table applies to employees hired into
26 positions in the listed classifications before July 9, 2016.

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EXECUTIVE COUNTY ADMINISTRATORS						
Job	Classifications	Benefit	Annual	Annual	Annual	Annual

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Code		Group	Salary Effective 6/20/20	Salary Effective 7/18/20	Salary Effective 7/31/21	Salary Effective 7/30/22
01115	Agricultural Commissioner/Sealer	B	\$171,099	\$176,232	\$181,519	\$186,965
03487	County Clerk	N/A	\$11,212	\$11,548	\$11,894	\$12,251
04237	Director of Airports	B	\$162,952	\$167,841	\$172,876	\$178,062
04260	Director of County Museum	B	\$154,725	\$159,367	\$164,148	\$169,072
04356	Director of Purchasing	B	\$159,050	\$163,822	\$168,737	\$173,799
04390	Director of Veterans' Affairs	B	\$154,725	\$159,367	\$164,148	\$169,072

(II) Table 2. This table applies to employees hired into positions in the listed classifications on or after July 9, 2016.

EXECUTIVE COUNTY ADMINISTRATORS						
Job Code	Classifications	Benefit Group	Salary Grade Effective 6/20/20	Salary Grade Effective 7/18/20	Salary Grade Effective 7/31/21	Salary Grade Effective 7/30/22
01115	Agricultural Commissioner/Sealer	B	85B	85B	85B	85B
03489	Assistant Executive Officer	B	101B	101B	101B	101B
10030	Assistant Executive Officer - Human Services	B	101B	101B	101B	101B
13111	Behavioral Health Medical Director	C	119C	119C	119C	119C
03485	Chief Executive Officer	B	116B	116B	116B	116B
01246	Chief Information Officer	B	97B	97B	97B	97B
03515	Chief Probation Officer	B	93B	93B	93B	93B
03310	Clerk of the Board of Supervisors	B	84B	84B	84B	84B
03488	County Chief Financial Officer	B	97B	97B	97B	97B
03487	County Clerk ¹	N/A	N/A	N/A	N/A	N/A
03495	County Counsel	B	105B	105B	105B	105B
03500	County Librarian	B	84B	84B	84B	84B
04228	Director of Aging and Adult Services	B	87B	87B	87B	87B
04237	Director of Airports	B	83B	83B	83B	83B
04383	Director of Arrowhead Regional Medical Center	B	118B	118B	118B	118B
04300	Director of Behavioral Health	B	96B	96B	96B	96B
04255	Director of Child Support	B	92B	92B	92B	92B
04260	Director of County Museum	B	81B	81B	81B	81B

1	04273	Director of Economic Development	B	83B	83B	83B	83B
2	04276	Director of Fleet Management	B	81B	81B	81B	81B
3	10004	Director of Human Resources	B	96B	96B	96B	96B
4	04320	Director of Land Use Services	B	91B	91B	91B	91B
5	18200	Director of Preschool Services	B	87B	87B	87B	87B
6	04340	Director of Public Works	B	97B	97B	97B	97B
7	04356	Director of Purchasing	B	82B	82B	82B	82B
8	04365	Director of Real Estate Services	B	86B	86B	86B	86B
9	18143	Director of Risk Management	B	82B	82B	82B	82B
10	04386	Director of Transitional Assistance	B	90B	90B	90B	90B
11	04390	Director of Veterans' Affairs	B	81B	81B	81B	81B
12	04250	Director, Children and Family Services	B	94B	94B	94B	94B
13	04280	Director, Community Development and Housing	B	83B	83B	83B	83B
14	18160	Director, Regional Parks	B	83B	83B	83B	83B
15	04278	Director, Workforce Development	B	83B	83B	83B	83B
16	04272	Economic Development Administrator	B	92B	92B	92B	92B
17	16345	Public Defender	B	101B	101B	101B	101B
18	08048	Public Health Director	B	95B	95B	95B	95B
18	18080	Registrar of Voters	B	87B	87B	87B	87B
19	*Salary for this position is set at \$1, not a salary grade.						

(B) Exempt—Associate Administrators.

21	ASSOCIATE ADMINISTRATORS						
22	Job Code	Classification	Benefit Group	Grade Effective 6/20/20	Grade Effective 7/18/20	Grade Effective 7/31/21	Grade Effective 7/30/22
23	01061	Administrative Analyst I	D	56D	56D	56D	56D
24	01066	Administrative Analyst II	C	66C	66C	66C	66C
25	01068	Administrative Analyst III	C	73C	73C	73C	73C
26	01060	Administrative Analyst Trainee	D	45T_D	45T_D	45T_D	45T_D
27	01289	ARC Administrative and Financial Manager	C	73C	73C	73C	73C
28	01292	ARC Project Administrator	C	57C	57C	57C	57C

1		ARC Public and Legislative Affairs Officer	C	62C	62C	62C	62C
2	19173	ARMC Associate Chief Financial Officer	C	83C	83C	83C	83C
3	19160	ARMC Chief Financial Officer	B	100B	100B	100B	100B
4	01621	ARMC Chief Operating Officer	B	102B	102B	102B	102B
5	19145	ARMC Finance and Budget Officer	C	77C	77C	77C	77C
6	19166	ARMC Medical Director	C	114C	114C	114C	114C
7	06047	Assistant Administrator, Economic Development Agency	B	85B	85B	85B	85B
8	03098	Assistant Agricultural Commissioner/Sealer	C	75C	75C	75C	75C
9	01280	Assistant Assessor	B	82B	82B	82B	82B
10	01286	Assistant Auditor-Controller/Treasurer /Tax Collector	B	84B	84B	84B	84B
11	01380	Assistant Chief Information Officer	C	92C	92C	92C	92C
12	01297	Assistant Chief Probation Officer	C	85C	85C	85C	85C
13	12149	Assistant County Librarian	C	73C	73C	73C	73C
14	04229	Assistant Director of Aging and Adult Services	C	78C	78C	78C	78C
15	04238	Assistant Director of Airports	C	73C	73C	73C	73C
16	01373	Assistant Director of Behavioral Health	C	86C	86C	86C	86C
17	04254	Assistant Director of Child Support	C	85C	85C	85C	85C
18	04257	Assistant Director of Children and Family Services	C	85C	85C	85C	85C
19	10019	Assistant Director of Human Resources	C	87C	87C	87C	87C
20	04321	Assistant Director of Land Use Services	C	84C	84C	84C	84C
21	18219	Assistant Director of Preschool Services	C	78C	78C	78C	78C
22	04331	Assistant Director of Public Health	C	85C	85C	85C	85C
23		Assistant Director of Public Works	C	92C	92C	92C	92C
24		Assistant Director of Purchasing	C	77C	77C	77C	77C
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04393	Assistant Director of Real Estate Services	C	81C	81C	81C	81C
18144	Assistant Director of Risk Management	C	77C	77C	77C	77C
04391	Assistant Director of Transitional Assistance	C	84C	84C	84C	84C
04286	Assistant Director of Workforce Development	C	78C	78C	78C	78C
01410	Assistant District Attorney	B	97B	97B	97B	97B
01622	Assistant Hospital Administrator - Ambulatory Services	C	74C	74C	74C	74C
03114	Assistant Public Defender	B	97B	97B	97B	97B
01294	Assistant Recorder	B	82B	82B	82B	82B
18079	Assistant Registrar of Voters	C	78C	78C	78C	78C
01532	Assistant Sheriff	C	93C - SAF	93C - SAF	93C - SAF	93C - SAF
19172	Associate Chief Nursing Officer	C	86C	86C	86C	86C
01625	Associate Hospital Administrator Professional Services	C	86C	86C	86C	86C
01598	Auditor-Controller/Treasurer/Tax Collector Executive Assistant	C	57C	57C	57C	57C
01599	ATC Project Administrator	C	57C	57C	57C	57C
01666	Auditor-Controller/Treasurer/Tax Collector Division Chief	C	76C	76C	76C	76C
01668	Auditor-Controller/Treasurer/Tax Collector Manager	C	71C	71C	71C	71C
01067	Board of Supervisor's Administrative Analyst	B	73B	73B	73B	73B
10000	BOS Chief of Staff	B	84B	84B	84B	84B
02027	Building Official	C	82C	82C	82C	82C
23207	Business Solutions Chief	C	85C	85C	85C	85C
19957	Business Solutions Division Chief	C	82C	82C	82C	82C
01076	Chief Administrative Analyst	C	80C	80C	80C	80C
03070	Chief Appraiser	C	76C	76C	76C	76C
01340	Chief Assistant County Counsel	B	98B	98B	98B	98B
03107	Chief Assistant District Attorney	B	100B	100B	100B	100B

1	04302	Chief Compliance Officer - Behavioral Health	C	72C	72C	72C	72C
2	03099	Chief Deputy Clerk of Board of Supervisors	C	73C	73C	73C	73C
3	01264	Chief Deputy County Museum	C	65C	65C	65C	65C
4	03105	Chief Deputy District Attorney	C	94C	94C	94C	94C
5	03115	Chief Deputy Public Defender	C	94C	94C	94C	94C
6	03116	Chief Deputy Recorder	C	76C	76C	76C	76C
7	03120	Chief Deputy Registrar of Voters	C	65C	65C	65C	65C
8	03021	Chief Deputy Treasurer	C	76C	76C	76C	76C
9	15025	Chief Information Security Officer	C	92C	92C	92C	92C
10	03111	Chief Learning Officer	C	78C	78C	78C	78C
11	19165	Chief Medical Information Officer	C	107C	107C	107C	107C
12	19164	Chief Nursing Officer	C	93C	93C	93C	93C
13	16382	Chief of Animal Care and Control	C	80C	80C	80C	80C
14	03175	Chief of Assessment Services	C	76C	76C	76C	76C
15	03083	Chief of Clinical Operations	C	73C	73C	73C	73C
16	03499	Chief of County Counsel's Administration	C	70C	70C	70C	70C
17	03106	Chief of District Attorney's Administration	C	73C	73C	73C	73C
18	10002	Chief of Environmental Health Services	C	80C	80C	80C	80C
19	13138	Chief of Homeless Services	B	77B	77B	77B	77B
20	03195	Chief of Public Defender's Administration	C	70C	70C	70C	70C
21	03221	Chief Public Works Engineer	C	88C	88C	88C	88C
22	03078	Child Support Chief Attorney	C	91C	91C	91C	91C
23	03278	Children's Network Officer	C	69C	69C	69C	69C
24	10025	Code Enforcement Chief	C	82C	82C	82C	82C
25	12151	Community Services Finance and Operations Chief	C	73C	73C	73C	73C
26	03503	County Chief Operating Officer	B	102B	102B	102B	102B
27	03496	County Counsel Research Attorney I	C	62T_C	62T_C	62T_C	62T_C
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03497	County Counsel Research Attorney II	C	71C	71C	71C	71C
01078	County HIPAA Security Officer/Assistant Privacy Officer	C	72C	72C	72C	72C
03504	County Labor Relations Chief	B	90B	90B	90B	90B
01062	County Privacy Officer/Ethics Officer	C	76C	76C	76C	76C
19863	County Surveyor	C	82C	82C	82C	82C
03150	Departmental IS Administrator	C	80C	80C	80C	80C
19961	Deputy Chief of Business Solutions Development	C	77C	77C	77C	77C
16401	Deputy Chief of Community Health Services	C	76C	76C	76C	76C
16275	Deputy Chief Probation Officer	C	81C	81C	81C	81C
04085	Deputy County Counsel I	C	62T_C	62T_C	62T_C	62T_C
04095	Deputy County Counsel II	C	71T_C	71T_C	71T_C	71T_C
04100	Deputy County Counsel III	C	78T_C	78T_C	78T_C	78T_C
04105	Deputy County Counsel IV	C	84C_C	84C_C	84C_C	84C_C
04107	Deputy County Counsel V	C	87C_C	87C_C	87C_C	87C_C
13124	Deputy Director Behavioral Health Administrative Services	C	83C	83C	83C	83C
03153	Deputy Director of Behavioral Health Program Services	C	83C	83C	83C	83C
12121	Deputy Director of Governmental & Legislative Affairs	B	73B	73B	73B	73B
18182	Deputy Director of Regional Parks	C	77C	77C	77C	77C
04287	Deputy Director of RES Facilities Management	C	74C	74C	74C	74C
04394	Deputy Director of RES Leasing & Acquisition	C	76C	76C	76C	76C
01074	Deputy Director of RES Project Management	C	77C	77C	77C	77C
18146	Deputy Director of Risk Management	C	71C	71C	71C	71C
04299	Deputy Director, Behavioral Health Quality Management	C	83C	83C	83C	83C
04256	Deputy Director, Child Support	C	74C	74C	74C	74C

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18162	Deputy Director, Children and Family Services	C	74C	74C	74C	74C
04119	Deputy Director, Community Development and Housing	C	74C	74C	74C	74C
04118	Deputy Director, Department of Aging and Adult Services	C	74C	74C	74C	74C
04282	Deputy Director, Economic Development	C	74C	74C	74C	74C
18201	Deputy Director, Preschool Services	C	74C	74C	74C	74C
18167	Deputy Director, Program Development	C	74C	74C	74C	74C
01331	Deputy Director, Sheriff's Coroner Division	C	75C - SAF	75C - SAF	75C - SAF	75C - SAF
18163	Deputy Director, Transitional Assistance	C	74C	74C	74C	74C
04275	Deputy Director, Workforce Development	C	74C	74C	74C	74C
04060	Deputy Executive Officer	B	89B	89B	89B	89B
16411	Deputy Public Information Officer	C	66C	66C	66C	66C
03493	Director of Governmental & Legislative Affairs	B	83B	83B	83B	83B
19162	Director of Public Relations and Marketing	C	68C	68C	68C	68C
04402	District Attorney Assistant Chief Investigator	C	83C -SAF	83C - SAF	83C - SAF	83C - SAF
04395	District Attorney Chief Investigator	C	89C - SAF	89C - SAF	89C - SAF	89C - SAF
04406	District Attorney, Public Affairs Officer	C	73C	73C	73C	73C
06041	Economic Development Manager	C	69C	69C	69C	69C
16111	EMACS Manager	C	71C	71C	71C	71C
05145	Emergency Medical Services Assistant Administrator	C	70C	70C	70C	70C
06035	Field Representative	B	63B	63B	63B	63B
03506	Finance and Administration Projects Coordinator	D	58D	58D	58D	58D
03502	Government Relations Analyst	C	66C	66C	66C	66C
08040	Health Officer	C	101C	101C	101C	101C
08050	Healthcare Program Administrator	D	70D	70D	70D	70D
06062	Housing Agency Finance	C	66C	66C	66C	66C

1		Officer					
2	05108	HS Administrative Manager	D	60D	60D	60D	60D
3	04414	HS Auditing Chief	C	75C	75C	75C	75C
4	05101	HS Program Integrity Division Chief	C	74C	74C	74C	74C
5	16119	Human Resources Administrative Manager	C	73C	73C	73C	73C
6	16095	Human Resources Analyst I	D	60D	60D	60D	60D
7	16098	Human Resources Analyst II	D	68D	68D	68D	68D
8	16100	Human Resources Analyst III	C	71C	71C	71C	71C
9	16094	Human Resources Analyst Trainee	D	47T_D	47T_D	47T_D	47T_D
10	16110	Human Resources Division Chief	C	80C	80C	80C	80C
11	16115	Human Resources Business Partner I	D	65T_D	65T_D	65T_D	65T_D
12	16116	Human Resources Business Partner II	C	72C	72C	72C	72C
13	16109	Human Resources Section Manager	C	73C	73C	73C	73C
14	15024	Information Services Chief Finance Officer	C	80C	80C	80C	80C
15	01302	Information Services Deputy Chief	C	77C	77C	77C	77C
16	15022	Information Services Division Chief	C	82C	82C	82C	82C
17	15023	Information Services Finance Officer	C	71C	71C	71C	71C
18	15020	Information Services Security Officer	C	78C	78C	78C	78C
19	01667	Investment Officer	C	73C	73C	73C	73C
20	03511	Labor Relations Analyst	D	60D	60D	60D	60D
21	12102	Legislative Analyst	C	66C	66C	66C	66C
22	03176	Network Services Division Chief	C	82C	82C	82C	82C
23	01250	Planning Director	C	82C	82C	82C	82C
24	09999	Principal Administrative Analyst	C	77C	77C	77C	77C
25	16220	Principal Appraiser	C	69C	69C	69C	69C
26	03100	Principal Assistant County Counsel	B	92B	92B	92B	92B
27	10024	Principal Management Analyst	B	84B	84B	84B	84B
28	19856	Probation Health Services	C	78C	78C	78C	78C

1		Manager					
2	16360	Public Health Chief Financial Officer	C	80C	80C	80C	80C
3	16358	Public Health Division Chief	C	80C	80C	80C	80C
4	16385	Public Health Medical Director	C	97C	97C	97C	97C
5	16410	Public Information Officer	B	83B	83B	83B	83B
6	04341	Public Works Chief Financial Officer	C	80C	80C	80C	80C
7	16389	Quality and Compliance Officer	C	75C	75C	75C	75C
8	18031	Real Estate Services Manager	C	67C	67C	67C	67C
9	18141	Risk Assessment Officer	C	70C	70C	70C	70C
10	01600	SAP Chief	C	80C	80C	80C	80C
11	03509	Senior Labor Relations Analyst	C	72C	72C	72C	72C
12	03510	Senior Labor Relations Officer	C	75C	75C	75C	75C
13	04207	Sheriff's Deputy Director of Administrative Services	C	84C	84C	84C	84C
14	19521	Sheriff's Administrative Manager	C	73C	73C	73C	73C
15	19465	Sheriff's Captain	C	83C - SAF	83C - SAF	83C - SAF	83C - SAF
16	19460	Sheriff's Deputy Chief	C	88C - SAF	88C - SAF	88C - SAF	88C - SAF
17		Sheriff's Executive Officer of Corrections and Support Services	C	88C	88C	88C	88C
18	19520	Sheriff's Financial Manager	C	73C	73C	73C	73C
19	19507	Sheriff's Health Services Manager	C	80C	80C	80C	80C
20	04123	Special Assistant Deputy District Attorney	C	88C	88C	88C	88C
21	04126	Special Assistant to the District Attorney	B	97B	97B	97B	97B
22	03505	Strategic Initiatives Chief	C	80C	80C	80C	80C
23	19822	Supervising Deputy County Counsel	C	90C	90C	90C	90C
24	16120	Supervising Human Resources Officer	C	75C	75C	75C	75C
25	19966	Systems Support Division Chief	C	82C	82C	82C	82C
26	21005	Undersheriff	B	98B - SAF	98B - SAF	98B - SAF	98B - SAF
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17351	Victim Services Chief	C	71C	71C	71C	71C
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(C) Exempt—Executive Assistants.

EXECUTIVE ASSISTANTS						
Job Code	Classification	Benefit Group	Grade Effective 6/20/20	Grade Effective 7/18/20	Grade Effective 7/31/21	Grade Effective 7/30/22
01059	Administrative Aide (K)	C	57C	57C	57C	57C
03101	Administrative Aide to the County Counsel	C	57C	57C	57C	57C
16019	County Counsel Law Clerk	C	58C	58C	58C	58C
19046	County Counsel Lead Secretary	D	48D	48D	48D	48D
03498	County Counsel Paralegal	D	50D	50D	50D	50D
03507	County Counsel Senior Paralegal	D	54D	54D	54D	54D
05320	Executive Assistant	D	57D	57D	57D	57D
05300	Executive Secretary I	D	40D	40D	40D	40D
05305	Executive Secretary II	D	45D	45D	45D	45D
05311	Executive Secretary III - Classified	D	50D	50D	50D	50D
05312	Executive Secretary III - Unclassified	C	50C	50C	50C	50C
05256	Executive Secretary, Board of Supervisors	C	52C	52C	52C	52C
03280	Secretary, Civil Service Commission	D	45D	45D	45D	45D
19540	Sheriff's Special Assistant	C	57C	57C	57C	57C

(D) Notwithstanding the salary as established by this chapter, the Board of Supervisors may establish salary, benefits, and other terms and conditions of employment by contract for the classifications listed in this section.

(4) Salary Rates and Step Advancements.

(A) Eligibility for Step Advancement. New employees shall be hired at Step 1 of the established base salary range, except as otherwise provided in this subdivision. Variable entrance steps may be established if justified by recruitment needs through Step 7 with the approval of the appointing authority and through the top step with the approval of the Director of Human Resources.

Within the base salary range, all step advancements will be made

1 at the beginning of the pay period in which the employee completes the required
2 number of service hours. However, when an employee reaches the required number of
3 service hours with 80 hours in each pay period, the step advancement will be made at
4 the beginning of the next pay period. Approval for advancement shall be based upon
5 completion of the required length of service hours in the classification, satisfactory work
6 performance, and appointing authority recommendation.

7 Completed service hours shall be defined as regularly scheduled
8 hours in a paid status, up to 80 hours per pay period. Overtime hours, disability
9 payments, medical emergency leave, and time without pay shall not count toward step
10 advancements. Unless otherwise approved by the Board of Supervisors, step
11 advancements within a base salary range shall be based upon a one-step increment,
12 approximately two and one-half percent. The employee shall be eligible for step
13 advancements after completion of increments of 1,040 hours until the top step of the
14 range is reached.

15 (B) Implementation of Classification Study Results.

16 (I) Upgrading. An upgrading is the reclassification of a
17 position from one classification to another classification having a higher base salary
18 range. Whenever an incumbent employee is upgraded as a result of such
19 reclassification, pursuant to the Personnel Rules, such employee's step placement in
20 the new salary range shall be governed by the subdivision on "Promotions."

21 (II) Downgrading. A downgrading is the reclassification
22 of a position from one classification to another classification having a lower base salary
23 range. When a position is downgraded, the incumbent employee may continue at the
24 same salary rate where the salary rate is within the new base salary range. Where an
25 incumbent receives a salary rate greater than the maximum of the new base salary
26 range, the Director of Human Resources may authorize continuation of the same salary
27 rate to the incumbent employee that the employee received prior to the downgrading of
28 the position by placing the employee on an "X" step, provided that the employee shall

1 receive no future salary rate increases until the salary range maximum of the new
2 classification exceeds the "X" step.

3 (C) Salary Rate Adjustment. A salary rate (equity) adjustment is
4 a change in the salary range assignment of an existing classification as a result of a
5 compensation study. Step placement for incumbent employees whose classification is
6 assigned to a higher base salary range shall be determined as follows, unless this
7 process is waived by the Chief Executive Officer:

8 (I) If the employee's original base rate of pay is less than
9 Step 1 of the newly designated pay range, the employee shall be placed on Step 1 of
10 the new range. The employee shall be eligible to advance to the next step upon
11 receiving a satisfactory rating on the employee's next annual performance evaluation, in
12 accordance with the requirements of Subsection 13.0613(c)(4)(A). Subsequent step
13 advances shall be administered in accordance with Subsection 13.0613(c)(4)(A).

14 (II) If the employee's original base rate of pay falls within
15 the newly designated pay range, and the salary adjustment granted is at least two
16 salary ranges, the employee shall be placed upon the step in the new range that is
17 approximately a five percent salary increase, not to exceed the maximum step of the
18 new range. If the employee's original base rate of pay falls within the newly designated
19 pay range, and the salary adjustment granted is less than two salary ranges, the
20 employee shall be placed upon the step in the new range that is approximately a two
21 and one-half percent salary increase, not to exceed the maximum step of the new
22 range. The employee shall be eligible to advance to the next step upon receiving a
23 satisfactory rating on the employee's next annual performance evaluation, in
24 accordance with the requirements of Subsection 13.0613(c)(4)(A). Subsequent step
25 advances shall be administered in accordance with Subsection 13.0613(c)(4)(A).

26 (D) Demotion. A demotion is the appointment of an employee
27 from an incumbent position to a position in a different classification for which the
28 maximum rate of pay is lower. An employee demoted for disciplinary reasons shall be

1 placed on the step within the base salary range of the class to which the employee
2 demoted as provided in the order of demotion.

3 An employee demoted for non-disciplinary reasons shall be
4 retained at the same salary rate, provided the salary rate does not exceed the top step
5 of the applicable range, with the approval of the appointing authority and the Director of
6 Human Resources.

7 (E) Promotion. A promotion is the appointment of an employee
8 from one classification to a classification having a higher base salary range. A
9 promoted employee shall receive at least the entrance rate of the new range or a two-
10 step or five percent salary increase, (i.e., mathematically closest to five percent)
11 whichever is greater, provided that no employee is thereby advanced in step nor
12 advanced above the top step of the higher base salary range. At the discretion of the
13 appointing authority and with the approval of the Director of Human Resources, an
14 employee may be placed at any step within the higher base salary range. Promotions
15 shall be effective only at the beginning of a pay period unless the Director of Human
16 Resources approves an exception.

17 (d) Job Sharing and Part-time Employment. The County will make
18 reasonable accommodation for employees who desire to share their positions with other
19 qualified employees or eligible persons or to work on a part-time basis. Jobs may be
20 shared on an hourly or daily basis. All benefits for job sharing and part-time employees
21 shall be pro-rated on regularly scheduled hours except as may otherwise be provided.
22 Benefits not subject to proration include the following leaves: blood donation,
23 examination time, and bereavement. Further, where a specific benefit provides a
24 minimum hour requirement (e.g., must be full-time, or scheduled hours) job sharing and
25 part-time employees shall be required to meet the minimum hour requirement in order
26 to receive the benefit.

27 (e) Hours of Work.

28 (1) Employees shall be required to work during such hours as

1 necessary to carry out the duties of their position as designated by the appointing
2 authority, and such hours may be varied so long as the work requirements and efficient
3 operations of the County are assured.

4 (2) The nature of Fair Labor Standards Act (FLSA) exempt
5 employment for certain affected Exempt Group classifications is such that intermittent,
6 occasional overtime is needed to fulfill the responsibilities and requirements of the
7 position. Usually, additional time and effort are proportionate to the importance and
8 level of the responsible position. These factors of time and effort are incorporated when
9 the compensation level of FLSA-exempt positions is established. In those instances in
10 which a position's work extends well beyond the normal hours of employment, the Chief
11 Executive Officer may authorize additional compensation in the form of cash payment or
12 compensating time off, generally on a pre-approved and prescheduled basis.
13 Circumstances for such compensation would include implementation of the intent of a
14 Board of Supervisors approved program or emergency response.

15 (3) For FLSA-covered employees in the Exempt Group classifications,
16 overtime is determined by the legal requirements of the FLSA. For FLSA-covered
17 employees, the following overtime provisions apply.

18 (A) Definition. OVERTIME shall be defined as all hours actually
19 worked in excess of 40 hours a work period. For purposes of defining overtime, paid
20 leave time, excluding sick leave as provided in Subsection 13.0613(e)(3)(B), shall be
21 considered as time actually worked. Overtime shall be reported in increments of full 15
22 minutes and is non-accumulative and non-payable when incurred in units of less than
23 15 minutes. Overtime shall not affect leave accruals.

24 (B) Sick leave that is not pre-approved and sick leave used by
25 employees on leave restriction shall not be considered as time actually worked for the
26 purpose of calculating overtime. PRE-APPROVED shall mean notice to management
27 at least 48 hours prior to the beginning of the leave.

28 (C) Overtime Compensation. Any employee authorized by the

1 appointing authority or authorized representative to work overtime shall be
2 compensated at premium rates, i.e., one and one-half times the employee's regular rate
3 of pay. Payment for overtime compensation shall be made on the first payday following
4 the pay period in which such overtime is worked, unless overtime compensation cannot
5 be computed until some later date, in which case, overtime compensation will be paid
6 on the next regular payday after such computation can be made.

7 In lieu of cash payment, upon request of the employee and
8 approval of the appointing authority, an employee may accrue compensating time off at
9 premium hours. Cash payment at the employee's base rate of pay shall automatically
10 be paid for any compensating time which exceeds 80 hours, for any such time which
11 has not been taken within 26 pay periods after being accrued, or for any hours on
12 record immediately prior to promotion, demotion or termination of employment.

13 (D) Variable Work Schedule. An appointing authority, with
14 agreement of an affected employee, may arrange for that individual to take such time off
15 as necessary to ensure that an employee's actual time worked does not exceed 40
16 hours within a given work period.

17 (E) Work Period. The work period for purposes of overtime
18 commences at 12:01 a.m. Saturday and ends at 12:00 midnight the following Friday of
19 each week. The pay period and workweek may be adjusted in accordance with FLSA
20 requirements.

21 (f) Insurance Programs.

22 (1) Medical and Dental Coverage Insurance.

23 (A) All eligible employees scheduled to work 40 hours or more
24 per pay period in a regular position must enroll in a medical and dental plan offered by
25 the County. Employees who fail to elect medical and dental plan coverage will be
26 automatically enrolled in the medical and dental plan with the lowest biweekly premium
27 rates available in the geographical location of the employee's primary residence.
28 Medical and dental plan coverage will become effective on the first day of the pay

1 period following the first pay period in which the employee is scheduled to work 40
2 hours or more and received pay for at least one-half plus one hour of scheduled hours.

3 (B) To continue enrollment in County-sponsored medical and
4 dental plan coverage, an employee must remain in a regular position scheduled to work
5 for a minimum of 40 hours per pay period and have received pay for at least one -half
6 plus one hour of scheduled hours or be on an approved leave for which continuation of
7 medical and dental coverage is expressly provided under this subdivision, or be eligible
8 for and have timely paid the premium for COBRA continuation coverage.

9 (C) Eligible employees may elect to enroll their dependents upon
10 initial eligibility for medical and dental insurance. Thereafter, newly eligible dependents
11 may be enrolled within 60 days of obtaining dependent status, such as birth, adoption,
12 marriage, or registration of domestic partnership.

13 (D) Notification of a mid-year qualifying event must be submitted
14 to Human Resources in accordance with procedures adopted by Human Resources.
15 Employees are responsible for notifying the County within 60 days of dependent's
16 change in eligibility for the County plans.

17 (E) Dependent(s) must be removed mid-plan year when a
18 dependent(s) becomes ineligible for coverage under the insurance plan eligibility rules,
19 for example, divorce, over-age dependent, or termination of domestic partnership.

20 (F) Enrollment elections must remain in effect for the remainder
21 of the plan year unless an employee experiences an IRS qualifying event.

22 (G) Premiums for coverage will be automatically deducted from
23 the employee's pay warrant. Failure to pay premiums will result in loss of coverage for
24 the employee and/or the dependents. If the employee does not have sufficient earnings
25 to cover the deduction for premiums, the employee must make alternative payment
26 arrangements that are acceptable to Human Resources.

27 (H) Employees eligible for medical plan coverage who are also
28 enrolled in a comparable group medical plan sponsored by another employer or are

1 covered by a spouse, domestic partner, or parent who is also employed with the County
2 may elect to discontinue enrollment in County-sponsored medical plan (opt-out or
3 waive).

4 (I) Employees who, prior to July 9, 2005, elected to opt-
5 out of County-sponsored medical plan coverage and continue to opt-out will receive the
6 following biweekly amount: Employees scheduled for 61 to 80 hours per pay period
7 shall receive \$161.54 per pay period. Employees scheduled for 40 to 60 hours per pay
8 period shall receive \$80.77 per pay period. To receive these amounts, the employee
9 must be paid for a minimum of one-half plus one of their scheduled hours. For instance,
10 an employee scheduled to work 80 hours must be paid for a minimum of 41 hours
11 during a pay period to receive the opt-out or waive amounts.

12 (II) Employees scheduled to work 61 to 80 hours who,
13 prior to July 9, 2005, elected to waive medical plan coverage to a spouse, domestic
14 partner, or parent employed by the County and continue to waive will receive \$230.00
15 per pay period; employees scheduled for 40 to 60 hours who continue to waive shall
16 receive \$115.00 per pay period.

17 (III) New opt-outs or waives (i.e., new employees and
18 current employees who opted-out or waived effective July 9, 2005, and any time
19 thereafter) scheduled for 61 to 80 hours per pay period will receive \$40.00 per pay
20 period; new opt-outs or waives scheduled for 40 to 60 hours shall receive \$20.00 per
21 pay period.

22 (I) Employees eligible for County-sponsored dental plan
23 coverage who are also enrolled in a comparable group dental plan sponsored by
24 another employer or are covered by a spouse, domestic partner, or parent who is also
25 employed with the County may elect to discontinue enrollment in their County-
26 sponsored dental plan.

27 (J) The rules and procedures for electing to opt-out of or waive
28 County-sponsored medical and dental plan coverage are established and administered

1 by Human Resources.

2 (I) Employees may elect to opt-out of or waive County
3 medical and/or dental plan coverage(s) within 60 calendar days of the effective date of
4 gaining other employer group coverage. Proof of initial gain of other employer group
5 coverage is required at the time that opt-out or waive is elected.

6 (II) Employees may also elect to opt-out of or waive
7 County medical and/or dental plan coverage during an annual open enrollment period.
8 All employees who are newly opting-out or waiving during an open enrollment period
9 must provide verification of other group coverage.

10 (III) Except as required at the initial opt-out/waive election,
11 employees are not required to provide verification of continued coverage unless
12 requested by the plan administrator.

13 (IV) Employees who voluntarily or involuntarily lose their
14 other employer group medical and/or dental plan coverage must enroll in a County-
15 sponsored medical and/or dental plan within 60 calendar days. Enrollment in the
16 County-sponsored plan will be provided in accordance with the requirements of the
17 applicable plan.

18 (V) There must be no break in the employee's medical
19 and/or dental plan coverage between the termination date of the other employer group
20 coverage and enrollment in a County sponsored medical and/or dental plan. Terms and
21 conditions of the applicable plan will determine the required retroactive enrollment
22 period and premiums required to implement coverage. Failure to notify the County of
23 loss of group coverage within 60 calendar days will require the employee to pay their
24 insurance premiums retroactively on an after-tax basis.

25 (K) For employees assigned to work in the Needles, Trona, and
26 Baker work locations, the County will establish a Needles Subsidy. To be eligible for
27 the Needles Subsidy the employee must be enrolled in a medical plan and receive the
28 MPS. The Needles Subsidy will be paid by the employee's department and will be

1 equal to the amount of the premium difference between the indemnity medical plan
2 offered in these specific work locations and the lowest cost medical plan provided by the
3 County. The applicable subsidy amount shall be paid directly to the provider of the
4 County-sponsored medical plan in which the eligible employee has enrolled. This
5 Needles Subsidy will be established each year when premiums change for the County-
6 sponsored medical plans. The subsidy will be discontinued when the lowest cost
7 medical plan becomes available to the employees.

8 (2) Term Life Insurance.

9 (A) County Paid Life Insurance. The County will pay the
10 premium for a term life policy, the amount of which is based on the eligible employee's
11 scheduled hours. Employees scheduled from 40 to 60 hours per pay period shall
12 receive \$25,000.00 in coverage. An employee scheduled from 61 to 80 hours shall
13 receive \$50,000.00 in coverage. Life insurance will become effective on the first day of
14 the pay period following the employee's first pay period in which the employee is in paid
15 status. For pay periods in which the employee is not in paid status, the employee shall
16 have the option of continuing life insurance coverage at the employee's expense.

17 (B) Voluntary Life Insurance. In accordance with the procedures
18 established by Human Resources, eligible employees may purchase, through payroll
19 deductions, term life insurance subject to carrier requirements. New employees shall
20 become initially eligible to participate in this program on the first day of the pay period
21 following the pay period in which the employee is in paid status. Participation will
22 continue as long as premiums are paid timely. If the employee does not have sufficient
23 earnings to cover the deduction for premiums, the employee must make alternative
24 payment arrangements that are acceptable to Human Resources.

25 (3) Variable Group Universal Life. Eligible employees may purchase,
26 through payroll deductions, variable group universal life insurance subject to carrier
27 requirements and approval. The benefit levels for such insurance shall be equivalent to
28 no more than three times the employee's annual base earnings. Employees who

1 purchase variable group universal life insurance shall be provided a County contribution
2 towards the biweekly premium based on the following schedule:

Benefit Group	County Contribution
Benefit Group A	100 percent of the premium of the annual base salary
Benefit Group B	50 percent of the premium of the annual base salary or 100 percent of the premium equal to one-half of the annual base salary
Benefit Group C	25 percent of the premium of the annual base salary
Benefit Group D	25 percent of the premium of the annual base salary

8 If the employee does not have sufficient earnings to cover the deduction
9 for premiums, the employee must make alternative payment arrangements that are
10 acceptable to Human Resources.

11 (4) Accidental Death and Dismemberment Insurance. Exempt Group
12 employees may purchase amounts of accidental death and dismemberment insurance
13 coverage for themselves and dependents through payroll deduction. New employees
14 shall become initially eligible to participate in these programs on the first day of the pay
15 period following the first pay period in which the employee works and receives pay for
16 one-half plus one of their regularly scheduled hours. Participation will continue as long
17 as premiums are paid timely. If the employee does not have sufficient earnings to cover
18 the deduction for premiums, the employee must make alternative payment
19 arrangements that are acceptable to Human Resources. The benefits will be provided
20 subject to carrier requirements, and will be administered by Human Resources.

21 (5) Long-Term Disability Insurance. The County will provide Exempt
22 Group employees with long-term disability insurance subject to carrier requirements and
23 approval. The benefit levels for such insurance shall be those approved by the Director
24 of Human Resources and are subject to carrier requirements. Integration of leave
25 balances (e.g., sick, vacation, etc.), either partially or fully, are not allowed in
26 conjunction with long-term disability benefits.

27 (6) Short-Term Disability Insurance. The County will provide an
28 employer paid short-term disability insurance plan for Exempt Group employees. This

1 benefit shall apply to Exempt Group employees in regular positions who are regularly
2 scheduled to work 40 hours or more per pay period. The short-term disability insurance
3 plan benefit coverage shall be governed by the plan document that has been approved
4 and adopted by the Board of Supervisors for Exempt Group employees and is subject to
5 carrier requirements and approval. The short-term disability insurance plan benefit
6 coverage shall include a provision for a seven consecutive calendar day waiting period
7 from the first day of disability before benefits begin. Benefits shall be 55 percent of
8 base salary up to a weekly maximum established by a formula that incorporates the
9 State of California for the State Disability Insurance fund maximum. Benefit payments
10 terminate when the employee is no longer disabled or after receiving 180 days of
11 benefits at which time the employee would be eligible for long-term disability benefits if
12 still medically disabled.

13 (7) Vision Care Insurance. Subject to carrier requirements, the County
14 will pay the premiums for vision care insurance for employees who are in paid status
15 and their eligible dependents.

16 (g) Leave Provisions.

17 (1) Sick Leave. Sick leave with pay is an insurance or protection
18 provided by the County to be granted in circumstances of adversity to promote the
19 health of the individual employee. It is not an earned right to time off from work. SICK
20 LEAVE is defined to mean the authorized absence from duty of an employee because
21 of physical or mental illness, injury, pregnancy, confirmed exposure to a serious
22 contagious disease, for a medical, optical, or dental appointment, for certain purposes
23 related to being a victim of domestic violence, sexual assault or stalking, or other
24 purpose authorized herein.

25 (A) Definition.

26 (I) FAMILY MEMBER. A FAMILY MEMBER, as defined
27 by Labor Code section 245.5, is a parent, child, spouse, registered domestic partner,
28 grandparent, grandchild, or sibling. PARENT means a biological, foster, adoptive, or

1 step parent, a legal guardian, or a person who stood in loco parentis when the
2 employee was a minor child of the employee, or the employee's spouse or registered
3 domestic partner. CHILD means a biological, foster, or adopted child, a stepchild, a
4 legal ward, a child of a domestic partner, or a child to whom the employee stands in
5 loco parentis. DOMESTIC PARTNER is defined by Family Code section 297.

6 (II) EXTENDED FAMILY. EXTENDED FAMILY is
7 defined as, parent/sibling-in-law, aunt, uncle, niece, nephew, or any step relations as
8 defined herein.

9 (B) Accumulation. Employees in regular positions shall accrue
10 sick leave for each payroll period completed, prorated on the basis of 3.69 hours per
11 pay period, except as provided in Subsection 13.0613(g)(14). Earned sick leave shall
12 be available for use the first day following the payroll period in which it is earned.
13 Employees in regular positions paid less than 80 hours per pay period or job-shared
14 positions shall receive sick leave accumulation on a pro rata basis. There shall be no
15 limit on sick leave accumulation.

16 (C) Compensation. Approved sick leave with pay shall be
17 compensated at the employee's base rate of pay. The minimum charge against
18 accumulated sick leave shall be 15 minutes.

19 (D) Administration.

20 (I) Investigation. It shall be the responsibility and duty of
21 each appointing authority to investigate each request for sick leave and to allow sick
22 leave with pay where the application is determined to be proper and fitting, subject to
23 approval of the Director of Human Resources.

24 (II) Notice of Sickness. In 24-hour departments, the
25 appointing authority or designee should be notified at least two hours prior to the start of
26 the employee's scheduled tour of duty of a sickness on the first day of absence and
27 must be notified at least one hour prior to the start of the employee's scheduled tour of
28 duty. In other departments, the appointing authority or designee must be notified within

1 one-half hour after the start of the employee's scheduled tour of duty of a sickness on
2 the first day of absence.

3 It is the responsibility of the employee to keep the appointing
4 authority informed as to continued absence beyond the first day for reasons due to
5 sickness or occupational disability. Failure to make such notification shall result in
6 denial of sick leave with pay. If the employee receives a doctor's off-work order and
7 provides notice of same to the appointing authority, the employee is not required to
8 contact the department daily. If the employee does not have an off-work order or has
9 not notified the appointing authority that one has been issued, the employee shall be
10 required to contact the department daily in accordance with the timeframe above.

11 (III) Review. The Director of Human Resources may
12 review and determine the justification of any request for sick leave with pay and may, in
13 the interest of the County, require information from a doctor to support a claim for sick
14 leave pay.

15 (IV) Proof. A doctor's certificate or other adequate proof
16 shall be provided by the employee in all cases of absence due to illness if requested by
17 the appointing authority. All requests for proof of illness shall be made in compliance
18 with the Labor Code and other law.

19 (V) Improper Use. Evidence substantiating the use of
20 sick leave for willful injury, gross negligence, intemperance, trivial indispositions,
21 instances of misrepresentation, or violation of the rules defined herein will result in
22 denial of sick leave with pay and shall be construed as grounds for disciplinary action up
23 to and including termination.

24 (E) Sick Leave for Other than Personal Illness/Injury.

25 (I) Family Sick Leave. A maximum of one-half of the
26 employee's annual accrual of earned sick leave per calendar year may be used for
27 attendance upon family members who require the attention of the employee. Upon
28 approval of the appointing authority, the employee may use part of this annual

1 allowance for attendance upon members of the employee's extended family residing in
2 the employee's household who require the attention of the employee.

3 (II) Bereavement. A maximum of three days earned sick
4 leave may be used per occurrence for bereavement due to the death of a family
5 member or a member of the employee's extended family, as defined herein, or any
6 relative who resided with the employee.

7 (III) Birth/Adoption. A maximum of 40 hours earned sick
8 leave may be used per occurrence for arrival of an adoptive child at the employee's
9 home. An employee may utilize on an annual basis no more than 40 hours of
10 accumulated sick leave per calendar year for the birth of his or her child.

11 (IV) Medical, Optical or Dental Appointments. The
12 employee may use sick leave for medical, dental or optical appointments; however,
13 every effort should be made to schedule the appointments at a time of day that will
14 minimize the employee's time off work.

15 (F) Return-to-Work Medical Clearance.

16 (I) Under any of the following circumstances, all
17 employees who have been off work due to an illness or injury will report to the San
18 Bernardino County Center for Employee Health and Wellness for a medical evaluation
19 of condition and authorization to return to work before returning to work.

20 (i) Employees whose treating physician or other
21 qualified medical provider has ordered job modification(s) as a condition for either
22 continuing to work or for returning to work after an illness or injury. This applies to both
23 occupational and non-occupational illness or injury.

24 (ii) Employees who have been off work due to
25 communicable diseases such as, but not limited to, chicken pox and measles.

26 (iii) Employees who have been absent on account
27 of serious medical condition, when so directed by appointing authority.

28 (II) Employees are required to attend return-to-work

1 medical appointments at the Center for Employee Health and Wellness on their own
2 time; however, mileage for attending such appointments are eligible for reimbursement
3 pursuant to the expense reimbursement provision, Subsection 13.0613(j).

4 (III) It is the responsibility of the employee to obtain
5 written notice from the medical provider of authorization to return to work with or without
6 job modification. To ensure all necessary and relevant medical information is provided,
7 the County shall make available forms to be completed by the medical provider. It is the
8 responsibility of the employee to provide verbal notice to his or her appointing authority
9 immediately upon receipt of the medical provider's authorization to return to work, and
10 no later than 24 hours after receipt of the notice. The appointing authority or designee
11 will schedule an appropriate medical evaluation for the employee with the Center for
12 Employee Health and Wellness prior to the employee's return to work. The employee
13 shall provide the medical provider's written notice of authorization to return to work to
14 the Center at or prior to the employee's scheduled appointment time.

15 (IV) Exceptions to the above requirements may be made
16 on a case-by- case basis by the Center for Employee Health and Wellness.

17 (V) The employee is obligated to attend the appointment
18 as scheduled under the conditions outlined above. If the employee fails to adhere to the
19 procedure, the employee is required to use sick leave or leave without pay for any work
20 hours missed. If required notice has been provided, and there is a delay between the
21 employee's appointment with the Center and the start of his or her scheduled tour of
22 duty on the day that he or she was released to return to work, the County will pay for
23 work hours missed, without charge to the employee's leave balances.

24 (VI) The final decision on the employee's ability to return
25 to work rests with the medical provider at the Center. In the event the employee is not
26 released to return to work by the medical provider at the Center, the employee's status
27 would continue on sick leave or, where there is no balance, leave without pay.

28 (G) Workers' Compensation. Employees shall receive full salary

1 in lieu of Workers' Compensation benefits and paid sick leave for the first 40 hours
 2 following an occupational injury or illness, if authorized off work by order of an accepted
 3 physician under the Workers' Compensation sections of the California Labor Code.
 4 Thereafter, accumulated paid leave may be prorated to supplement such temporary
 5 disability compensation payments, provided that the total amount shall not exceed the
 6 regular gross salary of the employee. Employees eligible for salary continuation
 7 pursuant to Labor Code section 4850 are not entitled to this paid time.

8 (H) Employees covered by Labor Code section 4850 who are
 9 injured in the line of duty are entitled to full salary in lieu of Workers' Compensation
 10 benefits and sick leave for a period not to exceed one year. After the employee has
 11 used one full year of such "4850 time", said employee may use accumulated sick leave
 12 with pay with the approval of the appointing authority to augment temporary disability
 13 payments if said employee is still temporarily disabled by order of an accepted
 14 physician under the Workers' Compensation sections or until said employee is retired.

15 (I) Separation. Unused sick leave shall not be payable upon
 16 separation of the employee, except as provided in the Retirement Medical Trust Fund,
 17 Subsection 13.0613(k)(4) and as provided below.

18 Upon the death of an active employee with five or more years of
 19 continuous service from the most recent date of hire in a regular position, the estate of
 20 the deceased employee will be paid the cash value for the unused sick leave balances
 21 according to the sick leave conversion formula below only up to 1,000 hours, and will
 22 not go into the Trust.

Sick Leave Balance as of Date of Separation for Death	Cash Payment Percent of Hours of Sick Leave Balance
480 hours or less	30 percent
481 to 600 hours	35 percent
601 to 720 hours	40 percent
721 to 840 hours	45 percent
841 to 1,000 hours	50 percent

28 (J) Sick Leave Conversion. While employed by the County,

employees who have contributed to a public sector retirement(s) for over five years and have not withdrawn the contribution from the system(s) may exchange accrued sick leave hours in excess of 200 hours for vacation time on the following basis:

Sick Leave Balance at Time of Conversion	Sick Leave to Vacation Leave Conversion Ratio
201 to 599 hours	3 sick hours to 1 hour vacation
600 to 799 hours	2.5 sick hours to 1 hour vacation
800 or more hours	2 sick hours to 1 hour vacation

Any such exchange must be made in ten-hour increments of accrued sick leave under the procedures established by the Director of Human Resources. Employees may elect this exchange once per calendar year.

(2) Vacation Leave.

(A) Definition. VACATION is a right, earned as a condition of employment, to a leave of absence with pay for the recreation and well-being of the employee. If an employee has exhausted sick leave, vacation leave may be used for sick leave purposes upon a special request of the employee and with the approval of the appointing authority.

(B) Accumulation. Employees in regular positions scheduled to work 80 hours per pay period shall accrue, on a pro-rata basis, vacation leave for completed pay periods. Such vacation leave shall be available for use on the first day following the pay period in which it is earned, provided an employee has worked six pay periods from the employee's hire date. Employees in regular positions paid less than 80 hours per pay period or job shared positions shall receive vacation leave accumulation on a pro-rata basis.

Length of Service from Hire Date	Annual Vacation Allowance
Hire date through 8,320 service hours	80 hours
Over 8,320 and through 18,720 service hours	120 hours
Over 18,720 service hours	160 hours

The maximum vacation leave accrual balance that may be carried over to a future calendar year shall be 480 hours. However, the maximum vacation

1 leave accrual balance that may be carried over into a future calendar year for an
2 employee with a balance of more than 480 hours at the end of calendar year 2010 shall
3 be such employee's vacation leave balance at the end of pay period 26 of calendar year
4 2010. Thereafter, the maximum vacation accrual balance for those employees with a
5 balance greater than 480 hours at the end of calendar year 2010 shall be adjusted
6 annually at the end of each calendar year, and shall never be increased. Any vacation
7 leave accrual balance in excess of the employee's maximum leave accrual balance at
8 the end of the calendar year shall be cashed out and paid in accordance with
9 Subsection 13.0613(g)(2)(E)(II).

10 (C) Administration.

11 (I) Vacation periods should be taken annually with the
12 approval of the appointing authority at such time as will not impair the work schedule or
13 efficiency of the department but with consideration given to the well-being of the
14 employee.

15 (II) The minimum charge against accumulated vacation
16 leave shall be 15 minutes. Vacation leave shall be compensated at the employee's
17 base rate of pay, except as otherwise provided in this Plan.

18 (III) When a fixed holiday falls within a vacation period,
19 the holiday time shall not be charged against an employee's earned vacation benefits.

20 (IV) Employees not planning to return to County
21 employment at the expiration of a vacation leave, except those retiring, shall be
22 compensated in a lump sum payment for accrued vacation and shall not be carried on
23 the payroll. Retiring employees may elect to use vacation leave to enhance retirement
24 benefits or be compensated in a lump sum payment for accrued vacation leave.

25 (D) Prior Service. New employees hired into the County in
26 regular positions who have been employed by a public jurisdiction or private sector in a
27 comparable position or a position which has prepared such employees for an
28 assignment to a position in the Exempt Group may receive credit for such previous

1 experience in the former agency(s) in determining their vacation accrual rate. Such
2 determination as to the comparability of previous experience and amount of credit to be
3 granted rests solely with the Director of Human Resources or designee. Requests for
4 prior service credit should be made at the time of hire or as soon as possible thereafter
5 but in no event later than one year from the employee's hire date.

6 (E) Conversion of Vacation Leave to Cash.

7 (I) Elective Conversion. An employee may sell back
8 vacation leave at the base hourly rate of the employee as hereinafter provided, upon
9 approval of the appointing authority. Eligible employees may exercise these options
10 under procedures established by the Director of Human Resources. In lieu of cash, the
11 employee may designate that part or all of the value of vacation leave be contributed to
12 the County's 401(k) Defined Contribution Plan or 457(b) Deferred Compensation Plan.
13 In order to sell back vacation leave prior to termination or retirement, an employee may
14 exercise the following options:

15 Option 1. Future Accruals. An employee must make an
16 irrevocable election during the month of December, specifying the number of hours to
17 be sold back from the next calendar year's vacation leave accrual. Such election must
18 be made in increments of not less than ten hours and may not exceed 160 hours. All
19 designated hours remaining at the end of the pay period 25 will automatically be
20 converted into cash in the last period of the calendar year.

21 Option 2. Existing Accruals. Existing accruals may be
22 cashed out in whole hour increments with a minimum cash out of ten hours and will be
23 subject to a ten percent penalty.

24 (II) Automatic Conversion. At the end of the last pay
25 period of the calendar year, an employee shall automatically have any vacation leave
26 accruals in excess of the employee's maximum vacation leave accrual balance
27 converted to cash. Such automatic vacation leave cash out shall be paid in pay period
28 1 of the next calendar year.

1 (3) Holiday Leave.

2 (A) Fixed Holidays. All employees in regular positions except as
3 modified in Subdivision (i) shall be entitled to the following holidays:

- 4 January 1
- 5 Third Monday in January
- 6 Third Monday in February
- 7 Last Monday in May
- 8 July 4
- 9 First Monday in September
- 10 Second Monday in October
- 11 November 11
- 12 Thanksgiving Day
- 13 Day after Thanksgiving
- 14 December 24
- 15 December 25
- 16 December 31

17 (B) Floating Holidays. Employees in regular positions shall be
18 entitled to a total of eight hours floating holiday time annually provided that the
19 employee is not on unpaid leave for the entire pay period and is actively on the payroll
20 for the pay period where the floating holiday time is to accrue. Eight hours floating
21 holiday time shall be accrued during the first pay period prior to the third Monday in
22 January.

23 Floating holidays accrued shall be available for use on the first day
24 following the pay period in which they are accrued, with the approval of the appointing
25 authority. Appointing authorities have the right to schedule employees' time off for
26 accrued holidays to meet the needs of the service but with consideration given to the
27 well-being of the employee. Employees in regular positions budgeted less than 80 hours
28 per pay period or job-shared positions shall receive floating holiday accruals on a pro-

1 rata basis.

2 (C) The maximum holiday leave accrual balance that may be
3 carried over to a future calendar year shall be 112 hours. However, the maximum
4 holiday leave accrual balance that may be carried over into a future calendar year for an
5 employee with a balance of more than 112 hours at the end of calendar year 2010 shall
6 be such employee's holiday leave balance at the end of pay period 26 of calendar year
7 2010. Thereafter, the maximum holiday accrual balance for those employees with a
8 balance greater than 112 hours at the end of calendar year 2010 shall be adjusted
9 annually at the end of each calendar year, and shall never be increased. Any holiday
10 leave accrual balance in excess of the employee's maximum holiday leave accrual
11 balance at the end of the calendar year shall be cashed out and paid in accordance with
12 Subsection 13.0613(g)(3)(G)(II).

13 (D) When a fixed holiday falls within a vacation period, the
14 holiday time shall not be charged against an employee's earned vacation benefits.

15 (E) Whenever an employee is required to work on a fixed
16 holiday or the fixed holiday falls on an employee's regularly scheduled day off, the
17 employee shall accrue, on an hour-for-hour basis, up to a total of eight hours floating
18 holiday time.

19 (F) When a fixed holiday falls on a Saturday, the previous Friday
20 will be observed as the fixed holiday except that when the preceding Friday is also a
21 fixed holiday, the preceding Thursday will be observed as the fixed holiday. When a
22 fixed holiday falls on a Sunday, the following Monday will be observed as the fixed
23 holiday except that when the following Monday is also a fixed holiday, the following
24 Tuesday will be observed as the fixed holiday.

25 (G) Conversion of Holiday Leave to Cash.

26 (I) Elective Conversion. An employee may sell back
27 holiday time at the base hourly rate of the employee as hereinafter provided, upon
28 approval of the appointing authority. Eligible employees may exercise this option under

1 procedures established by the Director of Human Resources. In lieu of cash, the
2 employee may designate that part or all of the value of holiday time to be contributed to
3 the County's 401(k) Defined Contribution Plan or 457(b) Deferred Compensation Plan.

4 In order to sell back holiday time prior to termination or
5 retirement, an employee may exercise the following options:

6 Option 1. Future Accruals. An employee must make an
7 irrevocable election during the month of December, specifying the number of hours to
8 be sold back from the next calendar year's holiday time accrual. Such election must be
9 made in increments of not less than eight hours and may not exceed the annual amount
10 to be accrued for the next calendar year. All designated hours remaining at the end of
11 pay period 25 will automatically be converted into cash in the last pay period of the
12 calendar year.

13 Option 2. Existing Accruals. Existing accruals may be
14 cashed out in whole hour increments with a minimum cash out of eight hours and will be
15 subject to a ten percent penalty.

16 (II) Automatic Conversion. At the end of the calendar
17 year, an employee shall automatically have any holiday leave accruals in excess of the
18 employee's maximum holiday leave accrual balance converted to cash. Such automatic
19 holiday leave cash out shall be paid in pay period 1 of the next calendar year.

20 (H) Grandfathered Holiday Time. An employee promoted from
21 the Safety Management and Supervisory Unit to the Exempt group who has any
22 grandfathered holiday time at the time of promotion, will be allowed to retain such
23 grandfathered holiday time. Such time may be used or compensated at the time of
24 retirement or separation under the same terms and conditions as are applicable to
25 Safety Management and Supervisory Unit employees.

26 (4) Special Leaves of Absence Without Pay.

27 (A) General Provisions. A special leave of absence without pay
28 may be granted to an employee who:

1 (I) Is medically incapacitated to perform the duties of the
2 position;

3 (II) Desires to engage in a relevant course of study which
4 will enhance the employee's value to the County;

5 (III) Takes a leave of absence pursuant to the Federal
6 Family Medical Leave Act (FMLA), the California Family Rights Act (CFRA), and/or
7 Pregnancy Disability Leave (PDL) provisions of the Fair Employment and Housing Act
8 (FEHA);

9 (IV) For any reason considered appropriate by the
10 appointing authority and the Director of Human Resources.

11 (B) Exempt Group employees eligible to receive the automobile
12 allowance, portable communication device allowance, bilingual compensation, or
13 special assignment compensation will have these benefits suspended while on unpaid
14 leave and upon exhausting short-term disability insurance benefits. These benefits will
15 cease the day following the end of the individual's short-term disability insurance
16 benefits. Employees off work without pay for disciplinary reasons shall not receive the
17 above listed benefits until they return to full time status.

18 (C) Type of Leave of Absences. There are four types of leaves
19 of absences. All requests must be in writing and require the approval of the appointing
20 authority or designee and the Director of Human Resources or designee. Upon
21 request, the appointing authority or designee and the Director of Human Resources or
22 designee may grant successive leaves of absence. All benefits shall be administered in
23 accordance with the appropriate section of this code.

24 (I) Leave of Absence with Right to Return. Leaves of
25 absence with right to return may be granted to employees in regular positions for a
26 period not exceeding one year. The employee remains in his or her position.

27 (II) Family Leave. Leaves of absence will be granted in
28 accordance with the FMLA, the CFRA, and/or the PDL provisions of FEHA. This leave

1 can be concurrent with use of paid leave or leave of absence without pay with right to
2 return.

3 An employee on an approved leave of absence without pay
4 under this provision will continue to receive the benefits outlined in Subsection
5 13.0613(k)(1)(B)(III) for a period of six pay periods. Certification from a health care
6 provider is required for all instances of medical leave under this provision. Employees
7 are required to inform supervisors of the need for leave at least 30 days before
8 commencement where possible.

9 In instances where the leave is for the birth or placement of
10 a child and both husband and wife are County employees, both employees are limited
11 to a total of 12 weeks between them.

12 (III) Leave of Absence without Right to Return.

13 (i) Definition. Leaves of absence without right to
14 return may be granted to employees with regular status for a period not exceeding one
15 year. Employees without right to return shall be removed from their position.
16 Retirement contributions shall remain in the system and cannot be requested for
17 distribution until the expiration of the leave. The employee shall be eligible to purchase
18 medical benefits pursuant to federal Consolidated Omnibus Reconciliation Act of 1985
19 (COBRA).

20 (ii) Return Process. An employee may return to
21 the same department in the classification from which the employee took the leave of
22 absence with the approval of the appointing authority and the Director of Human
23 Resources. Alternatively, the employee may apply through Human Resources by the
24 last day of the leave of absence. The employee will be placed on the eligible list for the
25 classification from which he or she took the leave of absence without examination.
26 Placement on the eligible list will be administered in accordance with the requalification
27 provisions of the Personnel Rules. If the employee does not return to a regular position
28 within 90 calendar days of the expiration of such a leave the employee shall be

1 terminated from County service. If reemployed, the employee shall be required to serve
2 a new probationary period. The Director of Human Resources or designee has the
3 discretion to waive the requirement to serve a new probationary period.

4 (iii) Benefits Upon Return. An employee who
5 returns to a regular position within 90 days after the expiration of the leave of absence
6 without right to return shall retain his or her hire date for purposes of leave accruals and
7 step advances; except that the employee will not receive service credit for the period of
8 time the employee is on the leave of absence without right to return. To be reemployed
9 and retain the above benefits, the employee must be appointed to a position no later
10 than 90 calendar days after the date of expiration of the leave of absence. The 90 days
11 shall run concurrently with the first 90 days of the one-year period provided in the
12 reemployment subdivision.

13 (IV) Long-Term Medical Leave of Absence.

14 (i) Definition. An employee with regular status
15 who suffers from a serious condition may be placed on a medical leave of absence for
16 up to one year, only after FMLA, CFRA and/or PDL have been exhausted. However, if
17 an employee meets the service requirements for eligibility for a disability retirement, the
18 long-term medical leave of absence may be extended. The employee is responsible for
19 providing documentation from a qualified health practitioner prior to approval. The
20 County retains the right to request medical documentation regarding the employee's
21 continued incapacity to return to work.

22 The employee will be removed from his or her
23 position so that the department may fill behind the employee. Retirement contributions
24 shall remain in the system and cannot be requested for distribution until the expiration of
25 the leave. The employee shall be eligible to purchase benefits pursuant to the federal
26 Consolidated Omnibus Reconciliation Act of 1985 (COBRA).

27 Upon the employee's ability to return to work or the
28 expiration of the leave of absence, whichever comes first, the employee will have the

1 right to return to the classification within the department from which he or she took a
2 leave of absence when a funded vacancy for which the employee meets the
3 qualifications is available. If the employee does not return to work by the expiration
4 date of the leave, or the soonest date after that for which the department has a vacancy
5 (but in no event later than 90 days following the expiration of the medical leave of
6 absence), the employee relinquishes the right to return.

7 (ii) Upon return from a medical leave of absence,
8 the employee shall retain hire date for purposes of leave accruals and step advances;
9 except that the employee will not receive service credit for the period of time the
10 employee is on the medical leave of absence.

11 (5) Medical Emergency Leave. The particulars of the Medical
12 Emergency Leave policy are as follows:

13 (A) The employee must have regular status with the County or
14 one year of continuous service in a regular position with the County.

15 (B) The employee must meet all of the following criteria before
16 he or she becomes eligible for Medical Emergency Leave donation: (1) be on an
17 approved medical leave of absence for at least 30 calendar days (160 working hours)
18 exclusive of an absence due to a work related injury/illness; (2) submit a doctor's off
19 work order verifying the medical requirement to be off work for a minimum of 30
20 calendar days (160 working hours); (3) have exhausted all useable leave balances prior
21 to initial eligibility for Medical Emergency Leave donations—subsequent accruals will
22 not affect eligibility; and (4) have also recorded at least 40 hours of sick leave without
23 pay during the current period of disability.

24 (C) An employee is not eligible for Medical Emergency Leave if
25 he or she is receiving Workers' Compensation wage replacement (e.g., Coding TTD,
26 etc.). An employee eligible for State Disability Insurance and/or short-term disability
27 must agree to integrate these benefits with Medical Emergency Leave.

28 (D) Vacation, holiday, administrative leave or annual leave, as

1 well as compensatory time, may be donated by employees only on a voluntary and
2 confidential basis, in increments of eight hours (or in the case of holiday leave four
3 hours) not to exceed a total of 50 percent of a donor's annual vacation, holiday,
4 administrative leave, annual leave or compensatory time accrual per employee. The
5 donation may be made for a specific employee on the time frames established by the
6 Human Resources Department. The employee (donee) using/coding the Medical
7 Emergency Leave will be taxed accordingly.

8 (E) The donation is to be utilized for the employee's Medical
9 Emergency Leave only; the donation to one employee is limited to a total of 1,040 hours
10 per fiscal year. The maximum of 1,040 hours shall be prorated for those scheduled less
11 than 40 hours per week. Example: An employee who is regularly scheduled 20 hours
12 per week is eligible for a maximum donation of 520 hours of Medical Emergency Leave.

13 (F) Medical emergency leave shall be administered in
14 accordance with procedures approved by Human Resources.

15 (6) Compulsory Leave. If, in the opinion of the appointing authority,
16 employees are unable to perform the duties of their position for physical or
17 psychological reasons, they may be removed from duty without pay or may use
18 appropriate accrued paid leave for which they are eligible. In addition, such employees
19 may be required to submit to an examination by either a physician or other competent
20 authority designated by the Director of Human Resources or by their own physician or
21 practitioner, as appropriate. If the examination report of the competent authority (e.g.,
22 physician, appropriate practitioner) shows the employee to be in an unfit condition to
23 perform the duties required of the position, the appointing authority shall have the right
24 to compel such employee to take sufficient leave of absence with or without pay, to
25 transfer to another position without reduction in compensation, and/or follow a
26 prescribed treatment regimen until medically qualified to return to unrestricted duty. An
27 employee who has been removed from duty for physical or psychological reasons by
28 the appointing authority, and was required to submit to an examination, may not return

1 to duty until such time as medical clearance has been obtained.

2 Employees shall be required to meet all qualifications for employment
3 (e.g., licensure, certification, etc.). Employees who become disqualified to perform the
4 duties of their position (e.g., fail to maintain required licenses) shall be immediately
5 removed from duty without pay unless permitted to use appropriate accrued paid leave
6 for which they are eligible and may be subject to appropriate disciplinary action.

7 (7) Military Leave. As provided in the California Military and Veterans
8 Code section 395 et seq., and any amendment thereto, and the Federal Uniformed
9 Services Employment and Reemployment Rights Act of 1994, a County employee,
10 regular, extra-help, per diem, or recurrent may be entitled to the following rights
11 concerning military leave:

12 (A) Definition. MILITARY LEAVE is defined as the performance
13 of duty on a voluntary or involuntary basis in a uniformed service under competent
14 authority and includes active duty, active duty for training, initial active duty for training
15 (weekend drills), full-time National Guard duty, and a period for which an employee is
16 absent for the purpose of an examination to determine the fitness of the person to
17 perform any such duty.

18 (B) Notice and Orders. All employees shall provide advance
19 notice of military service unless military necessity prevents the giving of notice or the
20 giving of notice is impossible or unreasonable. Where available, copy of military orders
21 must accompany the request for leave.

22 (C) Temporary Active Duty. Any employee who is a member of
23 the reserve corps of the Armed Forces, National Guard, or Naval Militia shall be entitled
24 to temporary military leave of absence for the purpose of active military training,
25 encampment, naval cruises, special exercises or like activities provided that the period
26 of ordered duty does not exceed 180 calendar days, including time involved in going to
27 and returning from such duty. While on paid status, an employee on temporary military
28 leave shall receive the same vacation, holiday, and sick leave, step advances, and

1 benefits that would have been enjoyed had the employee not been absent, providing
2 such employee has been employed by the County for at least one year immediately
3 prior to the date such leave begins. In determining the one-year employment
4 requirement, all time spent in recognized military service, active or temporary, shall be
5 counted. An exception to the above is that an uncompleted probationary period must
6 be completed upon return to the job. Any employee meeting the above one-year
7 employment requirement shall be entitled to receive his or her regular salary or
8 compensation, pursuant to Subsection 13.0613(g)(7)(E).

9 (D) Full-Time Active Duty. Employees who resign from positions
10 to serve in the Armed Forces for more than 180 days, shall have a right to return to
11 former classification upon serving written notice to the appointing authority, no later than
12 90 days after completion of such service. Returning employees are subject to a
13 physical/psychological examination. Should such employee's former classification have
14 been abolished, then the employee shall be entitled to a classification of comparable
15 functions, duties, and compensation if such classification exists, or to a comparable
16 vacant position for which the employee is qualified.

17 The right to return to former classification shall include the right to
18 be restored to such civil service status as the employee would have if the employee had
19 not so resigned; and no other person shall acquire civil service status in the same
20 position so as to deprive such employee of this right to restoration.

21 Eligible employees are also entitled to the reemployment and
22 benefit rights as further described in the Uniformed Services Employment and
23 Reemployment Rights Act, 38 U.S.C. sections 4301 to 4333. Specifically, a returning
24 employee will receive restoration of original hire and benefit date, salary step, vacation
25 accrual rate, sick leave balance (unless the employee has received payment for unused
26 sick leave in accordance with provisions contained herein), the retirement plan
27 contribution rate, and retirement system contributions (provided the employee complies
28 with any requirements established by the Retirement Board). However, such employee

1 will not have accrued vacation, sick leave, or other benefit while absent from County
2 employment, except as provided in the temporary duty provision.

3 (E) Compensation. This provision does not include an
4 employee's attendance for inactive duty, commonly referred to as weekend reserve
5 meetings, muster duty, or drills. Employees must use their own time to attend such
6 meetings. Should the meetings unavoidably conflict with an employee's regular working
7 hours, the employee is required to use vacation or holiday leave, leave without pay, or
8 make up the time. Employees who are called in for a medical examination to determine
9 physical fitness for military duty must also use vacation leave, leave without pay, or
10 make up the time. Employees cannot be required to use their accrued leave. Any
11 employee meeting the requirements in (C) and (D) shall be entitled to receive their
12 regular salary or compensation for the first 30 calendar days of any such leave. Pay for
13 such purposes shall not exceed 30 days in any one fiscal year and shall be paid only for
14 the employee's regularly scheduled workdays that fall within the 30 calendar days.

15 (F) Extension of Benefits. The County recognizes the increased
16 requirements of the military due to the current threats facing the United States of
17 America and, as such, has established a program under which employees may be
18 eligible for an extension of benefits. Employees who are called to active duty as a result
19 of the activation of military reservists beginning in September 2001, and who are eligible
20 to receive the 30 calendar day military leave compensation, and meet the requirements
21 established by the Board shall receive the difference between their base County salary
22 and their military salary starting on the thirty-first calendar day of military leave. The
23 difference in salary shall continue for the period approved by the Board of Supervisors.
24 During this period, the County will continue to provide the employee the benefits and all
25 leave accruals as were provided prior to such active duty. Retirement contributions and
26 service credit will be granted if the employee had enough pay to cover the entire
27 retirement system contribution. If the employee does not receive enough pay to cover
28 the retirement system contribution, no contribution or credit will be given. Employees

1 should note that the accidental death and dismemberment (AD&D) plan contains a war
2 exclusion.

3 If the employee becomes eligible for full County payment for the
4 first thirty days of military leave provided in (C) of this subsection, the extended
5 payments provided under this section shall be suspended and shall be continued after
6 the 30 days compensation has been completed. No compensation shall be paid
7 beyond the thirty day leave period, unless such compensation is expressly approved by
8 the Board of Supervisors. The County may unilaterally extend the benefits of this
9 subsection upon the approval of the Board of Supervisors.

10 (8) Political Leave. Any employee who is a declared candidate for
11 public office (i.e., a candidate who has filed the appropriate documents) shall have the
12 right to a leave of absence without pay with or without right to return for a reasonable
13 period to campaign for the election. Such leave is subject to the conditions governing
14 special leaves of absence without pay contained herein.

15 (9) Jury Duty Leave. Employees in regular positions who are
16 ordered/summoned to serve jury duty including Federal Grand Jury duty shall be
17 entitled to base pay for those hours of absence from work, provided the employee
18 waives fees for service, other than mileage. Such employees will further be required to
19 deliver a "Jury Duty Certification" form at the end of the required jury duty to verify such
20 service. When practicable, the appointing authority will convert an employee's regular
21 tour of duty to a day shift tour of duty during the period of jury duty. Employees required
22 to serve on a jury must report to work before and after jury duty provided there is an
23 opportunity for at least one hour of actual work time. Employees volunteering to serve
24 on a Grand Jury shall be granted a leave of absence without pay to perform the duties
25 of a member of the Grand Jury, in the same manner as provided in Subsection
26 13.0613(g)(4).

27 (10) Examination Time. Employees having regular status in regular
28 positions at the time of application, or employees who do not have regular status but

1 have previously held regular status and continuously remained a County employee,
2 shall be entitled to a reasonable amount of time off with pay for the purpose of attending
3 all examination processes (e.g., selection interviews, etc.) required for selection to a
4 different County position. Employees are responsible for notifying and obtaining
5 approval from their immediate supervisor prior to taking such leave. Examination time
6 off shall not be charged against any accumulated leave balances and shall be
7 compensated at the employee's base hourly rate.

8 (11) Witness Leave. Employees in regular positions shall be entitled to
9 a leave of absence from work when subpoenaed to testify as a witness, such subpoena
10 being properly issued by a court, agency, or commission legally empowered to
11 subpoena witnesses. This benefit shall not apply in any case in which the subpoenaed
12 employee is a party to the action or the subpoena has arisen out of the employee's
13 scope of employment. Witness leave shall not be charged against any accumulated
14 leave balances and shall be compensated at the employee's base hourly rate. This
15 benefit will be paid only if the employee has demanded witness fees at the time of
16 service of the subpoena, and such fees are turned over to the County.

17 (12) Blood Donations. Employees in regular positions who donate blood
18 without receiving compensation for such donation, may have up to two hours off with
19 pay to recover with prior approval of the immediate supervisor for each such donation.
20 This benefit shall not be charged to any accumulated leave; provided, however, if the
21 employee is unable to work, any time in excess of two hours may be charged to
22 accumulated sick leave or be taken as leave without pay. Evidence of each donation
23 must be presented to the appointing authority to receive this benefit.

24 Employees in regular positions who are apheresis donors may have up to
25 four hours off with pay to recover with prior approval of the immediate supervisor for
26 each such donation, provided no compensation is received for such donation. This
27 benefit shall not be charged to any accumulated leave; provided, however, if the
28 employee is unable to work any time in excess of four hours may be charged to

1 accumulated sick leave or be taken as leave without pay. Evidence of each apheresis
2 donation must be presented to the appointing authority to receive this benefit.

3 (13) Bereavement Leave. Employees in regular positions may use up to
4 two days paid leave, not charged to the employee's personal leave balances, per
5 occurrence for bereavement due to the death of an employee's family member as
6 defined in Subsection 13.0613(g)(1)(A)(I). One additional day shall be granted if the
7 employee travels over 1,000 miles from his or her residence to the bereavement
8 service(s). This additional day shall not be charged to the employee's personal leave
9 balances. The appointing authority may request verification of distance traveled.

10 (14) Leave Accruals While on Disability Leave. Employees receiving
11 the benefits of workers' compensation or short-term disability leave receive partial
12 replacement of their income through these benefits. Employees on these types of
13 disability leaves may choose to fully integrate, partially integrate, or not integrate
14 personal leave time with these disability payments.

15 The maximum amount the employee receives from integrating leave time
16 with disability payments shall not exceed 100 percent of the employee's base salary.
17 Paid personal leave time coded on the employee's time and labor report will be limited
18 to the amount of leave necessary to integrate benefits to the level designated by the
19 employee. When the exact amount is not known, a good faith estimate may be made
20 and the amount will be adjusted later as necessary. If any overpayments are made, the
21 employee will be required to repay that amount. An employee who knowingly receives
22 payment in excess of his or her regular base salary is required to report it to his or her
23 Departmental payroll clerk.

24 Employees who are fully integrating accrued leave time with disability
25 benefits and shall be eligible to receive full accruals of vacation and sick leave.
26 Employees who are not fully integrating shall earn pro-rated vacation and sick leave
27 accruals based upon paid leave time coded on the time and labor report only.

28 Employees who are fully integrating paid leave time with disability

1 benefit(s) will be eligible for fixed holiday pay provided that they are on the payroll for
2 the entire pay period and have no unapproved leave for the pay period. Employees
3 who are partially integrating or not integrating paid leave time with disability benefits will
4 be paid for holidays in accordance with the holiday leave provisions in Subsection
5 13.0613(g)(3).

6 (h) Relocation. Employees who are required by order of their appointing
7 authority to change their principal place of residence because of a reassignment to
8 meet the needs of the service or because of layoff will be granted time off with pay not
9 to exceed two work days and up to \$400.00 reimbursement toward the actual cost of
10 relocating their personal furnishings and belongings.

11 (i) Special Assignment Compensation. Increases in pay may be granted to
12 recognize the temporary assignment of additional responsibilities that are significant in
13 nature and beyond the normal scope of the position. No award shall be made in any
14 situation related to a vacation, short-term illness or other relief which is six weeks or
15 less. The duration of such assignments is not intended to exceed one calendar year
16 except in unusual circumstance approved by both the appointing authority and the
17 Director of Human Resources. Employees will normally not be in a probationary status.
18 The employee shall be required to meet standards for satisfactory performance.

19 Compensation shall be awarded in pay period increments, and shall be in the
20 form of a specified percentage of the employee's base pay. The Director of Human
21 Resources will determine the amount in increments of one-half percent from a minimum
22 of two and one-half percent up to a maximum of seven and one-half percent. The
23 additional compensation will be computed at the specified percentage of the current
24 base pay of the employee for each pay period. Such increases in pay shall not affect
25 an employee's step advancement in the base range pursuant to the salary rates and
26 step advancements subdivision.

27 Requests for special assignment compensation may be initiated by the
28 appointing authority or an employee via the appointing authority. The appointing

1 authority and the employee bear mutual responsibility for initiating the compensation
2 request in a timely manner and adhering to the compensation provisions defined in this
3 provision. It is important to obtain Human Resources Department review of the request
4 in advance of the date the employee begins the assignment, since there is no
5 guarantee the request will be approved. Special assignment compensation is to be
6 effective only with the Director of Human Resources written approval, assignment of the
7 greater level of duties, and signed acceptance by the employee.

8 This provision shall not be utilized to circumvent or provide additional
9 compensation over and above that which may be provided in the subsection on
10 assignment to vacant higher position and the Personnel Rules. These aforementioned
11 provisions are mutually exclusive concepts and as such there shall be no dual or
12 multiple requests based on the same facts.

13 (j) Expenses Incurred in Conducting County Business and Expense
14 Reimbursement.

15 (1) General Provisions. Employees in the Exempt Group shall be
16 reimbursed for all expenses incurred in connection with the conduct of County business,
17 including, but not limited to: travel, lodging, meals, laundering, gratuities, and other
18 related costs. Payment for actual expenses is subject to the approval of the appointing
19 authority. The Chief Executive Officer, Assistant Executive Officers, and County officers
20 with department head status may incur necessary County expenses involved with
21 activities and functions of their departments and arrange for the County to be billed
22 directly for such expenses.

23 The purpose of this subdivision is to define the policy and procedures by
24 which employees shall report and be reimbursed for necessary expenses incurred on
25 behalf of San Bernardino County, except as may be otherwise provided in this code.

26 (2) Responsibilities. It shall be the responsibility of each appointing
27 authority or designee to investigate and approve each request for expense
28 reimbursement. It shall be the responsibility of each employee to obtain prior approval

1 from the appropriate appointing authority or designee to incur a business expense or to
2 exceed maximum allowable amounts provided in Section (7) below.

3 Prior approval may be in the form of standing orders issued by the
4 appointing authority. Failure to obtain prior approval may result in denial of any
5 expense claim (or excess amount) not pre-approved.

6 (3) Travel Authorization.

7 (A) Travel outside the State of California must be approved by
8 the Chief Executive Officer or designee. Requests for such travel shall be submitted to
9 the County Administrative Office on a travel request form.

10 (B) The appointing authority or designee shall initiate travel
11 requests. The Chief Executive Officer and Auditor-Controller/Treasurer/Tax Collector
12 shall be notified in writing of all such designees.

13 (C) The appointing authority or designee is authorized to
14 approve necessary travel within the State of California and use of transportation mode
15 consistent with this subdivision.

16 (4) Authorization for Attendance at Meetings.

17 (A) Appointing authorities may authorize attendance at meetings
18 at County expense when the program material is directly related to an important phase
19 of County service and holds promise of benefit to the County as a result of such
20 attendance.

21 (B) Authorization for attendance at meetings without expense
22 reimbursement, but on County time, may be granted when the employee is engaged on
23 the County's behalf, but from which the gain will inure principally to the benefit of the
24 employee and only incidentally to the County.

25 (5) Records and Reimbursements.

26 (A) Requests for expense reimbursements should be submitted
27 once each month and within one year of the date that the expense was incurred.

28 (B) Receipts or vouchers which verify the claimed expenditures

1 will be required for all items of expense, except:

2 (I) Subsistence, except as otherwise provided in this
3 subdivision;

4 (II) Private mileage (e.g., mileage to the airport);

5 (III) Telephone or other communication-related charges
6 including Wi-Fi and internet access fees if needed to conduct County business;

7 (IV) Other authorized expenses of less than \$1.00.

8 (C) Claims for expense reimbursement totaling less than \$1.00
9 in any fiscal year shall not be paid.

10 (D) Reimbursement shall not be made for any personal
11 expenses such as, but not limited to: entertainment, barbering, personal grooming,
12 alcoholic beverages, etc.

13 (E) Except as otherwise provided in this subdivision, expense
14 reimbursements shall be made on an actual cost basis.

15 (F) If the receipt is unavailable, the employee may submit a
16 signed statement with an explanation of expenses (i.e., itemized list of expenses with
17 location, date, dollar amount, and reason for expenses) and an explanation as to why
18 the receipt is unavailable.

19 (G) Expense reimbursements may be made via electronic fund
20 transfer into the financial institution of the employee's choice or by pay card.
21 Employees who fail to make arrangements for direct deposit shall receive
22 reimbursements via pay card.

23 (6) Transportation Modes.

24 (A) The general rule for selection of a mode of transportation is
25 that mode which represents the lowest expense to the County. Where an employee is
26 given the choice between several means of travel (e.g., use of County vehicle vs. own
27 personal vehicle, flying vs. driving, etc.) and the employee chooses the option that is
28 more costly, the employee shall only be reimbursed for the lesser cost option. For

1 example, if an employee chooses to drive his or her own vehicle when offered a County
2 vehicle, the employee shall not be entitled to any reimbursement. Similarly, if the cost
3 of flying on an airplane is less than the cost of driving, the employee shall only be
4 reimbursed for the amount the County would have paid for the flight.

5 (B) Travel via Private Automobile.

6 (I) Reimbursement for use of privately-owned
7 automobiles to conduct County business shall be at the IRS allowable rate.
8 Reimbursement at this rate shall be considered as full and complete payment for actual
9 necessary expenses for the use of the private automobile, insurance, maintenance and
10 all other transportation related costs. The County does not provide any insurance for
11 private automobiles used on County business. The owner of an automobile is
12 responsible for the personal liability and property damage insurance when the vehicle is
13 used on County business.

14 (II) When employees, traveling on official County
15 business, leave directly from their principal place of residence rather than from their
16 assigned work location, mileage allowed to the first work contact point shall be the
17 difference between the distance from the residence to the assigned work location and
18 the distance from the residence to the first work contact point. If the first work contact
19 point is closer than the assigned work location, no mileage shall be allowed. If the
20 employee departs from the last work contact point directly to the residence, the same
21 principle governs.

22 (III) Employees may have multiple assigned work
23 locations. Mileage allowed is based on the assigned work location for that day. When
24 employees have more than one assigned work location in a standard tour of duty,
25 mileage shall be allowed between assigned work locations. In no case will mileage be
26 allowed between the employee's residence and the assigned work location.

27 (C) Travel via Air.

28 (I) Commercial Aircraft. When commercial aircraft

1 transportation is approved, the “cost of public carrier” shall mean the cost of air coach
2 class rate including tax and security surcharges. Travel via charter aircraft shall be
3 limited to emergencies, or when other types of transportation are impractical or more
4 expensive. Specific prior approval for travel via charter aircraft must be obtained from
5 the Chief Executive Officer or designee.

6 (II) Private Aircraft. When private aircraft transportation
7 is approved by the Chief Executive Officer or designee, reimbursement will be as
8 follows:

9 (i) Reimbursement for use of aircraft owned or
10 rented and flown by County personnel will be for equivalent road miles at the first mile
11 rate of the current private automobile use reimbursement schedule. Landing or tie-
12 down fees will be reimbursed similar to auto parking charges.

13 (ii) Reimbursement for trips to and from the
14 following destinations will be limited to the cost of public carrier except when justified by
15 unusual circumstances as determined by the Chief Executive Officer or designee:
16 Sacramento, San Francisco, Oakland and San Jose.

17 (iii) Authorized charter flights with a licensed
18 charter service providing the aircraft and pilot will be reimbursed at actual cost. Charter
19 flights must be individually approved by the Chief Executive Officer or designee prior to
20 departure.

21 (iv) The employee or owner of the aircraft must
22 maintain on file, with the County’s Risk Management Department, a current policy for
23 aviation comprehensive general liability insurance, which includes the County as an
24 additional insured and covers all operations performed by or on behalf of the employee
25 or owner of the aircraft for bodily injury and property damage with a combined single
26 limit of not less than \$1,000,000.00, per occurrence and \$2,000,000.00, general
27 aggregate.

28 (D) Travel via Rental Vehicles. Reimbursement will be provided

1 for the cost of a rental vehicle used for business purposes if such use is approved by
2 the appointing authority. Rental vehicles are covered for liability and vehicle physical
3 damage under the County's self-insurance program. Reimbursement will not be
4 provided for the additional costs incurred if any employee purchased any additional
5 insurance or signs a collision damage waiver (CDW) when renting a vehicle for County
6 business. Requests for reimbursement for gasoline for rental vehicles must be
7 accompanied by a copy of the rental agreement or rental receipt and gasoline receipt.

8 (E) Travel via Ride-Share Service, Taxi, or Public/Mass Transit.
9 Reimbursement will be provided for the cost of using a ride-share service, (e.g., Uber or
10 Lyft), taxi, or public/mass transit (e.g., bus, streetcar, and ferry) if such expenses are
11 incurred for County business and approved by the appointing authority.

12 (F) Incidental Travel Expenses. Reimbursement will be
13 provided for the cost of incidental travel expenses such as bridge tolls, road tolls and
14 parking fees if such expenses are incurred as part of County business and approved by
15 the appointing authority. Valet parking will not be reimbursed unless self-parking is not
16 available or security is a concern.

17 (7) Subsistence.

18 (A) Subsistence allowances for lodging and meals shall not be
19 allowed without prior approval of the appointing authority or designee as necessary for
20 the purpose of conducting County business. Meal and lodging selections should
21 represent a reasonable cost to the County and be generally consistent with the rates
22 established by the General Services Administration (GSA). Excess charges greater
23 than the allowances listed below in Subdivisions (B) and (C) may be authorized under
24 special conditions, such as a convention or conference requirement (e.g., lodging at the
25 hotel where the conference is held) or if County business requires lodging and meals in
26 an area of unusually high cost (i.e., Non-Standard Areas as established by the GSA).
27 Employees may be reimbursed for expenses in high cost areas for the actual cost
28 incurred, but generally not to exceed the per diem amounts established by the GSA for

1 that area and month. Receipts are mandatory to obtain reimbursement for all lodging
2 expenses, and except as provided below, for all meal expenses claimed.

3 (B) An employee may be reimbursed for lodging expenses at
4 actual cost, generally not to exceed the standard lodging per diem rate as established
5 by the GSA, except as otherwise provided in Subdivision (A) above.

6 (C) Except as otherwise provided in Subdivision (A) above,
7 reimbursements for meal expenses for up to three separate meals per day may be
8 provided as follows:

9 (I) With receipts. An employee may be reimbursed for
10 meal expense at actual cost not to exceed eleven dollars (\$11.00) for breakfast; fifteen
11 dollars (\$15.00) for lunch; and twenty-four dollars (\$24.00) for dinner, all plus tax and up
12 to 15 percent gratuity.

13 (II) Without receipts. An employee may be reimbursed for
14 meal expense at per diem rates not to exceed six dollars (\$6.00) for breakfast; nine
15 dollars (\$9.00) for lunch; and nineteen dollars (\$19.00) for dinner, all plus tax and up to
16 15 percent gratuity.

17 (D) Where the cost of a meal is included as part of a registration
18 charge for an event (e.g., continental breakfast at a conference or training seminar) or in
19 the cost of lodging, an employee may not claim reimbursement for that meal.

20 (8) Expense Advances. Advancement of funds for business expenses
21 can be obtained from the Auditor-Controller/Treasurer/Tax Collector's Office through
22 submission of the appropriate form. Advancements shall not exceed the per diem
23 allowances set forth herein. The minimum amount to be advanced is \$50.00.

24 (9) County Credit Cards. The appointing authority may issue a County
25 credit card to an employee and require business expenses be paid for with said card. If
26 unauthorized charges are placed on the card, the employee shall be required to
27 reimburse the County.

28 (k) Medical Insurance and Retirement System Contributions.

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(1) Medical Insurance Contributions.

(A) Section 125 Premium Conversion Plan.

(I) Eligible employees shall be provided with a Section 125 premium conversion plan. The purpose of the plan is to provide employees a choice between paying premiums with either pre-tax salary reductions or after-tax payroll deductions for medical insurance, dental insurance, vision insurance, voluntary life (to the Internal Revenue Service (IRS) specified limit) and accidental death and dismemberment insurance premiums currently maintained for Exempt Group employees or any other programs(s). The amount of the pre-tax salary reduction or after-tax payroll deduction must be equal to the required insurance premium.

(II) Medical and dental coverage elections shall not reduce earnable compensation for purposes of calculating benefits or contributions for the SBCERA.

(III) To be eligible for the Section 125 premium conversion plan, an employee must be eligible to participate in medical, dental, vision, AD&D, and/or life insurance and have a premium deduction for these benefit plans.

(IV) Election of pre-tax salary reductions and after-tax payroll deductions shall be made within 60 days of the initial eligibility period in a manner and on such forms designated by Human Resources. Failure to timely submit appropriate paperwork will result in after-tax payroll deductions for all eligible premiums for the remainder of the plan year.

(V) Once a salary reduction has begun, in no event will changes in elections be permitted during the plan year except to the extent permitted under IRS rulings and regulations, and consistent with the County's Section 125 plan document. The employee must submit request for a change due to a mid-year qualifying event within 60 days of the qualifying event.

(B) Medical and Dental Subsidies.

(I) The County has established a medical premium

1 subsidy (MPS) to offset the cost of medical and dental plan premiums charged to
 2 eligible employees. The MPS shall be applied first to medical plan premiums and then
 3 to dental plan premiums. The applicable MPS amount shall be paid directly to the
 4 providers of the County-sponsored medical and dental plans in which the eligible
 5 employee has enrolled. In no case, shall the MPS exceed the total cost of the medical
 6 and dental insurance premium for the coverage selected.

7 Effective 7/20/19 the following MPS amounts apply:

Coverage Type	Scheduled for 40 to 60 Hours	Scheduled for 61 to 80 Hours
Employee Only	\$121.67	\$243.33
Employee + 1	\$189.52	\$379.03
Employee + 2	\$264.97	\$529.94

12 Effective 7/18/20 the following MPS amounts apply*:

Coverage Type	Scheduled for 40 to 60 Hours	Scheduled for 61 to 80 Hours
Employee Only	\$126.67	\$253.33
Employee + 1	\$199.52	\$399.03
Employee + 2	\$279.97	\$559.94

17 *The initial granting of this MPS increase is subject to the discretion of the Chief
 18 Executive Officer based on the availability of financial resources.

19 Effective 7/31/21 the following MPS amounts apply:

Coverage Type	Scheduled for 40 to 60 Hours	Scheduled for 61 to 80 Hours
Employee Only	\$130.47	\$260.93
Employee + 1	\$205.50	\$411.00
Employee + 2	\$288.37	\$576.74

24 Effective 7/30/22 the following MPS amounts apply:

Coverage Type	Scheduled for 40 to 60 Hours	Scheduled for 61 to 80 Hours
Employee Only	\$134.38	\$268.76
Employee + 1	\$211.67	\$423.33
Employee + 2	\$297.02	\$594.04

1 (II) The County has established a dental premium
2 subsidy (DPS) for all employees who are enrolled in both County-sponsored medical
3 and dental coverage whose premium costs for medical and dental exceeds the MPS.
4 The amount of the DPS shall be up to \$9.46, but not to exceed the combined total of the
5 employee's out-of-pocket premium expenses. For example, an employee who selects
6 "employee only" coverage for medical and dental with a combined per pay period
7 premium cost of \$250.79 and receives a per pay period MPS of \$243.33 will receive a
8 DPS in the amount of \$7.46 per pay period.

9 (III) Eligibility for MPS and DPS While on Leave.

10 (i) FMLA/CFRA. Employees who are on
11 approved leave, pursuant to FMLA/CFRA law and whose paid hours in a pay period are
12 less than the required number of hours designated in Subsection 13.0613(f)(1) above
13 will continue to be enrolled in a County-sponsored medical plan and receive MPS and
14 DPS in accordance with applicable law.

15 (ii) Pregnancy Disability Leave (PDL). An
16 employee on an approved pregnancy disability leave is eligible for continuation of MPS
17 and DPS in accordance with PDL, Government Code section 12945.

18 (iii) Workers' Compensation. Employees who are
19 on an approved leave based on an approved workers' compensation claim shall
20 continue to receive the MPS and DPS for up to a total of 20 pay periods while off work
21 due to that work injury as long as the employee pays his or her portion of the premiums
22 on time. If any subsequent workers' compensation claims occur during the initial 20 pay
23 periods, the remaining MPS eligibility from the original claim shall run concurrent with
24 any additional approved workers' compensation claims that occur during the initial
25 claim. For example, if the employee is receiving the MPS and DPS for 20 pay periods
26 for an injury and after ten pay periods another workers' compensation claim is approved
27 and the employee is eligible to receive the MPS and DPS for an additional 20 pay
28 periods, ten pay periods will run concurrent with the initial claim, for a total of 30 pay

1 periods. Employees who are still on workers' compensation after the expiration of the
2 initial 20 pay periods shall continue to receive MPS and DPS provided the employee is
3 fully integrating appropriate paid leave time.

4 (iv) Short Term Disability. Employees who are fully
5 integrating paid leave time with short-term disability (STD) insurance provided by the
6 County or State Disability Insurance (SDI) shall continue to receive the MPS and DPS.

7 (v) Per Episode of Illness or Injury. Employees
8 who are on an approved medical leave of absence and whose paid hours in a pay
9 period are less than the required number of hours will continue to receive the benefits of
10 this Subdivision for up to six pay periods per episode of illness or injury.

11 (2) Retirement System Contributions.

12 (A) County Contributions. The County shall pay all required
13 employer contributions to the San Bernardino County Employee's Retirement
14 Association (SBCERA).

15 (B) Employee Contributions. All employee Retirement System
16 contribution obligations shall be "picked up" for tax purposes only pursuant to this
17 section. The Auditor-Controller/Treasurer/Tax Collector has implemented the pickup of
18 such retirement system contributions under Internal Revenue Code subsection
19 414(h)(2).

20 The County shall make member contributions under this
21 subdivision on behalf of the employee which shall be in lieu of the employee's
22 contributions and such contributions shall be treated as employer contributions for
23 purposes of reporting and wage withholding under the Internal Revenue Code and the
24 Revenue and Taxation Code. The amounts picked up under this subdivision shall be
25 recouped through offsets against the salary of each employee for whom the County
26 picks up member contributions. These offsets are akin to a reduction in salary and shall
27 be made solely for purposes of income tax reporting and withholding. The member
28 contributions picked up by the County under this subdivision shall be treated as

1 compensation paid to County employees for all other purposes. County-paid employer
2 contributions to SBCERA under this subdivision shall be paid from the same source of
3 funds used in paying the salaries of the affected employees. No employee shall have
4 the option to receive the retirement system contribution amounts directly instead of
5 having them paid to SBCERA.

6 Until retirement or separation, all contributions picked up under this
7 subdivision will be considered for tax purposes as employer-paid contributions.

8 (C) Special Provisions.

9 (I) Except as provided below, employees who have 30
10 years of service credit shall not be paid in cash seven percent of earnable
11 compensation. Employees with at least 25 years of service as set forth in Government
12 Code section 31625.3 as of June 18, 2011, and who either already have or thereafter
13 attain 30 years of service credit as set forth in Government Code section 31625.3 shall
14 have one opportunity during the employee's employment to receive cash payments of
15 seven percent of earnable compensation for up to 26 consecutive pay periods.

16 (II) Employees who are over the age of 60 at the time of
17 hire, and who are in a regular position, and who choose not to be a member of
18 SBCERA, shall be enrolled in the County's 401(k) Salary Savings Plan. The County
19 shall contribute the applicable percent of the employee's biweekly salary as defined in
20 Subsection 13.0613(p) to the Plan, and the employee shall contribute a minimum of
21 three percent of biweekly salary to the plan, not to exceed the annual limits of the Plan
22 as defined in the Internal Revenue Code.

23 (D) Survivor Benefits. Survivor Benefits are payable to
24 employed general retirement members with at least 18 months continuous retirement
25 membership pursuant to Government Code section 31855.12. An equal, non-
26 refundable employer and employee biweekly contribution will be paid to SBCERA as
27 provided in the annual actuarial study.

28 (E) Special Provisions for Exempt Safety Employees. The

1 following Subdivision shall apply to all members of the Exempt Group who are safety
2 members of SBCERA as defined in Government Code section 31469.3, on October 1,
3 2003.

4 For Tier 1 safety members of SBCERA, the County adopted a
5 resolution making Government Code section 31664.1 applicable to safety members,
6 effective October 1, 2003. The County also adopted a resolution pursuant to
7 Government Code section 31678.2, applying the formula set forth in Government Code
8 section 31664.1 applicable to all prior safety service credit for every eligible employee
9 under this Subdivision.

10 For Tier 2 safety members, the applicable retirement formula is as
11 provided by applicable law.

12 (3) Flexible Spending Account (FSA) for Medical Related Expenses.

13 (A) General. The County has established a Medical Expense
14 Reimbursement Plan, also known as a Flexible Spending Account (FSA). This plan has
15 been established in accordance with the provisions of Internal Revenue Code section
16 125. Human Resources will serve as the FSA Plan administrator and will administer the
17 FSA in accordance with the County's plan document. The FSA's plan year will coincide
18 with the County's benefit plan year.

19 (B) Eligible employees may contribute to the FSA, on a pre-tax
20 basis, an amount up to the Internal Revenue Code's annual maximum. This annual
21 contribution is made by the employee via equal biweekly payroll deductions. The
22 County will also contribute up to \$40.00 per biweekly pay period, matching Exempt
23 employee contributions dollar for dollar. Effective February 1, 2020, the County will
24 contribute up to an additional \$10.00 per biweekly pay period, matching Exempt
25 employee contribution dollar for dollar, for employees who select the County-sponsored
26 Blue Shield Access + HMO Plan or the Kaiser Choice HMO Plan and elect to enroll in
27 the FSA. FSA participants must elect to enroll each year in order to continue
28 participation. Upon enrolling in the FSA, employees may not change their designated

1 biweekly contribution amount or discontinue making contributions for the remainder of
2 the plan year except as permitted by the Internal Revenue Code. Any unused amounts
3 remaining in an employee's FSA account at the end of the Plan year shall be forfeited
4 except as permitted by the Internal Revenue Code and the County's plan document.
5 Contributions made to the FSA may be used for receiving non-taxable reimbursements
6 of eligible medical expenses not covered by insurance. Eligible reimbursable expenses
7 are those medical expenses that qualify as determined under Internal Revenue Code
8 section 213.

9 (4) Retirement Medical Trust Fund. A Retirement Medical Trust Fund
10 (RMT) has been established. Exempt Group employees with five or more years of
11 participation in SBCERA are eligible to participate. The trust is a Voluntary Employee
12 Benefit Association (VEBA) and will comply with all the provisions of Internal Revenue
13 Code section 501(c)(9).

14 The Retirement Medical Trust Fund will be administered by Human
15 Resources as the plan administrator in accordance with the plan document and
16 applicable law.

17 (A) Sick Leave Conversion Eligibility. Exempt Group employees
18 with five or more years of participation in SBCERA are eligible to participate in the Trust.
19 The purchase of additional retirement credit or other retirement service credit and/or
20 participation in other public sector retirement systems may be counted towards the five
21 year service requirement provided that the employee has not withdrawn their
22 contributions from the system(s) and the employee is also a member of SBCERA.

23 Employees who wish to receive credit for participation in other
24 public retirement systems must provide the Plan Administrator written evidence of
25 participation and that contributions made to the system(s) have not been withdrawn.

26 (B) Sick Leave Conversion Formula. At separation from County
27 service for reasons other than death, all eligible employees will be required to contribute
28 the cash value of their unused sick leave balances to the Trust at the rate of 80 percent

1 of the cash value of unused sick leave hours, up to a maximum of 1,500 hours.

2 (C) County Contribution. The County will contribute to the RMT
3 as follows:

4 Years of Service	Percentage of Base Salary*
5 Exempt – 5-9 years	2.00%
6 Exempt – 10-15 years	2.75%
7 Exempt – 16 or more years	3.75%

8 *For purposes of the RMT contribution, base salary is as defined in the RMT plan document.

9 (I) Tuition Reimbursement and Membership Dues. The County shall
10 establish an individual, departmental fund in the amount of \$1,000.00 for each fiscal
11 year for each regular employee in the Exempt Group to reimburse employees for tuition
12 costs incurred for job-related education or career development or to reimburse
13 membership dues in professional organization(s), provided each expenditure enhances
14 furtherance of County or continuing educational goals.

15 Requests for reimbursement must be approved in advance by the appointing
16 authority and shall not be paid in increments less than \$10.00 per fiscal year. The
17 individual department fund is in addition to department budgeted and mandated training
18 and memberships. The County shall also pay, in addition to the individual department
19 fund, the membership dues to the State Bar of California for all licensed attorneys in the
20 Exempt Group whose job duties require admission in the State Bar.

21 Employees who successfully complete job-related education or courses may
22 submit a request to be reimbursed beyond the limit of \$1,000.00 to their department
23 head or appointing authority for review. The department head or appointing authority
24 must then request and receive approval from the County Administrative Office to
25 reimburse beyond the limit of \$1,000.00 per fiscal year per employee. In order to be
26 eligible for tuition reimbursement under this provision, the employee must take such
27 course work outside regular work hours, and shall do no productive work for the County
28 while attending the courses.

1 If the reimbursement is approved and paid to the employee, and the employee
2 leaves the County prior to completing two years of County service after completing the
3 job-related education or coursework, the employee will reimburse the County according
4 to the following schedule:

Job-related education/course completion date	Reimbursement
5 Within 9 months	100%
6 After 9 months, through 18 months	50%
7 After 18 months, through 24 months	25%
8 After 24 months	0%

9 Benefits under the Tuition Reimbursement and Membership Dues Subdivision
10 shall be pro-rated for job share and part-time employees.

11 (m) Conditions of Employment. Unless in the classified service, employees in
12 this group serve at the pleasure of their appointing authority.

13 Should a classified employee's position be abolished, the County will make
14 reasonable efforts to place the employee in a comparable County position based upon
15 the employee's skills, knowledge and abilities, as well as consideration for the
16 employee's length of service with the County. If reasonable efforts to place an exempt
17 classified employee in a comparable County position are unsuccessful, the employee
18 shall be subject to lay-off by written notification by the appointing authority or the Chief
19 Executive Officer, which notification shall be given at least ten working days prior to the
20 effective date of the layoff. An Exempt Group classified employee does not have any
21 bumping rights to other County positions.

22 (n) Automobiles.

23 (1) All County employees in Benefit Groups A and B, Assistant Sheriffs
24 and Sheriff's Deputy Chiefs, and the District Attorney Chief Investigator in a paid status
25 are eligible for a Category I County vehicle under this subdivision with the approval of
26 the Chief Executive Officer.

27 Such employees may use such vehicles for occasional personal use
28 provided they reimburse the County at the current motor pool variable rate per mile for

1 such use. All automobile users shall be taxed for such personal use in accordance with
2 state and federal tax law and regulation.

3 (2) All County employees in Benefit Groups A and B, Assistant Sheriffs
4 and Sheriff's Deputy Chiefs, and the District Attorney Chief Investigator in a paid status
5 shall receive a biweekly automobile allowance in the amount of \$561.54 with no mileage
6 reimbursement, provided they are not assigned a County vehicle pursuant to
7 Subsection 13.0613(n)(1) above and they provide a private vehicle for their own use on
8 County business. An employee who becomes eligible or ineligible for this benefit in the
9 middle of a pay period will receive a prorated sum of automobile allowance. Employees
10 selecting this allowance shall be required to have a vehicle available at all times for use
11 on County business. This allowance shall be considered complete reimbursement for
12 the acquisition, insurance, maintenance, repair, upkeep, fuel, and all other costs for the
13 required vehicle.

14 (3) Effective June 20, 2020, the automobile allowance shall be reduced
15 from \$561.54 to \$461.54 per biweekly pay period. The reduced amount (\$100 per
16 biweekly pay period) shall be included in base salary of employees eligible for this
17 automobile allowance, as reflected in the salary schedules and tables as set forth in
18 Section 13.0613(c)(3), and as on file with Clerk of the Board of Supervisors.

19 (o) Administrative Leave. Effective pay period 1 of each year, an employee in
20 a regular position who is in paid status will be provided with 80 hours of administrative
21 leave time for the employee's use. An eligible employee in a regular position who is
22 part-time or job-sharing shall be eligible for a prorated number of administrative leave
23 hours based on regularly scheduled hours. Employees newly entering the Exempt
24 Group after the beginning of pay period 1 shall receive a prorated number of hours.
25 Such proration shall be based upon the remaining number of pay periods in the
26 calendar year nearest the employee's appointment. Employees not in paid status in
27 pay period 1 shall receive, upon return to paid status, a prorated number of
28 Administrative Leave hours based on the number of pay periods remaining in the

1 calendar year.

2 Administrative leave may be cashed out at the employee's then current base rate
3 of pay in increments of one hour, upon the approval of the appointing authority, during
4 the calendar year. Any Administrative Leave accrual balances in effect at the end of the
5 last pay period paid in the calendar year will automatically be paid at the employee's
6 then current base rate of pay. Employees may designate that cash outs of
7 Administrative Leave be contributed to the County's 401(k) Plan or 457(b) Deferred
8 Compensation Plan. Upon termination of employment, unused Administrative Leave
9 will be paid at the current rate of pay.

10 All elected officials, i.e., the County-wide elected officials and members of the
11 Board of Supervisors, are not eligible to receive administrative leave.

12 (p) Contributions to Salary Savings Plan.

13 (1) Biweekly contributions of Exempt Group employees to the County's
14 401(k) Defined Contribution Plan will be matched by a County contribution on the basis
15 of two times the employee's contribution. The biweekly contributions of Exempt Group
16 employees in Benefit Groups A, B, and C of up to four percent of biweekly base salary
17 will be matched by a County contribution of two times the employee's contribution, not
18 to exceed eight percent of an employee's biweekly base salary. The biweekly
19 contributions of Exempt Group employees in Benefit Group D to the County's 401(k)
20 Defined Contribution Plan of up to three percent of biweekly base salary will be matched
21 by a County contribution of two times the employee's contribution. The County
22 contribution shall not exceed six percent of an employee's biweekly base salary.

23 (2) Biweekly contributions of Exempt Group employees in Benefit
24 Groups A and B to the County's 457(b) Deferred Compensation Plan up to one percent
25 of biweekly base salary will be matched by a County contribution on the basis of one
26 times the employee's contribution. The County contribution shall not exceed one
27 percent of the employee's biweekly base salary. The County contribution shall be
28 deposited in the County's 401(a) Defined Contribution Plan.

1 (3) Biweekly contributions of Exempt Group employees in Benefit
2 Groups C and D to the County's 457(b) Deferred Compensation Plan up to one percent
3 of biweekly base salary will be matched by a County contribution of one-half times the
4 employee's contribution. The County contribution shall not exceed one-half percent of
5 the employee's biweekly base salary. The County contribution shall be deposited in the
6 County's 401(a) Defined Contribution Plan.

7 (q) Employment Interview Expenses and Moving Reimbursement.

8 (1) Interview Expense Reimbursement. For employees in Benefit
9 Group C and above, the appointing authority may approve reimbursement of interview
10 expenses incurred by external candidates upon proof/receipts provided. Such
11 reimbursement is restricted to airfare, auto mileage, meals, overnight stay, and airport
12 transit. Employees must submit a request for reimbursement for employment interview
13 expenses within 90 days of hire date to be eligible for the reimbursement. Requests
14 submitted for reimbursement after 90 days from hire date will be denied, unless waived
15 by the appointing authority.

16 (2) Moving Expense Reimbursement.

17 (A) The Chief Executive Officer may approve moving expenses
18 up to but not exceeding \$10,000.00 for any employee new to County employment for
19 whom the Chief Executive Officer or the Board of Supervisors is the appointing authority
20 or any department head. The Chairperson of the Board of Supervisors may approve
21 such moving expenses for the Chief Executive Officer. Reimbursement of moving
22 expenses in excess of \$10,000.00 must be approved by the Board of Supervisors.

23 (B) The appointing authority may approve moving expenses up
24 to but not exceeding \$5,000.00 for employees new to County employment in Benefit
25 Group B or Benefit Group C, not covered by Subsection 13.0613(q)(2)(A), for moving
26 expenses authorized, incurred and documented as a result of accepting the position.

27 (C) For employees in Benefit Group D the following provision
28 applies. To assist with the recruitment and appointment of qualified individuals to hard-

1 to-recruit positions/classifications, upon request of the appointing authority, the Director
2 of Human Resources may authorize reimbursement of a new employee's relocation-
3 related expenses incurred as a result of accepting employment with the County, as
4 follows:

Miles Relocated	Maximum Reimbursement
500—1,000 miles	\$1,000.00
1,001—2,000 miles	\$2,000.00
More than 2,000 miles	\$2,500.00

8 (D) Reimbursement may be provided to employees covered in
9 Subsections 13.0613(q)(2)(B) and 13.0613(q)(2)(C) upon initial employment with the
10 County, provided that the employee: (1) is appointed to a regular position; (2) submits
11 original receipts documenting expenses incurred; and (3) agrees to remain employed in
12 the regular position for at least 12 months. Such employees must submit a request for
13 reimbursement for moving expenses within 90 days of hire date to be eligible for the
14 reimbursement. Requests submitted for reimbursement after 90 days from hire date will
15 be denied, unless waived by the appointing authority.

16 If the employee voluntarily resigns employment prior to completion
17 of 12 months' service, the employee shall be required to reimburse the County for any
18 payment made under this subdivision.

19 (r) Peace Officer Standards and Training Pay.

20 (1) General. Peace Officer Standards and Training (POST) certificates
21 are awarded to peace officers who achieve increasingly high levels of education, training,
22 and experience in his or her pursuit of professional excellence. POST base rate of pay
23 adjustments will be uniformly maintained for all County employees.

24 (2) Qualification. An Exempt Group law enforcement employee, other
25 than the elected Sheriff, in the Sheriff's Department or District Attorney's Office who
26 obtains an Advanced Certificate shall have his or her base rate of pay increased in
27 accordance with the table and procedures set forth below. An Exempt Group law
28 enforcement employee, other than the elected Sheriff, in the Sheriff's Department or

District Attorney's Office who obtains a Supervisory Certificate, or a higher POST certificate, or a master's degree earned through attendance at an accredited university or college, shall have his or her base rate of pay increased in accordance with the table and procedures set forth below. If an employee obtains a Supervisory Certificate and has his or her base rate of pay increased as set forth below, and thereafter obtains a higher POST certificate or a master's degree, the employee will receive no further increase in his or her base rate of pay.

(3) Rates.

(A) The rates for POST pay are as follows:

Classification	POST Pay - Flat Amount	
	Advanced POST (hourly)	Supervisory POST (hourly)
Deputy Director, Sheriff's Coroner	\$2.74	\$4.16
District Attorney Assistant Chief Investigator and Sheriff's Captain	\$3.16	\$4.79
Sheriff's Deputy Chief	\$3.74	\$5.66
District Attorney Chief Investigator	\$3.39	\$5.14
Assistant Sheriff	\$4.12	\$6.23
Undersheriff	\$4.53	\$6.85

(B) Effective January 21, 2017, the County added the flat dollar amounts in the table above to the then existing base rate of pay to establish a higher base rate of pay for the employees described in this section who obtained an Advanced Certificate and/or a Supervisory Certificate, or a higher POST certificate, or a master's degree. Once the new higher base rate of pay was established, the County established a new POST Pay of two percent. Effective January 16, 2021, the County shall establish a new POST Pay of three percent. The initial granting of this POST increase to three percent is subject to the discretion of the Chief Executive Officer based on the availability of financial resources. Effective January 29, 2022, the County shall establish a new POST Pay of four percent. Effective January 28, 2023, the County shall establish a new POST Pay of five percent.

(C) Effective July 18, 2020, the County shall establish a new

1 POST base pay for employees who obtain a Management POST Certificate. This
2 POST base pay shall be approximately \$1.79 per hour above POST base pay effective
3 July 18, 2020, for a Supervisory Certificate or a master's degree. The initial
4 establishment of this new POST base pay for a Management POST certificate is subject
5 to the discretion of the Chief Executive Officer based on the availability of financial
6 resources.

7 (4) Procedure. The employee shall submit a written request for POST
8 pay to the department with an attached copy of the appropriate POST certificate or
9 official transcript from the accredit university or college. This POST pay shall start the
10 first full pay period following receipt by the County of a valid POST certificate or official
11 transcript. The County shall submit to POST in an expeditious manner applications by
12 affected employees for the certificates described above.

13 (s) Dependent Care Assistance Plan. The purpose of this Section 125
14 Dependent Care Assistance Plan (DCAP) is to permit eligible employees to make an
15 election to pay for certain dependent care expenses with salary reduction from
16 compensation contributed to the plan before federal income or social security taxes are
17 paid to the IRS ("Salary Reduction") in accordance with Internal Revenue Code sections
18 125 and 129 and regulations issued pursuant thereto. The DCAP shall be construed to
19 comply with said code sections and to meet the requirements of any other applicable
20 provisions of law. The DCAP will be administered by Human Resources in accordance
21 with the DCAP plan document and applicable law.

22 (1) To be eligible for this benefit, an employee must be in a regular
23 position.

24 (2) Enrollment in the plan is required every plan year and is limited to
25 the annual open enrollment period or no later than 60 days following the date of
26 becoming eligible due to a mid-year change in status event. Failure to submit a
27 participation agreement within the time frame shall result in an election to not participate
28 in the plan.

1 (3) An employee must elect to contribute to the DCAP through salary
2 reduction on forms approved by Human Resources. An employee election to
3 participate shall be irrevocable for the remainder of the plan year. Once a salary
4 reduction has begun, in no event will changes in elections be permitted during the plan
5 year except to the extent permitted under IRS rulings and regulations and with the plan
6 document.

7 (4) Pursuant to Internal Revenue Code section 125, any amounts
8 remaining in the employee's account at the end of a plan year must be forfeited except
9 as permitted by the Internal Revenue Code and the plan document.

10 (t) Vacant Higher Position. Employees directed to continuously perform
11 duties in a vacant higher level regular position for which funds have been appropriated,
12 shall be entitled to a salary rate increase to the higher level for the time actually worked
13 in excess of 160 hours, unless specifically waived by the employee; provided, however:

14 (1) The appointing authority certifies to the Director of Human
15 Resources, in writing at the time of appointment, that the employee meets minimum
16 qualifications and is assigned and held responsible to fully perform all of the duties
17 normally associated with the higher level position without limitation as to difficulty or
18 complexity of assignments or consequence of action and that the employee shall be
19 required to meet standards for satisfactory performance normally required at the higher
20 level position; and

21 (2) A written request for salary rate increase to the higher level is
22 directed to the Director of Human Resources for approval; such increase to the higher
23 level shall be determined as if the assignment had been a promotion.

24 It shall be the responsibility of the appointing authority to initiate such
25 requests and to provide a copy of such request to the employee. Written requests may
26 also be made by the employee through the appointing authority in the same manner.
27 Requests for a salary rate increase should be initiated during the first 30 calendar days
28 of such assignment. Requests for retroactive payment of a salary increase must be

1 filed as soon as possible, but not later than one calendar year after assignment of the
2 higher level duties and must be approved by the Director of Human Resources. Failure
3 to meet this time limitation shall waiver any and all rights to retroactive pay.

4 The duration of such assignments to vacant higher positions are not
5 intended to exceed one calendar year except in unusual circumstances approved by
6 both the appointing authority and the Director of Human Resources or designee. Such
7 assignments in all circumstances are temporary assignments and at the conclusion of
8 such assignments the respective employee shall be returned to his or her previous
9 classification. Appointments to regular positions of trainees or underfills are exempt
10 from the provisions of this section. Further, this section does not apply to a situation in
11 which there is no vacant higher-level position for which funds have been appropriated.
12 Addition of duties of a higher-level classification to any employee's regular position shall
13 be governed by the Special Assignment Compensation section or the Personnel Rules
14 on Classification, as appropriate. For purposes of this section, a vacant position is
15 defined as an authorized regular position for which funds have been appropriated and
16 which may be: (1) An unoccupied position due to attrition and for which the appointment
17 process has been initiated; (2) A position from which the incumbent is on extended
18 leave of absence; or (3) A new position authorized by the Board of Supervisors for
19 which the appointment process has been initiated.

20 (u) Personnel Rules. Notwithstanding any other provision in the County Code
21 or the Personnel Rules, those serving in classified service positions have appeal rights
22 under the Personnel Rules, except as otherwise provided herein. Any such appeals
23 shall be heard by a hearing officer selected from the Civil Service Commission Hearing
24 Officer list and appointed by the Civil Service Commission or, upon mutual agreement
25 of the appellant and the County, shall be heard by the Civil Service Commission. If the
26 appeal is heard by a hearing officer, the Civil Service Commission shall either accept or
27 reject the hearing officer's findings and recommendations within 30 days of receipt by
28 the Commission.

1 The only grounds for rejection of the hearing officer's decision must be for one of
2 the following and the rejection must include specific detail in writing:

3 (1) The recommendation was procured by corruption, fraud, or other
4 undue means;

5 (2) There was corruption on the part of the hearing officer;

6 (3) The rights of a party were substantially prejudiced by the
7 misconduct of the neutral hearing officer;

8 (4) The hearing officer exceeded his or her powers;

9 (5) The rights of a party were substantially prejudiced by the refusal of
10 the hearing officer to postpone the hearing upon sufficient cause being shown therefore,
11 or by the refusal of the hearing officer to properly include or exclude evidence material
12 to the controversy.

13 Should such be the case, the Commission must state in writing specific
14 reason(s) for the decision (1, 2, 3, 4, or 5) and subsequently conduct and complete a full
15 and fair evidentiary hearing on the appeal within 30 days of rejecting the hearing
16 officer's findings and recommendations unless the hearing cannot for good cause be
17 completed within 30 days.

18 Those serving in unclassified positions do not have civil service appeal
19 rights as they serve at the pleasure of the appointing authority. Positions in the Exempt
20 Group shall not have rights to the classification appeal procedures under the Personnel
21 Rules.

22 (v) Reemployment.

23 (1) A regular employee who has separated County employment, and
24 who is subsequently rehired in the same classification in a regular position within one
25 year (i.e., beginning the first day of work by the 365th calendar day), may receive
26 restoration of salary step, vacation accrual rate, and sick leave balance, unless the
27 employee has received payment for unused sick leave in accordance with the
28 Retirement Medical Trust Subdivision, subject to the approval and conditions

1 established by the appointing authority and the Director of Human Resources. Such
2 employees begin accruing vacation and sick leave and may utilize the same
3 immediately. Restoration of retirement contribution rate shall be in accordance with
4 applicable State law and in compliance with any requirements established by SBCERA.
5 The employee shall be required to serve a new probationary period, unless waived by
6 the Director of Human Resources. The employee shall be provided a new date of hire
7 for purposes of County seniority.

8 (2) A regular employee who has separated County employment and
9 who is subsequently rehired to a regular position in the same job family within one year,
10 (i.e., beginning the first day of work by the 365th calendar day), may receive restoration
11 of vacation accrual rate, sick leave, and retirement contribution rate in the same manner
12 as described above. Such employees begin immediately accruing vacation and sick
13 leave and may utilize the same immediately. The employee shall be required to serve a
14 new probationary period, unless waived by the Director of Human Resources. The
15 employee shall be provided a new date of hire for purposes of County seniority.

16 (3) A regular employee who has separated County employment, and
17 who is subsequently rehired to a regular position in another job family within a 90
18 calendar day period, must begin the first day of work within 90 calendar days and
19 beginning the first day of work by the ninety-first day, may receive restoration of salary
20 step (in the instance of rehire in a classification at the same pay range as the position
21 originally held), vacation accrual rate, sick leave and retirement contribution rate in the
22 same manner as described above. The employee shall be required to serve a new
23 probationary period, unless waived by the Director of Human Resources. The
24 employee shall be provided a new date of hire for purposes of County seniority.

25 (4) Reemployment from Layoff. A regular employee who has been laid
26 off from County employment and is subsequently rehired to a regular position shall be
27 reemployed in the same manner as described in the reemployment subdivision.
28 Restoration of retirement contribution rate shall be in accordance with applicable state

1 law and in compliance with any requirements established by SBCERA.

2 (5) For purposes of this subdivision, a regular employee shall mean an
3 employee in a regular position who held regular status in any classification during the
4 previous period of County employment.

5 (w) Recruitment and Referral Bonus Programs.

6 (1) General. The County shall make available to appointing authorities'
7 recruitment and referral incentive (bonus) programs to assist in the recruitment and
8 appointment of qualified individuals into hard-to-recruit regular positions in the Exempt
9 Group, in accordance with the guidelines established herein.

10 (2) Program Applicability. Appointing authorities may request
11 authorization to apply the recruitment and/or referral incentive program(s) to assist in
12 filling regular positions in their departments. To apply, said position/classification must
13 have had historical/demonstrable recruitment difficulty. The Director of Human
14 Resources shall have the sole authority to determine the applicability and duration of
15 these program(s) to each requested position/classification and shall certify applicability
16 of the program(s) for each position, by assignment, department, and beginning and
17 ending dates. Such determinations shall not be subject to any review or appeal.

18 (3) Recruitment Bonus. An employee hired into a regular
19 position/classification certified for participation in this program shall be eligible to receive
20 recruitment bonuses in accordance with the following:

21 (A) Bonus Amount and Method of Payment.

22 (I) The eligible employee hired into a position/
23 classification that is a department head or for whom the Chief Executive Officer or
24 Board of Supervisors is the appointing authority shall receive \$2,500.00 upon hire and
25 an additional \$2,500.00 upon completion of 2,080 service hours in the
26 position/classification for which the original bonus was granted.

27 (II) The eligible employee hired into a position/
28 classification in Benefit Group B or Benefit Group C, not covered by Subsection

1 13.0613(w)(3)(A)(I), shall receive \$1,500.00 upon hire and an additional \$1,500.00 upon
2 completion of 2,080 service hours in the position/classification for which the original
3 bonus was granted.

4 (III) The eligible employee hired into a position/
5 classification in Benefit Group D shall receive no less than \$500.00 and no more than
6 \$1,000.00 upon hire and an additional \$1,000 upon completion of 2,080 service hours in
7 the position/classification for which the original bonus was granted.

8 (IV) Each bonus payment shall be considered taxable
9 income and subject to withholding.

10 (B) Limitations and Exclusions.

11 (I) No bonus will be paid for any candidate whose name
12 was placed on the eligible list for positions in the classification prior to the beginning
13 date certified by the Director of Human Resources for that classification to be eligible for
14 participation in the referral bonus program. Similarly, no bonus will be paid for any
15 candidate whose name was placed on the eligible list for positions in the classification
16 after the ending date certified by the Director of Human Resources for that classification
17 to be eligible for participation in the referral bonus program.

18 (II) The bonus payment shall not be considered in
19 determining regular rate of pay for purposes of computing overtime compensation.

20 (III) The appointing authority shall have sole responsibility
21 and authority to determine eligibility for the second installment of the recruitment bonus.
22 Such determination shall not be subject to review or appeal.

23 (4) Referral Bonus. Any employee in a regular position who refers a
24 qualified candidate for a position/classification certified for participation in this program
25 who is subsequently hired into the regular position may receive a referral bonus in
26 accordance with the following:

27 (A) Method of Referral. To be eligible for the recruitment bonus,
28 the County application for employment must contain the name of the referring employee

1 on the application.

2 (B) Bonus Amount and Method of Payment. The referring
3 employee shall receive a bonus of \$250.00 for each referred candidate actually hired
4 into an eligible regular position. An additional \$500.00 shall be paid upon that new
5 employee's completion of 2,080 service hours. Said bonus shall be considered taxable
6 income and subject to withholding.

7 (C) Limitations and Exclusions.

8 (I) No bonus will be paid for any candidate whose name
9 was placed on the eligible list for positions in the classification prior to the beginning
10 date certified by the Director of Human Resources for that classification to be eligible for
11 participation in the referral bonus program. Similarly, no bonus will be paid for any
12 candidate whose name was placed on the eligible list for positions in the classification
13 after the ending date certified by the Director of Human Resources for that classification
14 to be eligible for participation in the referral bonus program.

15 (II) Individuals assigned to employee recruitment as a
16 primary function of their position shall not be eligible to receive this bonus.

17 (III) In cases where more than one employee is named as
18 a "referring party," the referral bonus shall be equally split between the referring
19 employees.

20 (IV) In cases where the referred employee resigns,
21 transfers out of the eligible position, or is terminated prior to completion of 2,080 service
22 hours, the additional \$500.00 shall not be paid.

23 (V) The referral bonus payment shall not be considered in
24 determining regular rate of pay for purposes of computing overtime compensation.

25 (VI) The appointing authority shall have sole responsibility
26 and authority to determine eligibility for the second installment of the referral bonus.
27 Such determination shall not be subject to review or appeal.

28 (x) County Counsel Legal Service Classification.

1 (1) Application. This section shall apply to all Deputy County Counsel
2 classifications.

3 (2) Service. The term “service” means service which the appointing
4 authority finds to be good or superior in work performance and conduct.

5 (3) Hiring. With the approval of the County Counsel, experienced
6 attorneys may be hired in a classification and at a variable entrance rate commensurate
7 with demonstrated experience, ability, and the needs of the County. Attorneys without
8 experience may be hired as a Deputy County Counsel I at the appropriate entrance step
9 of the applicable salary range.

10 (4) Deputy County Counsel I. After a period of 1,040 hours of service
11 in a Deputy County Counsel I classification, an attorney shall be advanced one step
12 increment to the next step within the applicable salary range. After an additional 1,040
13 hours of service, the Deputy County Counsel I shall be promoted to a Deputy County
14 Counsel II classification. The Deputy County Counsel I shall be terminated if it is found
15 that such promotion is not merited. An attorney hired as a Deputy County Counsel I at
16 some step other than step 1 because of experience, ability, or needs of the County may,
17 after 1,040 hours of service, be promoted to a Deputy County Counsel II classification
18 upon the recommendation of the appointing authority.

19 (5) Deputy County Counsel II. After a period of 1,040 hours of service
20 in the Deputy County Counsel II classification, an attorney shall be advanced one step
21 increment. After an additional period of 1,040 hours of service, the Deputy County
22 Counsel II shall be advanced one step increment. After an additional period of not less
23 than 1,040 hours nor more than 2,080 hours of service, the Deputy County Counsel II
24 shall be promoted to a Deputy County Counsel III classification, or the Deputy County
25 Counsel II shall be terminated if it is found that such promotion is not merited.

26 (6) Deputy County Counsel III. After a period of 1,040 hours of service
27 in the Deputy County Counsel III classification, an attorney shall be advanced one step
28 increment. After an additional period of 1,040 hours of service, the Deputy County

1 Counsel III shall be advanced one step increment. After an additional period of not less
2 than 1,040 hours nor more than 2,080 hours of service, the Deputy Counsel III shall be
3 promoted to a Deputy County Counsel IV classification or the Deputy County Counsel III
4 shall be terminated if it is found that such promotion is not merited.

5 (7) Deputy County Counsel IV. After a period of 1,040 hours of service
6 in the Deputy County Counsel IV classification, an attorney shall be advanced one step
7 increment. Step advancements shall be in one step increments after completion of
8 each additional period of 1,040 hours of service until the top step for the classification is
9 reached.

10 (8) Attorneys shall be on probation for the entire time of service below
11 the Deputy County Counsel IV level. An attorney hired as a new employee in the
12 Deputy County Counsel III or Deputy County Counsel IV classification shall serve a
13 combined probationary and training period of 2,080 hours of service. Those promoted
14 to Deputy County Counsel IV from Deputy County Counsel III shall immediately acquire
15 regular status in the higher classification.

16 (9) Deputy County Counsel V. A Deputy County Counsel IV at the top
17 step of the Deputy County Counsel IV level may be promoted to a Deputy County
18 Counsel V. Eligibility for promotion to Deputy County Counsel V shall be pursuant to
19 criteria approved by the appointing authority. Employees promoted to Deputy County
20 Counsel V shall not obtain regular status as a Deputy County Counsel V as such
21 employee shall serve in a probationary status for the duration of the appointment as a
22 Deputy County Counsel V and may be removed from a Deputy County Counsel V
23 classification by the appointing authority at any time without any right to review or
24 appeal. Additionally, there shall be an annual review by the appointing authority of the
25 performance of each Deputy County Counsel V, and it shall be discretionary with the
26 appointing authority whether to continue each employee's Deputy County Counsel V
27 status. An employee who is removed as a Deputy County Counsel V shall be returned
28 to Deputy County Counsel IV status.

1 (10) Exceptional Service. An additional two range increase or an
2 additional four range increase in salary may be paid to attorneys for outstanding ability
3 or work for a period not to exceed 2,080 hours if such increase is: (1) jointly
4 recommended by the appointing authority and the Chief Executive Officer, and (2)
5 approved by the Board of Supervisors. Such additional compensation may be renewed
6 each year and shall be designated Exceptional Service Compensation. Employees in
7 the classification of Deputy County Counsel V shall not be eligible for compensation
8 under this subdivision.

9 (11) Removal from Operation of Section. Upon request of the
10 appointing authority and the approval of the Civil Service Commission, an attorney may
11 be removed from the operation of this section.

12 (y) Bilingual Compensation. Upon the approval of the Director of Human
13 Resources or designee, employees in the Executive Assistant category of the Exempt
14 Group required by the appointing authority or designee to perform bilingual translation
15 involving the use of English and a second language (including American Sign
16 Language) as a condition of employment, shall be eligible for bilingual compensation in
17 the amount of \$45.00 per pay period. Such compensation shall apply regardless of the
18 total time required per day for such translation. Such employees must be certified as
19 competent in translation skills by Human Resources to be eligible for compensation.

20 (z) (Repealed by Ord. 4270, passed - -2015).

21 (aa) (Repealed by Ord. 4270, passed - -2015).

22 (bb) Portable Communication Device Allowance. All County employees in
23 Benefit Groups A and B in a paid status, shall receive a biweekly portable
24 communication device allowance in the amount of \$92.31. An employee who becomes
25 eligible or ineligible for this benefit in the middle of the pay period will receive a prorated
26 amount.

27 The employee shall purchase a portable communication device capable of
28 sending and receiving cellular telephone calls, and capable of sending and receiving e-

1 mails to and from the County e-mail system. The County shall pay for any license and
2 set up expense for the device if any, and the employee shall pay for the equipment and
3 monthly voice and data plans.

4 (cc) Probationary Period. Unless a longer probationary period is otherwise
5 provided, all classified employees in the Exempt Group shall serve a probationary
6 period of one year or 2,080 hours.

7 (dd) (Repealed by Ord. 4306, passed - -2016).

8 (ee) Perfect Attendance. Employees in regular, full-time positions in Benefit
9 Groups C and D who do not utilize any sick leave, any leave (e.g., vacation) in lieu of
10 sick leave, or benefits in lieu of sick leave (e.g., workers' compensation, short-term
11 disability partial/full integration, etc.), in a payroll calendar year (i.e., pay period one
12 through pay period 26 or 27, when applicable, of the same year), and who do not record
13 any sick leave without pay or absent without pay, medical emergency leave, or military
14 leave as provided by law during that year, shall accrue 16 hours of perfect attendance
15 leave, for use in the next calendar year. Failure to utilize perfect attendance leave
16 within the calendar year shall result in forfeiture of the same. Perfect attendance leave
17 may not be cashed out.

18 (ff) Healthy Lifestyles Program. The healthy lifestyle program is available to
19 employees in the Exempt Group. Under this program, Exempt Group employees are
20 eligible for reimbursement for health club membership up to \$324.00 on an annual
21 basis. Exempt Group employees are also eligible for an annual physical examination
22 through the Arrowhead Regional Medical Center.

23 (gg) Voluntary Time Off. The Voluntary Time Off (VTO) Program is intended to
24 provide Exempt Group employees a means of taking unpaid (i.e., non-compensated)
25 time off work, without losing the following benefits: medical premium subsidy, dental
26 premium subsidy, opt-out/waive amount, vision care, retirement medical trust employer
27 contribution, and life insurance which depend on the employee being in a paid status.
28 The following conditions apply:

1 (1) VTO may be taken in the same manner as vacation time except
2 that VTO must be used in one-hour increments and is limited to 80 hours per calendar
3 year.

4 (2) When VTO is taken, leave accruals continue as if the employee
5 was on paid time. VTO time counts as time worked toward satisfying the minimum hour
6 requirement to receive benefits, such as medical premium subsidy, dental premium
7 subsidy, opt-out/waive amount, County-paid life insurance, and County-paid vision care.

8 (3) VTO does not count as hours worked for purposes of computing
9 overtime, if applicable. County contribution to the retirement system under the
10 retirement system contributions subsection will only be paid if the employee is in a paid
11 status in any pay period in which VTO is used and the employee receives enough
12 earnings to pay his or her retirement contribution in that pay period.

13 Pursuant to applicable law, Tier 1 retirement system members are eligible
14 for full service credit for the pay period in which VTO is used and the employer
15 contribution would be based on the employees' normal compensation earnable.

16 Pursuant to applicable law, Tier 2 retirement system members are eligible
17 for a reduced service credit amount for the pay period in which VTO was used and the
18 employer contribution would be based on the employees' actual earnings for that pay
19 period.

20 (4) VTO may not be used for situations that would otherwise require
21 leave without pay, such as an employee on short-term disability, or in conjunction with
22 leave without pay.

23 (5) VTO is an entirely voluntary program. No employee may be
24 required to take VTO.

25 (6) VTO may be taken by request of the employee and upon approval
26 of the appointing authority.

27 (hh) Retirement Incentive. Eligible employees in identified classifications that
28 meet the requirements for a service retirement from the San Bernardino County

1 Employees' Retirement Association (SBCERA) and who retired on or before June 30,
2 2009, are eligible to receive a retirement incentive in the amount of \$250.00 for each
3 completed quarter of a year of current continuous service in a regular position with the
4 County, payable in five annual payments after retirement. Such annual payments shall
5 be made in July of each year. The Chief Executive Officer may exclude from eligibility
6 classifications or positions assigned to organizational units that must remain filled.

7 Unless waived by the Chief Executive Officer, vacant positions created by those
8 employees receiving the retirement incentive shall not be filled for a period of five years.
9 Alternatively, departments may fill vacated positions if other positions with an equivalent
10 cost savings remain vacant for a period of five years.

11 Payments to an eligible employee under this program who returns to work for the
12 County in any capacity after retiring shall be temporarily suspended until the employee
13 again separates from employment with the County.

14 (ii) (Repealed by Ord. 4306, passed - -2016).

15 (jj) Longevity Pay. Exempt Group employees, except those persons who
16 qualify for transitional pay under Subsection 13.0613(nn), shall be eligible for longevity
17 pay above the base rate of pay, as indicated below, based on total hours of completed
18 continuous service with the County. Longevity pay shall be paid on all paid hours up to
19 an employee's standard hours, and shall not be considered when determining the
20 appropriate rate of pay for a promotion or demotion.

Total Completed Service	Compensation
31,200 continuous service hours (15 years)	2.0%

23 For purposes of longevity pay only, a year of completed County service is
24 defined as 2,080 service hours with the County.

25 (kk) Certified Public Accountant Stipend. The County shall establish a \$750.00
26 annual Certified Public Accountant (CPA) Stipend for employees in the following
27 classifications who attain and maintain a valid CPA license:
28

- 1 • Administrative Analyst I
- 2 • Administrative Analyst II
- 3 • Administrative Analyst III
- 4 • ARMC Chief Financial Officer
- 5 • Assistant Auditor-Controller/Treasurer/Tax Collector
- 6 • Assistant Executive Officer
- 7 • Auditor-Controller Division Chief
- 8 • Auditor-Controller Manager
- 9 • Chief Administrative Analyst
- 10 • Chief Deputy Treasurer
- 11 • County Chief Financial Officer
- 12 • Deputy Executive Officer
- 13 • HS Auditing Chief
- 14 • Principal Administrative Analyst
- 15 • Public Health Chief Financial Officer
- 16 • Public Works Chief Financial Officer
- 17 • Sheriff's Financial Manager

18 The annual CPA stipend shall be paid in a lump sum to eligible employees in
19 regular positions who are licensed CPAs and are in paid status in the pay period that
20 includes July 1 of each year. An eligible employee in a regular position who is part-time
21 or job-sharing shall be eligible for a prorated lump-sum payment based on regularly
22 scheduled hours. An employee who is licensed as a CPA after July 1, or who is
23 appointed after July 1, shall receive a prorated CPA stipend payment at the time of
24 licensure or appointment, as applicable. Such proration shall be based upon the
25 remaining number of pay periods in the fiscal year nearest his or her appointment.

26 Eligible employees who are not in paid status (i.e., not coding paid hours) in the
27 pay period that includes July 1 shall receive a prorated CPA stipend payment upon
28 return to paid status. Such proration shall be based upon the remaining number of pay

1 periods in the fiscal year nearest their return to paid status. However, an employee who
2 is not in paid status during the entire fiscal year (i.e., not in paid status from pay period
3 15 of one year through pay period 14 of the following year) shall not receive the annual
4 CPA stipend for the fiscal year(s) during which he or she was not in paid status at all.
5 For example, if an employee is not in paid status from June 2016 through September
6 2017, and then returns to paid status in October 2017, the employee shall receive a
7 prorated CPA stipend payment for FY 2017/2018 upon their return to paid status but
8 shall not receive the FY 2016/2017 stipend because the employee was not in paid
9 status for the entire 2016/2017 fiscal year. Any employee separating from County
10 employment at the conclusion of a leave of absence shall not receive the CPA stipend.

11 (ll) Auditing Pay Differential. Employees in the classifications designated
12 below who are required by the appointing authority to directly oversee the auditing
13 functions shall receive a differential of two percent above the employee's base rate of
14 pay for all hours actually worked, up to 80 hours per pay period:

- 15 • HS Auditing Chief
- 16 • Auditor-Controller Manager
- 17 • Auditor-Controller Division Chief

18 Audits must have resulted in the preparation of reports indicating the audits were
19 conducted in accordance with the AICPA, IIA, IFAC, GAGAS, SSAE or PCAOB or other
20 comparable national or international organization or state or federal regulation
21 standards and/or regulations. Eligibility for this differential is at the discretion of the
22 appointing authority.

23 (mm) Behavioral Health Medical Director Differential. The Behavioral Health
24 Medical Director shall receive a five percent differential above the employee's base rate
25 of pay provided such employee is certified as a Diplomate by the American Board of
26 Psychiatry and Neurology. The differential shall be paid for all hours actually worked up
27 to 80 hours per pay period.

28 (nn) Transitional Pay. The Chief Probation Officer, Assistant Chief Probation

1 Officer and Deputy Chief Probation Officers who fall within the definition of “safety
 2 member” under Government Code section 31469.4 and have completed 15 or more
 3 years of continuous completed service hours in a regular position shall receive
 4 transitional pay above their base rate of pay, as indicated below, based on the total
 5 hours of continuous completed service in a regular position with the County.
 6 Transitional pay shall be paid on all paid hours up to an employee’s standard hours and
 7 shall be excluded when determining the appropriate rate of pay for promotion or
 8 demotion. Employees who qualify for transitional pay shall begin to receive the pay
 9 following completion of the required service hours.

Completed Continuous Service Hours	Compensation
31,200 continuous service hours (15 years)	2.0%
41,600 continuous service hours (20 years)	An additional 2.0% for a total of 4.0%
52,000 continuous service hours (25 years)	An additional 4.0% for a total of 8.0%

13 For purposes of transitional pay, a year of completed continuous service hours is
 14 defined as 2,080 service hours with the County.

15 (oo) Direct Deposit (Electronic Funds Transfer). All employees must make and
 16 maintain arrangements for the direct deposit of paychecks and reimbursements into the
 17 financial institution of their choice via electronic fund transfer. Employees who have not
 18 made such arrangements by the end of the 4th pay period after their date of hire shall
 19 be subject to disciplinary action. In cases where an employee is unable to make
 20 arrangements for electronic fund transfer, the Director of Human Resources may allow
 21 an exception to this subsection. Any exceptions granted may be reviewed periodically
 22 for continuation, subject to the approval of the Director of Human Resources.

23 Employees who fail to make arrangements for direct deposit shall receive
 24 paychecks and reimbursements via pay card.

25 (pp) Modified Benefit Option (MBO).

26 (1) General Provisions.

27 (A) All full-time employees in regular Exempt Group positions
 28 shall be provided an opportunity to convert from a regular position with traditional

1 benefits (i.e., traditional benefit option) to a regular position with modified benefits and a
2 wage differential.

3 (B) Employees may choose to enroll in the MBO at hire or
4 during the annual open enrollment period, and may choose to change to the traditional
5 benefit option during subsequent open enrollment periods.

6 (C) Employees who select the Modified Benefit Option must
7 commit to work a minimum of 1,560 hours per calendar year.

8 (D) In order to receive the benefits and wage differential of the
9 MBO, the employee must specifically choose the Option.

10 (2) Modified Benefit Option Wage Differential.

11 (A) Employees who select the MBO shall receive a wage
12 differential of 4% above the base rate of pay. The wage differential shall be paid on all
13 paid hours (e.g., REG, PTO, etc.).

14 (B) The wage differential shall be considered as part of the base
15 hourly rate when calculating the following: County contribution to the employee's
16 Retirement Medical Trust (RMT) account, County match to employee's contribution to
17 457(b) Deferred Compensation Plan, County match to employee's contribution to
18 County's 401(k) Defined Contribution Plan, differentials paid on a percentage basis
19 (e.g., longevity, POST), sick leave conversion cash-out pursuant to Subsections
20 13.0613(g)(1)(l) and 13.0613(k)(4), and other leave cash-outs if any. Provided below is
21 an example of how the County's contribution to the RMT would be calculated:

22 Example: Employee with 17 years of continuous County service
23 and an 80-hour per pay period schedule selects the MBO. The employee's base hourly
24 rate is \$70 per hour. This employee is eligible for a County contribution to the RMT
25 equal to 3.75% of the employee's base bi-weekly salary. The County contribution to the
26 RMT is calculated as follows:

27 $80 \text{ hours} \times (\$70.00 \text{ per hour} \times 1.04 \text{ MBO Wage Differential}) =$
28 $\$5,824$ base bi-weekly salary for purposes of County contribution to the RMT

1 \$5,824 X 3.75% Contribution Rate = \$218.40

2 The County will contribute \$218.40 to the RMT on behalf of the
3 employee that pay period.

4 (3) Benefits and Leaves. Except as provided in Subsection
5 13.0613(pp)(3), employees who select the MBO shall receive the same benefits and
6 leaves that employees who select the traditional benefit option receive.

7 (A) Medical Coverage. Employees who select the MBO shall
8 have the same medical plan options as employees who select the traditional benefit
9 option (e.g., Blue Shield HMO, Kaiser HMO, Blue Shield Access + HMO, Kaiser Choice
10 HMO, and Blue Shield PPO).

11 (B) Medical Premium Subsidy (MPS).

12 (I) Employees who select the MBO shall receive MPS in
13 the following amounts per pay period:

Coverage Type	MPS
Employee Only	\$172.76
Employee + 1	\$310.80
Employee + 2	\$434.55

17 (II) Effective July 18, 2020, the MPS amounts for
18 employees who select the MBO shall increase to the following amounts per pay period*:

Coverage Type	MPS
Employee Only	\$179.86
Employee + 1	\$327.20
Employee + 2	\$459.15

22 *The initial granting of this MPS increase is subject to the discretion of the Chief
23 Executive Officer based on the availability of financial resources.

24 (III) Effective July 31, 2021, the MPS amounts for
25 employees who select the MBO shall increase to the following amounts per pay period:

Coverage Type	MPS
Employee Only	\$185.26
Employee + 1	\$337.02
Employee + 2	\$472.93

(IV) Effective July 30, 2022, the MPS amounts for employees who select the MBO shall increase to the following amounts per pay period:

Coverage Type	MPS
Employee Only	\$190.82
Employee + 1	\$347.13
Employee + 2	\$487.11

(C) Dental Premium Subsidy (DPS). Employees who select the MBO and are enrolled in both County-sponsored medical and dental coverage whose premium costs for medical and dental exceeds the MPS shall be eligible to receive DPS up to \$9.46 per pay period, but not to exceed the combined total of the employee's out-of-pocket premium expenses.

(4) Paid Time Off (PTO).

(A) Definition. Employees who select the MBO shall be granted Paid Time Off (PTO) in lieu of any other Vacation or Sick accrual leave provisions. However, employees shall continue to be eligible to receive Administrative Leave as provided in Subsection 13.0613(o). Additionally, employees shall receive holiday pay in accordance with Subsection 13.0613(g)(3), except that employees shall not be eligible for the floating holiday.

(B) Accumulation. Employees who select the MBO shall accrue PTO each pay period as provided in the chart below and shall be eligible for prior service credit in accordance with Subsection 13.0613(g)(2)(D). Employees who have standard hours of less than eighty (80) hours per pay period shall accumulate PTO on a pro-rata basis; provided, however, that the maximum combined vacation and PTO accrual that may be carried over to future calendar years shall not be prorated. PTO shall be available for use on the first day following the pay period in which it is earned.

Service Hours	Annual PTO Allowance	Approximate Accrual Rate Per Pay Period	Maximum PTO Accrual That May Be Carried Over to a Future Calendar	Maximum Combined Vacation and PTO Accrual That May be Carried Over to a Future

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			Year	Calendar Year
0 through 8,320 service hours	120 hours	4.62 hours	272 hours	374 hours*
Over 8,320 through 18,720 service hours	160 hours	6.15 hours	362 hours	480 hours*
Over 18,720 service hours	200 hours	7.69 hours	452 hours	586 hours*

*The employee's maximum PTO accrual that may be carried over to a future calendar year may not exceed 272, 362, or 452, as applicable. Additionally, the maximum combined vacation and PTO accrual that may be carried over to a future calendar year for an employee who has a grandfathered maximum vacation accrual balance of more than 480 hours as allowed in Subsection 13.0613(g)(2)(B) shall be this employee's grandfathered maximum vacation accrual balance plus 106 PTO hours. For example, if employee's grandfathered maximum vacation accrual balance is 600 hours, the maximum combined vacation and PTO accrual that may be carried over to a future calendar year shall be 706 hours (600 vacation hours plus 106 PTO hours). As indicated in Subsection 13.0613(g)(2)(B), the grandfathered maximum vacation accrual balance shall be adjusted annually at the end of each calendar year and shall never be increased.

Any PTO accrual balance at the end of the calendar year in excess of employee's maximum PTO accrual that may be carried over to a future calendar year shall be automatically cashed out and paid in accordance with Subsection 13.0613(pp)(4)(E)(II). Additionally, any combined vacation/PTO accrual balance at the end of the calendar year in excess of the employee's allowed maximum combined vacation/PTO balance, in which vacation accruals do not exceed employee's allowed maximum vacation accrual balance, shall be cashed out in PTO hours paid in accordance with Subsection 13.0613(pp)(4)(E)(II). For example, if an employee with a maximum combined accrual balance of 586 has 480 vacation hours (i.e., employee's vacation maximum accrual balance) and 200 PTO hours for a combined accrual

1 balance of 680 hours, 94 PTO hours shall be automatically cashed out in accordance
2 with Subsection 13.0613(pp)(4)(E)(II).

3 (C) Administration.

4 (I) PTO for Vacation Leave Purposes. When PTO has
5 been requested for vacation leave purposes, PTO shall be administered according to
6 Subsection 13.0613(g)(2)(C).

7 (II) PTO for Sick Leave Purposes. When PTO has been
8 requested for sick leave purposes, PTO shall be administered according to Subsection
9 13.0613(g)(1)(D).

10 (D) Separation. Employees separating from County
11 employment shall have any unused PTO administered in the same manner that
12 Vacation Leave is administered at separation according to Subsection
13 13.0613(g)(2)(C)(IV).

14 Exempt employees who are subsequently hired into a position in a
15 bargaining unit that does not contain the MBO, shall carry over their existing PTO
16 balance and begin accruing vacation, floating holiday, and sick leave immediately.

17 (E) PTO Cash-Out.

18 (I) Elective Conversion. An employee may sell back
19 PTO at the base hourly rate of the employee as hereinafter provided, upon approval of
20 the appointing authority. Eligible employees may exercise these options under
21 procedures established by the Director of Human Resources. In lieu of cash, the
22 employee may designate that part or all of the value of PTO be contributed to the
23 County's 401(k) Defined Contribution Plan or 457(b) Deferred Compensation Plan. In
24 order to sell back PTO prior to termination or retirement, an employee may exercise the
25 following options:

26 Option 1. Future Accruals. An employee must make an
27 irrevocable election during the month of December, specifying the number of PTO hours
28 to be sold back from the next calendar year's PTO accrual. Such election must be

1 made in increments of not less than ten hours and may not exceed 160 hours. All
2 designated hours remaining at the end of the pay period 25 will automatically be
3 converted into cash in the last period of the calendar year.

4 Option 2. Existing Accruals. Existing PTO accruals may be
5 cashed out in whole hour increments with a minimum cash out of ten hours and will be
6 subject to a ten percent penalty.

7 (II) Automatic Conversion. At the end of the last pay
8 period of the calendar year, an employee shall automatically have any PTO accruals in
9 excess of the employee's maximum PTO accrual balance converted to cash. Such
10 automatic PTO cash out shall be paid in pay period 1 of the next calendar year.

11 (F) Accrual Carryover Following Benefit Change.

12 (I) Traditional Benefit Option to Modified Benefit Option.

13 (i) Employees who convert from the traditional
14 benefit option to the MBO shall carry over and may utilize their existing vacation,
15 holiday, and sick leave balances; provided, however, that the employee shall no longer
16 accrue vacation leave, sick leave, and a floating holiday after converting to the MBO.
17 After converting to the MBO the employee shall be immediately eligible to accrue PTO.

18 Any vacation leave accrual balance carried over to
19 the MBO that is in excess of the employee's allowed maximum vacation leave accrual
20 balance at the end of the calendar year shall be cashed out and paid in accordance with
21 Subsection 13.0613(g)(2)(E)(II). For example, an employee with a maximum vacation
22 leave accrual balance of 480 hours begins MBO in pay period 16 and carries over 572
23 vacation hours. This employee then uses 20 vacation hours and has 552 vacation
24 hours at the end of the last pay period of the calendar year. In this example, 72
25 vacation hours shall automatically cash out in pay period 1 of the next calendar year
26 such that 480 vacation hours carries over to the next calendar year (552 hours – 72
27 hours = 480 hours).

28 (ii) Vacation Cash-Out. Employees who met the

1 eligibility requirements for the vacation cash-out prior to selecting the MBO, and
2 pre-designated to cash-out vacation leave during the required pre-designation period
3 while in the traditional benefit option, shall remain eligible to cash-out vacation leave.
4 However, employees enrolled in the MBO shall not be eligible to pre-designate to cash-
5 out vacation leave while enrolled in the MBO unless employee intends to convert back
6 to the traditional benefit option during next calendar year's open enrollment period and
7 start accruing vacation that calendar year.

8 Additionally, employees who select the MBO will
9 continue to have the option to cash-out existing vacation accruals according to
10 Subsection 13.0613(g)(2)(E).

11 (II) Modified Benefit Option to Traditional Benefit Option.

12 (i) Employees who convert from the MBO to the
13 traditional benefit option shall carry over and may utilize their existing PTO balance (if
14 any) and begin accruing vacation, floating holiday, and sick leave immediately;
15 however, the maximum combined PTO and vacation accrual that may be carried over to
16 a future calendar year shall not exceed this employee's allowed maximum vacation
17 accrual balance at the end of the calendar year as established in Subsection
18 13.0613(g)(2)(B). Any combined excess leave hours at the end of the calendar year
19 shall be cashed out as PTO hours and paid in accordance with Subsection
20 13.0613(pp)(4)(E)(II). For example, an employee with a maximum vacation accrual
21 balance of 480 hours begins the traditional benefit option in pay period 16 and carries
22 over 150 PTO hours and 375 Vacation Leave hours and accrues an additional 68
23 vacation hours through pay period 26 (i.e., total combined leave at the end of calendar
24 year equals 593 hours). In this example, 113 PTO hours shall automatically cash out in
25 pay period 1 of the next calendar year such that 480 total combined vacation/PTO hours
26 carries over to the next calendar year (593 hours – 113 hours = 480 hours). If
27 employee has a grandfathered maximum vacation accrual balance, the grandfathered
28 vacation accrual balance shall be the maximum combined vacation and PTO balance

1 that may be carried over.

2 (ii) PTO Cash-Out. Employees who met the
3 eligibility requirements for the PTO cash-out prior to converting from the MBO to the
4 traditional benefit option, and pre-designated to cash-out PTO during the required pre-
5 designation period while in the MBO, shall remain eligible to cash-out PTO. However,
6 employees enrolled in the traditional benefit option shall not be eligible to pre-designate
7 to cash-out PTO while enrolled in the traditional benefit option unless employee intends
8 to convert back to the MBO during next calendar year's open enrollment period and
9 start accruing PTO that calendar year.

10 Additionally, employees who convert from the MBO to
11 the traditional benefit option will continue to have the option to cash-out existing PTO
12 according to Subsection 13.0613(pp)(4)(E)(I).

13
14 SECTION 2. Section 13.0614 of the San Bernardino County Code is amended,
15 to read:

16 **13.0614 Salaries and Working Conditions of the Elected Officials.**

17 (a) Compensation.

18 (1) Board of Supervisors. Section 1 of Article VI of the County Charter
19 establishes the annual compensation (including salary and benefits) of members of the
20 Board of Supervisors and provides that compensation is re-evaluated, and adjusted if
21 necessary, every four years.

22 (2) County-Wide Elected Officials. Section 1 of Article VI of the County
23 Charter establishes the annual salaries of County-wide elected officials, as defined in
24 section 13.0613(b), except that of the Superintendent of County Schools, and provides
25 that salary is re-evaluated, and adjusted if necessary, every year.

26 (b) Benefits—County-Wide Elected Officials.

27 (1) Notwithstanding any other provisions of the County Code, County-
28 wide elected officials shall receive the same benefits provided to Exempt Group

1 employees in Benefit Group A, or as otherwise specified, in Subsections (f), (j), (k), (l),
2 (n), (p), (s), (bb), and (ff) of Section 13.0613, and as otherwise specified by law or the
3 County Code and as modified below.

4 (A) County-wide elected officials are not required to enroll in
5 County-sponsored medical and dental coverage as described in Subsection
6 13.0613(f)(1). A County-wide elected official who does not participate in a County-
7 sponsored medical plan will receive an amount of \$161.54 per pay period.

8 (B) County-wide elected officials shall not receive the benefits
9 described in Subsection 13.0613(f)(6) related to short term disability.

10 (C) County-wide elected officials shall not receive the benefits
11 described in Subsection 13.0613(k)(1)(B)(III) related to eligibility for MPS and DPS while
12 on leave.

13 (D) County-wide elected officials shall not receive the benefits
14 described in Subsections 13.0613(k)(4)(A) and 13.0613(k)(4)(B) related to sick leave
15 conversion to Retirement Medical Trust Fund (RMT). County-wide elected officials shall
16 be eligible to participate in the RMT upon taking office. The County will contribute to the
17 RMT as follows for County-wide elected officials:

Years of Service	Percentage of Base Salary*
Elected – 0-9 years	2.00%
Elected – 10-15 years	2.75%
Elected – 16 or more years	3.75%

21 *For purposes of the RMT contribution, base salary is as defined in the RMT plan
22 document.

23 (E) In addition to the benefits described in Subsection
24 13.0613(n)(1) related to automobiles, County-wide elected officials shall be entitled to
25 have a Category I County vehicle assigned to them for use on County business and
26 they will not be required to reimburse the County for occasional personal use. County-
27 wide elected officials shall be taxed for any such personal use in accordance with state
28 and federal tax law and regulation. County-wide elected officials shall not receive the

1 automobile allowance described in Subsection 13.0613(n)(3) and will receive the
2 \$561.54 per biweekly pay period.

3 (I) In lieu of other benefits provided to Exempt Group
4 employees, County-wide elected officials shall have five percent of their base salary
5 contributed by the County on their behalf on a biweekly basis to either (1) the County's
6 457(b) Deferred Compensation Plan, or (2) the County's 401(a) Defined Contribution
7 Plan.

8 (II) Tier 1 County-wide elected officials shall have
9 \$442.53 contributed by the County on their behalf on a biweekly basis to either (1) the
10 County's 457(b) Deferred Compensation Plan, or (2) the County's 401(a) Defined
11 Contribution Plan.

12 (c) Benefits—Board of Supervisors. Members of the Board of Supervisors
13 shall receive only the following benefits.

14 (1) Retirement System Contributions.

15 (A) The County will contribute to the San Bernardino County
16 Employees' Retirement Association (SBCERA) all required employer contributions for
17 members of the Board of Supervisors. All mandatory employee retirement contributions
18 shall be paid by the Board members.

19 (B) All such mandatory employee retirement contributions made
20 to SBCERA, although designated as employee contributions under the County
21 Employees Retirement Law of 1937 and although deducted from the compensation of
22 Board members, shall be picked up by the County for tax purposes in accordance with
23 Internal Revenue Code section 414(h)(2) and shall be treated by the County as paid by
24 the County to SBCERA in lieu of contributions by Board members who are members of
25 SBCERA, as authorized by County Resolution 2008-249. The amounts picked up by
26 the County under this subsection shall be treated as compensation paid to Board
27 members for all other purposes. County paid employer contributions to the County's
28 Retirement System under this subsection shall be paid from the same source of funds

1 used in paying the salaries of the affected Board members. No Board member shall
2 have the option to receive the Retirement System contribution amounts directly instead
3 of having them paid to the County Retirement System. Until retirement or separation,
4 all contributions picked up under this subsection will be considered for tax purposes as
5 employer-paid contributions.

6 (C) Survivor Benefits are payable to employed general
7 retirement members with at least 18 months continuous retirement membership
8 pursuant to Government Code section 31855.12. An equal, non-refundable employer
9 and employee biweekly contribution will be paid to SBCERA as provided in the annual
10 actuarial study.

11 (2) Medical and Dental Coverage Insurance.

12 (A) Except as provided in subsection (C) below, all Board
13 members must enroll in a medical and dental plan offered by the County. Board
14 members who fail to elect medical and dental plan coverage will be automatically
15 enrolled in the medical and dental plan with the lowest biweekly premium rates available
16 in the geographical location of the Board member's primary residence.

17 (B) Enrollment elections must remain in effect for the remainder
18 of the plan year unless a Board member experiences an IRS qualifying event. Board
19 members may elect to enroll their dependent(s) upon initial eligibility for medical and
20 dental insurance. Thereafter, newly eligible dependents may be enrolled within 60 days
21 of obtaining dependent status, such as birth, adoption, marriage, or registration of
22 domestic partnership. Notification of a mid-year qualifying event must be submitted to
23 Human Resources, in accordance with procedures adopted by the County. Board
24 members are responsible for notifying the County within 60 days of dependent's change
25 in eligibility for the County plans. Dependent(s) must be removed mid-plan year when a
26 dependent(s) becomes ineligible for coverage under the insurance plan eligibility rules,
27 for example, divorce, over-age dependent, or gain of coverage on spouse's or domestic
28 partner's employer-provided insurance, or termination of domestic partnership.

1 Premiums for coverage will be automatically deducted from the Board member's pay
2 warrant. Failure to pay premiums will result in loss of coverage for the Board member
3 and/or the dependents.

4 (C) Board members eligible for medical plan coverage who are
5 also enrolled in comparable group medical plan sponsored by another employer or are
6 covered by a spouse or domestic partner who is also employed with the County may
7 elect to discontinue enrollment in County-sponsored medical plan (opt-out or waive).
8 Board members who either elect to opt-out of County-sponsored medical plan coverage
9 or waive coverage to a spouse or domestic partner who is also employed with the
10 County will not receive any medical premium subsidy, and will instead receive the
11 biweekly amount of \$40.00 per pay period. Board members eligible for dental plan
12 coverage who are also enrolled in a comparable group dental plan sponsored by
13 another employer may elect not to participate in a County-sponsored dental plan. The
14 rules and procedures for electing to opt-out of County-sponsored medical and dental
15 plan coverage are established and administered by Human Resources.

16 (3) Medical and Dental Subsidies.

17 (A) The County will establish a medical premium subsidy (MPS)
18 to offset the cost of medical and dental plan premiums charged to Board members. The
19 MPS shall be applied first to medical insurance premiums and then to dental plan
20 premiums. The applicable MPS amount shall be paid directly to the providers of the
21 County-sponsored medical and dental plans in which the Board member has enrolled.
22 The MPS shall not be considered compensation earnable for purposes of calculating
23 benefits or contributions for the San Bernardino County Employees' Retirement
24 Association. In no case, shall the MPS exceed the total cost of the medical and dental
25 insurance premium for the coverage selected. The County will establish a MPS, if
26 applicable, in the following amounts:

Coverage Level	MPS Amount
Board member only	\$230.00

Board member + 1	\$352.23
Board member + 2	\$482.64

(B) The County has established a dental premium subsidy (DPS) for Board members whose premium costs for medical and dental insurance exceeds the MPS, in an amount up to \$9.46 but not to exceed the combined total of the Board member's out-of-pocket expenses. For example, a Board member who selects "Board member only" coverage for medical and dental with a combined per pay period premium cost of \$234.00 will receive a DPS in the amount of \$4.00 per pay period.

(4) Vision Insurance. Subject to carrier requirements, the County will pay the premiums for vision care insurance for Board members and their dependents.

(5) Expense Reimbursement.

(A) General Provisions. The purpose of this subsection is to define the policy and procedures by which Board members shall report and be reimbursed for necessary expenses incurred on behalf of San Bernardino County. As elected officials, Board members shall assure that expenses submitted for reimbursement are reasonable and necessary expenditures. No other approval is required.

(B) Records and Reimbursements.

(I) Requests for expense reimbursements should be submitted once each month, except if the amount claimable for any month does not exceed \$25.00, the submission may be deferred until the amount exceeds \$25.00 quarterly, or until June 30 during the current fiscal year, whichever occurs first. At the end of the fiscal year, expense reimbursement claims for July 1 and beyond, must be on a separate claim from those expenses claimed for June 30 or earlier.

(II) Receipts or vouchers which verify the claimed expenditures will be required for all items of expense, except:

(i) Subsistence, except as otherwise provided in this subsection;

1 (ii) Private mileage;
2 (iii) Taxi, streetcar, bus, and ferryboat fares; bridge
3 and road tolls; and parking fees;
4 (iv) Telephone and other communication – related
5 charges;

6 (v) Other authorized expenses of less than \$1.00.
7 (III) Claims for expense reimbursement totaling less than
8 \$1.00 in any fiscal year shall not be paid.

9 (IV) Reimbursement shall not be made for any personal
10 expenses such as, but not limited to: entertainment, barbering, etc.

11 (V) Except as otherwise provided in this subsection,
12 expense reimbursements shall be made on an actual cost basis.

13 (C) Transportation Modes.

14 (I) The general rule for selection of a mode of
15 transportation is that mode which represents the lowest expense to the County.

16 (II) Travel via Private Automobile. Board members who
17 travel by use of a private automobile for which they receive an automobile allowance or
18 who use a County-provided vehicle pursuant to Subsection 13.0614(c)(6) below, will not
19 also be reimbursed for mileage.

20 (III) Travel via Air. All travel that requires air
21 transportation shall be made by commercial aircraft. When commercial aircraft
22 transportation is approved, the “cost of public carrier” shall mean the cost of air coach
23 class rate including tax and security surcharges. Travel via charter aircraft shall not be
24 allowed, unless other types of transportation are impractical or more expensive.

25 (IV) Travel via Rental Vehicles. Reimbursement will be
26 provided for the cost of a rental vehicle used for business purposes. Rental vehicles
27 are covered for liability and vehicle physical damage under the County’s self-insurance
28 program. Reimbursement will not be provided for the additional costs incurred if any

1 Board member purchased any additional insurance or signs a collision damage waiver
2 (CDW) when renting a vehicle for County business. Requests for reimbursement for
3 gasoline for rental vehicles must be accompanied by a copy of the rental agreement or
4 rental receipt and gasoline receipt.

5 (D) Subsistence.

6 (I) Claims for lodging and meals which do not exceed the
7 allowances listed below do not require receipts.

8 (II) The allowance for lodging is the maximum lodging
9 rate identified in the Maximum Federal Per Diem Rates table in IRS Publication 1542.

10 (III) The allowance for meals is the Meal and Incidental
11 Expense (M&IE) Rate identified in the Maximum Federal Per Diem Rates table in IRS
12 Publication 1542. If less than three meals in a day are being claimed, the allowance per
13 meal is 22 percent of the M&IE Rate for breakfast, 30 percent of the M&IE Rate for
14 lunch, and 48 percent of the M&IE Rate for dinner.

15 (IV) Meal allowances for a business meeting/conference
16 including meals are the actual costs.

17 (E) Expense Advances.

18 (I) Advancement of funds for business expenses can be
19 obtained from the Auditor-Controller/Treasurer/Tax Collector through submission of the
20 appropriate form. Advancements shall not exceed the per diem allowances set forth
21 herein. The minimum amount to be advanced is \$50.00.

22 (II) County Credit/Debit Cards. The County may issue a
23 County credit or debit card to a Board member and require business expenses be paid
24 for with said card. If unauthorized charges are placed on the card, the Board member
25 shall be required to reimburse the County. If the Board member fails to reimburse the
26 County within 15 calendar days, the Auditor-Controller/Treasurer/Tax Collector may
27 recover any unauthorized charges from the Board member's pay.

28 (F) Compliance. The following provisions and policies comply

1 with Government Code section 53232 et seq.:

2 (I) When reimbursement is otherwise authorized by
3 statute, the County may reimburse Board members for actual and necessary expenses
4 incurred in the performance of official duties.

5 (II) The types of occurrences that qualify a Board
6 member to receive reimbursement of expenses relating to travel, meals, lodging, and
7 other actual and necessary expenses include the following:

8 (i) Communicating with representatives of
9 regional, state and national government on County adopted policy positions;

10 (ii) Attending educational seminars designed to
11 improve officials' skill and information levels;

12 (iii) Participating in regional, state, and national
13 organizations whose activities affect the County's interests;

14 (iv) Attending County events;

15 (III) All other expenditures require approval by the Board
16 of Supervisors.

17 (IV) The reasonable reimbursement rates for travel,
18 meals, and lodging, and other actual and necessary expenses are those set out in San
19 Bernardino County Code Subsection 13.0614(c)(5).

20 (V) If the lodging is in connection with a conference or
21 organized educational activity, lodging costs shall not exceed the maximum group rate
22 published by the conference or activity sponsor, provided that lodging at the group rate
23 is available to the Board member at the time of booking. If the group rate is not
24 available, the Board member shall use comparable lodging.

25 (VI) Board members shall use government and group
26 rates offered by a provider of transportation or lodging services for travel and lodging
27 when available.

28 (VII) All expenses that do not fall within this policy or the

1 IRS reimbursable rates shall be approved by the Board of Supervisors, in a public
2 meeting before the expense is incurred, or ratified after the expense is incurred, when
3 prior action is not possible due to the urgency of the requirement for the expense.

4 (VIII) Expense Reports. The County Auditor
5 Controller/Treasurer/Tax Collector shall provide expense report forms to be filed by the
6 members of the Board of Supervisors for reimbursement of actual and necessary
7 expenses incurred on behalf of the local agency in the performance of official duties.

8 (i) The expense reports shall document that
9 expenses meet this policy, and all other applicable County policies, for expenditure of
10 public resources.

11 (ii) Board members shall submit expense reports
12 to the County Auditor-Controller/Treasurer/Tax Collector within a reasonable time after
13 the expense is incurred, and the reports shall be accompanied by the receipts
14 documenting each expense.

15 (iii) Board members shall provide brief reports on
16 any meeting, as defined in the Ralph M. Brown Act under Government Code section
17 54952.2, attended at the expense of the County at the next regular Board meeting.

18 (iv) All documents related to reimbursable County
19 expenditures are subject to disclosure under the California Public Records Act,
20 Government Code section 6250 et seq.

21 (IX) Penalties. Penalties for misuse of public resources or
22 falsifying expense reports in violation of Subsection 13.0614(c)(5) or other applicable
23 law may include, but are not limited to, the following:

- 24 (i) The loss of reimbursement privileges;
- 25 (ii) Restitution to the County;
- 26 (iii) Civil penalties for misuse of public resources,
27 pursuant to Government Code section 8314;
- 28 (iv) Prosecution for misuse of public resources

1 pursuant to Penal Code section 424.

2 (6) Automobiles.

3 (A) All Board members shall be entitled to have a Category I
4 County vehicle assigned to them for use on County business. Board members may use
5 such vehicles for occasional personal use provided they reimburse the County at the
6 current motor pool variable rate per mile for such use.

7 (B) Board members electing not to obtain a County vehicle
8 pursuant to the previous paragraph shall receive a biweekly automobile allowance in the
9 amount of \$561.54 with no mileage reimbursement, provided they provide a private
10 vehicle for their own use on County business. The First District Supervisor shall receive
11 a 50 percent addition to the biweekly amount provided to Board members. Board
12 members selecting this allowance shall be required to have a vehicle available at all
13 times for use on County business. This allowance shall be considered complete
14 reimbursement for the acquisition, insurance, maintenance, repair, upkeep, fuel, and all
15 other costs for the required vehicle.

16 (7) Flexible Spending Account (FSA) for Medical-Related Expenses.

17 (A) General. The County has established a Medical Expense
18 Reimbursement Plan, also known as a Flexible Spending Account (FSA). This plan has
19 been established in accordance with the provisions of Internal Revenue Code section
20 125. Human Resources will serve as the FSA Plan administrator and will administer the
21 FSA in accordance with the County's plan document. The FSA's plan year will coincide
22 with the County's benefit plan year.

23 (B) Board members may contribute to the FSA, on a pre-tax
24 basis, an amount up to the Internal Revenue Code's annual maximum. This annual
25 contribution is made by the board member via equal biweekly payroll deductions. The
26 County will not make any matching contributions on behalf of Board members. Board
27 member participants must elect to enroll each year in order to continue participation.
28 Upon enrolling in the FSA, Board members may not change their designated biweekly

1 contribution amount or discontinue making contributions for the remainder of the plan
2 year except as permitted by the Internal Revenue Code. Any unused amounts
3 remaining in a board members FSA account at the end of the Plan year shall be
4 forfeited except as permitted by the Internal Revenue Code and the County's plan
5 document. Contributions made to the FSA may be used for receiving non-taxable
6 reimbursements of eligible medical expenses not covered by insurance. Eligible
7 reimbursable expenses are those medical expenses that qualify as determined under
8 Internal Revenue Code section 213.

9 (8) Defined Contribution and Deferred Compensation Plans. Board
10 members shall be eligible to contribute to the County's 401(k) Defined Contribution Plan
11 and 457(b) Deferred Compensation Plan. The County shall not make any matching
12 contributions to any defined or deferred contribution plan on behalf of Board members.

13 (9) Voluntary Insurance Programs. In accordance with the procedures
14 established by the Human Resources Division Chief, Board members may purchase,
15 through payroll deductions, term life insurance in \$10,000.00 increment amounts to a
16 maximum benefit of \$700,000.00. Board members may purchase amounts of
17 accidental death and dismemberment insurance coverage for themselves and
18 dependents through payroll deduction. Board members may purchase, through payroll
19 deductions, variable group universal life insurance subject to carrier requirements and
20 approval. The benefit levels for such insurance shall be equivalent to no more than
21 three times the Board member's annual base salary. There shall be no County
22 contribution toward the Board member's purchase of variable group universal life
23 insurance.

24 (10) Healthy Lifestyles Program. The Healthy Lifestyle program is
25 available to Board members. Under this program, Board members are eligible for
26 annual prepaid memberships with health clubs that participate in the program, or
27 reimbursement for other comparable health club membership up to \$324.00 on an
28 annual basis. Board members are also eligible for an annual physical examination

1 through the Arrowhead Regional Medical Center.

2 (11) Tuition Reimbursement and Membership Dues. The County shall
3 establish an individual fund in the amount of \$1,000 for each fiscal year for each Board
4 member to reimburse Board members for tuition costs incurred for job-related education
5 or career development or to reimburse membership dues in professional
6 organization(s), providing each expenditure enhances furtherance of County or
7 continuing education goals.

8 (12) Dependent Care Assistance Program. Board members are eligible
9 to participate in the Dependent Care Assistance Program (DCAP). The purpose of the
10 DCAP is to permit Board members and eligible County employees to make an election
11 to pay for certain dependent care expenses with salary reduction from compensation
12 contributed to the plan before federal income taxes are paid to the IRS ("Salary
13 Reduction") in accordance with Internal Revenue Code sections 125 and 129 and
14 regulations pursuant thereto. The DCAP shall be construed to comply with said code
15 sections and to meet requirements of any other applicable provisions of law. The DCAP
16 will be administered in accordance with procedures established by Human Resources,
17 and consistent with the plan document.

18 (13) Term Life Insurance. The County will pay the premium for a term
19 life insurance policy with \$50,000 in coverage for Board members.

20 (14) Long-Term Disability Insurance. The County will provide Board
21 members with long-term disability insurance subject to carrier requirements and
22 approval. The benefit levels for such insurance shall be those approved by the Director
23 of Human Resources.

24 (15) Portable Communication Device Allowance. Board members shall
25 receive a biweekly portable communication device allowance in the amount of \$92.31, if
26 the following conditions are met: (1) The Board member shall purchase a portable
27 communication device capable of sending and receiving cellular telephone calls, and
28 capable of sending and receiving e-mails to and from the County e-mail system; (2) Any

1 portable communication device to be utilized for sending and receiving e-mail shall be
2 selected from a list as approved by the Information Services Department; and, (3) The
3 County shall pay for any license and set up expense for the device, if any, and the
4 Board member shall pay for the equipment and all monthly charges including all voice,
5 text, and data plans.

6 (16) Retirement Medical Trust. The County will contribute to the San
7 Bernardino County Retirement Medical Trust one percent of an eligible Board member's
8 biweekly salary for Board members with zero to nine years of participation in SBCERA,
9 one and three-quarters percent of an eligible Board member's biweekly salary for Board
10 members with 10 to 15 years of participation in SBCERA, and two and three-quarters
11 percent of an eligible Board member's biweekly salary for Board members with 16 or
12 more years of participation in SBCERA. The trust will establish individual accounts for
13 each Board member. All of the contributions to the trust fund will be treated for tax
14 purposes as employer, non-elective contributions. The purchase of additional
15 retirement credit or other retirement service credit shall count as years of participation
16 for determining eligibility. Participation in other public sector retirement systems may
17 also be counted towards the service requirement provided that the Board member has
18 not withdrawn his or her contributions from that system and is also a participant in
19 SBCERA.

20 (c) (Repealed by Ord. 3953, passed - -2005).

21 (d) (Repealed by Ord. 3953, passed - -2005).

22 (e) Employment Status. A County employee in a regular County position
23 becoming an elected official of San Bernardino County shall be compensated, at the
24 time of termination from regular employment to the time of assuming office, for unused
25 vacation, holidays, and sick leave conversion, if eligible. Should such an elected official
26 return to County employment in a regular position, such employee shall be treated as a
27 new employee and receive a new benefit date except as hereinafter provided. A person
28 that has served as an elected official of the County and who returns or has returned to

1 County employment in a regular position within 90 days after leaving an elected office of
2 the County, shall be entitled for purposes of vacation accrual rates to count all prior
3 County employment, including the time as an elected official of the County. The
4 effective date of any vacation accrual rate adjustment shall not precede the effective
5 date of this amendment.

6 (f) Salary Adjustments. The County Administrative Office, in concurrence
7 with County Counsel, shall conduct the compensation and salary surveys required in
8 Section 1 of Article VI of the County Charter, and shall report to the Auditor-
9 Controller/Treasurer/Tax Collector and the Board of Supervisors concerning appropriate
10 adjustments to be implemented as required by Section 1 of Article VI of the County
11 Charter. The Auditor-Controller/Treasurer/Tax Collector shall implement any required
12 adjustments effective December 1 of the applicable year based on the report of the
13 County Administrative Office.

14
15 SECTION 3. This ordinance shall take effect immediately from the date of
16 adoption.

17
18 _____
19 CURT HAGMAN, Chairman
20 Board of Supervisors

21 SIGNED AND CERTIFIED THAT A COPY
22 OF THIS DOCUMENT HAS BEEN DELIVERED
23 TO THE CHAIRMAN OF THE BOARD

24 LYNNA MONELL, Clerk of the
25 Board of Supervisors
26 _____
27
28

1 STATE OF CALIFORNIA)
2 COUNTY OF SAN BERNARDINO) ss.
3)

4 I, LYNNA MONELL, Clerk of the Board of Supervisors of the County of San
5 Bernardino, State of California, hereby certify that at a regular meeting of the Board of
6 Supervisors of said County and State, held on the 23rd day of June, 2020, at which
7 meeting were present Supervisors: Robert A. Lovingood, Janice Rutherford, Dawn
8 Rowe, Curt Hagman, Josie Gonzales, and the Clerk, the foregoing ordinance was
9 passed and adopted by the following vote, to wit:

7 AYES: SUPERVISORS: Robert A. Lovingood, Janice Rutherford,
8 Dawn Rowe, Curt Hagman, Josie Gonzales

9 NOES: SUPERVISORS: None

10 ABSENT: SUPERVISORS: None

11 IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official
12 seal of the Board of Supervisors this 23rd day of June, 2020.

13 LYNNA MONELL, Clerk of the
14 Board of Supervisors of the
15 County of San Bernardino,
16 State of California

17 _____
18 Deputy

19 Approved as to Form:

20 MICHELLE D. BLAKEMORE
21 County Counsel

22
23 By: _____
24 JOLENA E. GRIDER
25 Deputy County Counsel

26 Date: _____
27
28