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

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

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

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

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

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

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

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

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

(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 or restoration, in whole or in part, of this across the
3 board salary increase is subject to the discretion of the Chief Executive Officer based on
4 the availability of financial 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 The County shall provide eligible employees a one-time lump sum
24 payment of three percent of each employee's salary covering the period from July 18,
25 2020 – September 25, 2020, in lieu of the scheduled July 18, 2020 across the board
26 increase, subject to the following:

27 Eligibility. In order to be eligible for the lump sum payment:

28 i. An employee must be employed in an Exempt Group position

covered by this Ordinance on the date of Board approval; and,

ii. Be in paid status in an Exempt Group position covered by this Ordinance in the pay period in which the lump sum payment is paid. Employees not in paid status in the pay period in which the payment is paid shall receive a prorated lump sum payment upon return to paid status, provided, however, that the employee returns to paid status by September 25, 2020.

An eligible employee who is part-time or job-sharing shall be eligible for a prorated lump sum payment based on regularly scheduled hours.

An employee who has separated from County employment for any reason or who is no longer in an Exempt Group position covered by this Ordinance for any reason prior to the pay period in which the payment is paid out, or who is hired into an Exempt Group position covered by this Ordinance after the date of Board approval of the payment, shall not be eligible to receive the lump sum payment.

Payment. The County agrees to pay eligible employees a lump sum of three percent of the employee's salary, to be paid in one payment, subject to withholdings, provided, however, an eligible employee who is part-time or job-sharing shall be eligible for a prorated payment based on regularly scheduled hours.

It is anticipated that the lump sum shall be payable in the month of August 2020.

(3) List of Exempt Group Classifications.

(A) Exempt—Executive County Administrators.

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

EXECUTIVE COUNTY ADMINISTRATORS					
Job Code	Classifications	Benefit Group	Annual Salary Effective 6/19/21	Annual Salary Effective 7/31/21	Annual Salary Effective 7/30/22
01115	Agricultural Commissioner/Sealer	B	\$176,232	\$181,519	\$186,965
03487	County Clerk	N/A	\$11,548	\$11,894	\$12,251
04237	Director of Airports	B	\$167,841	\$172,876	\$178,062

04260	Director of County Museum	B	\$159,367	\$164,148	\$169,072
04390	Director of Veterans' Affairs	B	\$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 6/19/21	Salary Grade Effective 7/31/21	Salary Grade Effective 7/30/22
01115	Agricultural Commissioner/Sealer	B	85B	85B	85B
03489	Assistant Executive Officer	B	101B	101B	101B
10030	Assistant Executive Officer - Human Services	B	101B	101B	101B
13111	Behavioral Health Medical Director	C	119C	119C	119C
03485	Chief Executive Officer	B	116B	116B	116B
01246	Chief Information Officer	B	97B	97B	97B
03515	Chief Probation Officer	B	93B	93B	93B
03310	Clerk of the Board of Supervisors	B	84B	84B	84B
03488	County Chief Financial Officer	B	97B	97B	97B
03487	County Clerk ¹	N/A	N/A	N/A	N/A
03495	County Counsel	B	105B	105B	105B
03500	County Librarian	B	84B	84B	84B
04228	Director of Aging and Adult Services	B	87B	87B	87B
04237	Director of Airports	B	83B	83B	83B
04383	Director of Arrowhead Regional Medical Center	B	118B	118B	118B
04300	Director of Behavioral Health	B	96B	96B	96B
04255	Director of Child Support	B	92B	92B	92B
04260	Director of County Museum	B	81B	81B	81B
04273	Director of Economic Development	B	83B	83B	83B
04276	Director of Fleet Management	B	81B	81B	81B
10004	Director of Human Resources	B	96B	96B	96B
04320	Director of Land Use Services	B	91B	91B	91B
18200	Director of Preschool Services	B	87B	87B	87B
04340	Director of Public Works	B	97B	97B	97B
04356	Director of Purchasing	B	82B	82B	82B
04365	Director of Real Estate Services	B	86B	86B	86B
18143	Director of Risk Management	B	82B	82B	82B
04386	Director of Transitional Assistance	B	90B	90B	90B
04390	Director of Veterans' Affairs	B	81B	81B	81B

04250	Director, Children and Family Services	B	94B	94B	94B
04280	Director, Community Development and Housing	B	83B	83B	83B
18160	Director, Regional Parks	B	83B	83B	83B
04278	Director, Workforce Development	B	83B	83B	83B
04272	Economic Development Administrator	B	92B	92B	92B
16345	Public Defender	B	101B	101B	101B
08048	Public Health Director	B	95B	95B	95B
18080	Registrar of Voters	B	87B	87B	87B
*Salary for this position is set at \$1, not a salary grade.					

(B) Exempt—Associate Administrators.

ASSOCIATE ADMINISTRATORS					
Job Code	Classification	Benefit Group	Grade Effective 7/18/20	Grade Effective 7/31/21	Grade Effective 7/30/22
01061	Administrative Analyst I	D	56D	56D	56D
01066	Administrative Analyst II	C	66C	66C	66C
01068	Administrative Analyst III	C	73C	73C	73C
01060	Administrative Analyst Trainee	D	45T_D	45T_D	45T_D
01289	ARC Administrative and Financial Manager	C	73C	73C	73C
01292	ARC Project Administrator	C	57C	57C	57C
01288	ARC Public and Legislative Affairs Officer	C	62C	62C	62C
19173	ARMC Associate Chief Financial Officer	C	83C	83C	83C
19160	ARMC Chief Financial Officer	B	100B	100B	100B
01621	ARMC Chief Operating Officer	B	102B	102B	102B
19145	ARMC Finance and Budget Officer	C	77C	77C	77C
19166	Chief Medical Officer	C	114C	114C	114C
06047	Assistant Administrator, Economic Development Agency	B	85B	85B	85B
03098	Assistant Agricultural Commissioner/Sealer	C	75C	75C	75C
01280	Assistant Assessor	B	82B	82B	82B
01286	Assistant Auditor-Controller/Treasurer /Tax Collector	B	84B	84B	84B
01380	Assistant Chief Information Officer	C	92C	92C	92C
01297	Assistant Chief Probation Officer	C	85C	85C	85C
12149	Assistant County Librarian	C	73C	73C	73C

1	04229	Assistant Director of Aging and Adult Services	C	78C	78C	78C
2	04238	Assistant Director of Airports	C	73C	73C	73C
3	01373	Assistant Director of Behavioral Health	C	86C	86C	86C
4	04254	Assistant Director of Child Support	C	85C	85C	85C
5	04257	Assistant Director of Children and Family Services	C	85C	85C	85C
6	10019	Assistant Director of Human Resources	C	87C	87C	87C
7	04321	Assistant Director of Land Use Services	C	84C	84C	84C
8	18219	Assistant Director of Preschool Services	C	78C	78C	78C
9	04331	Assistant Director of Public Health	C	85C	85C	85C
10	04342	Assistant Director of Public Works	C	92C	92C	92C
11	04355	Assistant Director of Purchasing	C	77C	77C	77C
12	04393	Assistant Director of Real Estate Services	C	81C	81C	81C
13	18144	Assistant Director of Risk Management	C	77C	77C	77C
14	04391	Assistant Director of Transitional Assistance	C	84C	84C	84C
15	04286	Assistant Director of Workforce Development	C	78C	78C	78C
16	01410	Assistant District Attorney	B	97B	97B	97B
17	01622	Assistant Hospital Administrator - Ambulatory Services	C	74C	74C	74C
18	03114	Assistant Public Defender	B	97B	97B	97B
19	01294	Assistant Recorder	B	82B	82B	82B
20	18079	Assistant Registrar of Voters	C	78C	78C	78C
21	01532	Assistant Sheriff	C	93C - SAF	93C - SAF	93C - SAF
22	19172	Associate Chief Nursing Officer	C	86C	86C	86C
23	01625	Associate Hospital Administrator Professional Services	C	86C	86C	86C
24	01598	Auditor-Controller/Treasurer/Tax Collector Executive Assistant	C	57C	57C	57C
25	01599	ATC Project Administrator	C	57C	57C	57C
26	01666	Auditor-Controller/Treasurer/Tax Collector Division Chief	C	76C	76C	76C
27	01668	Auditor-Controller/Treasurer/Tax Collector Manager	C	71C	71C	71C
28	01067	Board of Supervisor's Administrative Analyst	B	73B	73B	73B
	10000	BOS Chief of Staff	B	84B	84B	84B

1	02027	Building Official	C	82C	82C	82C
2	19957	Business Solutions Division Chief	C	82C	82C	82C
3	01076	Chief Administrative Analyst	C	80C	80C	80C
4	03070	Chief Appraiser	C	76C	76C	76C
5	01340	Chief Assistant County Counsel	B	98B	98B	98B
6	03107	Chief Assistant District Attorney	B	100B	100B	100B
7	03512	Chief Communications Officer	B	89B	89B	89B
8	04302	Chief Compliance Officer - Behavioral Health	C	72C	72C	72C
9	03099	Chief Deputy Clerk of Board of Supervisors	C	73C	73C	73C
10	01264	Chief Deputy County Museum	C	65C	65C	65C
11	03105	Chief Deputy District Attorney	C	94C	94C	94C
12	03115	Chief Deputy Public Defender	C	94C	94C	94C
13	03116	Chief Deputy Recorder	C	76C	76C	76C
14	03120	Chief Deputy Registrar of Voters	C	65C	65C	65C
15	03021	Chief Deputy Treasurer	C	80C	80C	80C
16	15025	Chief Information Security Officer	C	92C	92C	92C
17	03111	Chief Learning Officer	C	78C	78C	78C
18	19165	Chief Medical Information Officer	C	107C	107C	107C
19	19164	Chief Nursing Officer	C	93C	93C	93C
20	16382	Chief of Animal Care and Control	C	80C	80C	80C
21	03175	Chief of Assessment Services	C	76C	76C	76C
22	03083	Chief of Clinical Operations	C	73C	73C	73C
23	03499	Chief of County Counsel's Administration	C	70C	70C	70C
24	03106	Chief of District Attorney's Administration	C	73C	73C	73C
25	10002	Chief of Environmental Health Services	C	80C	80C	80C
26	13138	Chief of Homeless Services	B	77B	77B	77B
27	03195	Chief of Public Defender's Administration	C	70C	70C	70C
28	03221	Chief Public Works Engineer	C	88C	88C	88C
	03078	Child Support Chief Attorney	C	91C	91C	91C
	03278	Children's Network Officer	C	69C	69C	69C
	10025	Code Enforcement Chief	C	82C	82C	82C
	12151	Community Services Finance and Operations Chief	C	73C	73C	73C
	03503	County Chief Operating Officer	B	102B	102B	102B
	03496	County Counsel Research Attorney I	C	62T_C	62T_C	62T_C
	03497	County Counsel Research	C	71C	71C	71C

1		Attorney II				
2	01078	County HIPAA Security Officer/Assistant Privacy Officer	C	72C	72C	72C
3	03504	County Labor Relations Chief	B	90B	90B	90B
4	01062	County Compliance, Ethics and Privacy Officer	C	76C	76C	76C
5	19863	County Surveyor	C	82C	82C	82C
6	03150	Departmental IS Administrator	C	80C	80C	80C
7	19961	Deputy Chief of Business Solutions Development	C	77C	77C	77C
8	16401	Deputy Chief of Community Health Services	C	76C	76C	76C
9	16275	Deputy Chief Probation Officer	C	81C	81C	81C
10	04085	Deputy County Counsel I	C	62T_C	62T_C	62T_C
11	04095	Deputy County Counsel II	C	71T_C	71T_C	71T_C
12	04100	Deputy County Counsel III	C	78T_C	78T_C	78T_C
13	04105	Deputy County Counsel IV	C	84C_C	84C_C	84C_C
14	04107	Deputy County Counsel V	C	87C_C	87C_C	87C_C
15	13124	Deputy Director Behavioral Health Administrative Services	C	83C	83C	83C
16	03153	Deputy Director of Behavioral Health Program Services	C	83C	83C	83C
17	12121	Deputy Director of Governmental & Legislative Affairs	B	73B	73B	73B
18	18182	Deputy Director of Regional Parks	C	77C	77C	77C
19	04287	Deputy Director of RES Facilities Management	C	74C	74C	74C
20	04394	Deputy Director of RES Leasing & Acquisition	C	76C	76C	76C
21	01074	Deputy Director of RES Project Management	C	77C	77C	77C
22	18146	Deputy Director of Risk Management	C	71C	71C	71C
23	NEW	Deputy Director, Administrative Services	C	75C	75C	75C
24	04299	Deputy Director, Behavioral Health Quality Management	C	83C	83C	83C
25	04256	Deputy Director, Child Support	C	74C	74C	74C
26	18162	Deputy Director, Children and Family Services	C	74C	74C	74C
27	04119	Deputy Director, Community Development and Housing	C	74C	74C	74C
28	04118	Deputy Director, Department of Aging and Adult Services	C	74C	74C	74C
	04282	Deputy Director, Economic	C	74C	74C	74C

1		Development				
2	18201	Deputy Director, Preschool Services	C	74C	74C	74C
3	18167	Deputy Director, Program Development	C	74C	74C	74C
4	01331	Deputy Director, Sheriff's Coroner Division	C	75C - SAF	75C - SAF	75C - SAF
5	18163	Deputy Director, Transitional Assistance	C	74C	74C	74C
6	04275	Deputy Director, Workforce Development	C	74C	74C	74C
7	04060	Deputy Executive Officer	B	89B	89B	89B
8	16411	Deputy Public Information Officer	C	66C	66C	66C
9	03493	Director of Governmental & Legislative Affairs	B	83B	83B	83B
10	16278	Director of Probation Administration	C	80C	80C	80C
11	19162	Director of Public Relations and Marketing	C	68C	68C	68C
12	04402	District Attorney Assistant Chief Investigator	C	83C - SAF	83C - SAF	83C - SAF
13	04395	District Attorney Chief Investigator	C	89C - SAF	89C - SAF	89C - SAF
14	04406	District Attorney, Public Affairs Officer	C	73C	73C	73C
15	06041	Economic Development Manager	C	69C	69C	69C
16	16111	EMACS Manager	C	71C	71C	71C
17	05145	Emergency Medical Services Assistant Administrator	C	70C	70C	70C
18	06035	Field Representative	B	63B	63B	63B
19	03506	Finance and Administration Projects Coordinator	D	58D	58D	58D
20	03502	Government Relations Analyst	C	66C	66C	66C
21	08040	Health Officer	C	101C	101C	101C
22	08050	Healthcare Program Administrator	D	70D	70D	70D
23	06062	Housing Agency Finance Officer	C	66C	66C	66C
24	05108	HS Administrative Manager	D	60D	60D	60D
25	04414	HS Auditing Chief	C	75C	75C	75C
26	05101	HS Program Integrity Division Chief	C	74C	74C	74C
27	16119	Human Resources Administrative Manager	C	73C	73C	73C
28	16095	Human Resources Analyst I	D	60D	60D	60D
	16098	Human Resources Analyst II	D	68D	68D	68D
	16100	Human Resources Analyst III	C	71C	71C	71C

1	16094	Human Resources Analyst Trainee	D	47T_D	47T_D	47T_D
2	10027	Human Resources Deputy Director	C	84C	84C	84C
3	16110	Human Resources Division Chief	C	80C	80C	80C
4	16115	Human Resources Business Partner I	D	65T_D	65T_D	65T_D
5	16116	Human Resources Business Partner II	C	72C	72C	72C
6	16109	Human Resources Manager	C	73C	73C	73C
7	NEW	Indigent Defense Analyst	D	56D	56D	56D
8	15024	IT Chief Finance Officer	C	80C	80C	80C
9	01302	IT Deputy Chief	C	77C	77C	77C
10	15022	IT Division Chief	C	82C	82C	82C
11	15023	IT Finance Officer	C	71C	71C	71C
12	15020	Information Services Security Officer	C	78C	78C	78C
13	01667	Investment Officer	C	73C	73C	73C
14	05092	Labor Negotiator	C	80C	80C	80C
15	03511	Labor Relations Analyst	D	60D	60D	60D
16	12102	Legislative Analyst	C	66C	66C	66C
17	03176	Network Services Division Chief	C	82C	82C	82C
18	01250	Planning Director	C	82C	82C	82C
19	09999	Principal Administrative Analyst	C	77C	77C	77C
20	16220	Principal Appraiser	C	69C	69C	69C
21	03100	Principal Assistant County Counsel	B	92B	92B	92B
22	10024	Principal Management Analyst	B	84B	84B	84B
23	19856	Probation Health Services Manager	C	78C	78C	78C
24	16360	Public Health Chief Financial Officer	C	80C	80C	80C
25	16358	Public Health Division Chief	C	80C	80C	80C
26	16385	Public Health Medical Director	C	97C	97C	97C
27	16410	Public Information Officer	B	83B	83B	83B
28	04341	Public Works Chief Financial Officer	C	80C	80C	80C
	16389	Quality and Compliance Officer	C	75C	75C	75C
	18031	Real Estate Services Manager	C	67C	67C	67C
	18141	Risk Assessment Officer	C	70C	70C	70C
	01600	SAP Chief	C	80C	80C	80C
	03509	Senior Labor Relations Analyst	C	72C	72C	72C
	03510	Senior Labor Relations Officer	C	75C	75C	75C

04207	Sheriff's Deputy Director of Administrative Services	C	84C	84C	84C
19521	Sheriff's Administrative Manager	C	73C	73C	73C
19465	Sheriff's Captain	C	83C - SAF	83C - SAF	83C - SAF
19460	Sheriff's Deputy Chief	C	88C - SAF	88C - SAF	88C - SAF
19518	Sheriff's Executive Officer of Corrections and Support Services	C	88C	88C	88C
19520	Sheriff's Financial Manager	C	73C	73C	73C
19507	Sheriff's Health Services Administrator	C	80C	80C	80C
04123	Special Assistant Deputy District Attorney	C	88C	88C	88C
04126	Special Assistant to the District Attorney	B	97B	97B	97B
03505	Strategic Initiatives Chief	C	80C	80C	80C
19822	Supervising Deputy County Counsel	C	90C	90C	90C
16120	Supervising Human Resources Business Partner	C	75C	75C	75C
21005	Undersheriff	B	98B - SAF	98B - SAF	98B - SAF
17351	Victim Services Chief	C	71C	71C	71C

(C) Exempt—Executive Assistants.

EXECUTIVE ASSISTANTS					
Job Code	Classification	Benefit Group	Grade Effective 6/19/21	Grade Effective 7/31/21	Grade Effective 7/30/22
01059	Administrative Aide (K)	C	57C	57C	57C
03101	Administrative Aide to the County Counsel	C	57C	57C	57C
05281	CEO Executive Assistant - Unclassified	C	60C	60C	60C
16019	County Counsel Law Clerk	C	58C	58C	58C
19046	County Counsel Lead Secretary	D	48D	48D	48D
03498	County Counsel Paralegal	D	50D	50D	50D
03507	County Counsel Senior Paralegal	D	54D	54D	54D
05320	Executive Assistant	D	57D	57D	57D
05300	Executive Secretary I	D	40D	40D	40D
05305	Executive Secretary II	D	45D	45D	45D
05311	Executive Secretary III - Classified	D	50D	50D	50D
05312	Executive Secretary III - Unclassified	C	50C	50C	50C
05256	Executive Secretary, Board of Supervisors	C	52C	52C	52C

03280	Secretary, Civil Service Commission	D	45D	45D	45D
19540	Sheriff's Special Assistant	C	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 at the beginning of the pay period in which the employee completes the required number of service hours. However, when an employee reaches the required number of service hours with 80 hours in each pay period, the step advancement will be made at the beginning of the next pay period. Approval for advancement shall be based upon completion of the required length of service hours in the classification, satisfactory work performance, and appointing authority recommendation.

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

(B) Implementation of Classification Study Results.

(I) Upgrading. An upgrading is the reclassification of a

1 position from one classification to another classification having a higher base salary
2 range. Whenever an incumbent employee is upgraded as a result of such
3 reclassification, pursuant to the Personnel Rules, such employee's step placement in
4 the new salary range shall be governed by the subdivision on "Promotions."

5 (II) Downgrading. A downgrading is the reclassification
6 of a position from one classification to another classification having a lower base salary
7 range. When a position is downgraded, the incumbent employee may continue at the
8 same salary rate where the salary rate is within the new base salary range. Where an
9 incumbent receives a salary rate greater than the maximum of the new base salary
10 range, the Director of Human Resources may authorize continuation of the same salary
11 rate to the incumbent employee that the employee received prior to the downgrading of
12 the position by placing the employee on an "X" step, provided that the employee shall
13 receive no future salary rate increases until the salary range maximum of the new
14 classification exceeds the "X" step.

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

20 (I) If the employee's original base rate of pay is less than
21 Step 1 of the newly designated pay range, the employee shall be placed on Step 1 of
22 the new range. The employee shall be eligible to advance to the next step upon
23 receiving a 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 (II) If the employee's original base rate of pay falls within
27 the newly designated pay range, and the salary adjustment granted is at least two
28 salary ranges, the employee shall be placed upon the step in the new range that is

1 approximately a five percent salary increase, not to exceed the maximum step of the
2 new range. If the employee's original base rate of pay falls within the newly designated
3 pay range, and the salary adjustment granted is less than two salary ranges, the
4 employee shall be placed upon the step in the new range that is approximately a two
5 and one-half percent salary increase, not to exceed the maximum step of the new
6 range. The employee shall be eligible to advance to the next step upon receiving a
7 satisfactory rating on the employee's next annual performance evaluation, in
8 accordance with the requirements of Subsection 13.0613(c)(4)(A). Subsequent step
9 advances shall be administered in accordance with Subsection 13.0613(c)(4)(A).

10 (D) Demotion. A demotion is the appointment of an employee
11 from an incumbent position to a position in a different classification for which the
12 maximum rate of pay is lower. An employee demoted for disciplinary reasons shall be
13 placed on the step within the base salary range of the class to which the employee
14 demoted as provided in the order of demotion.

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

19 (E) Promotion. A promotion is the appointment of an employee
20 from one classification to a classification having a higher base salary range. A
21 promoted employee shall receive at least the entrance rate of the new range or a two-
22 step or five percent salary increase, (i.e., mathematically closest to five percent)
23 whichever is greater, provided that no employee is thereby advanced in step nor
24 advanced above the top step of the higher base salary range. At the discretion of the
25 appointing authority and with the approval of the Director of Human Resources, an
26 employee may be placed at any step within the higher base salary range. Promotions
27 shall be effective only at the beginning of a pay period unless the Director of Human
28 Resources approves an exception.

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

11 (e) Hours of Work.

12 (1) Employees shall be required to work during such hours as
13 necessary to carry out the duties of their position as designated by the appointing
14 authority, and such hours may be varied so long as the work requirements and efficient
15 operations of the County are assured.

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

27 (3) For FLSA-covered employees in the Exempt Group classifications,
28 overtime is determined by the legal requirements of the FLSA. For FLSA-covered

employees, the following overtime provisions apply.

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

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

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

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

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

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

5 (f) Insurance Programs.

6 (1) Medical and Dental Coverage Insurance.

7 (A) All eligible employees scheduled to work 40 hours or more
8 per pay period in a regular position must enroll in a medical and dental plan offered by
9 the County. Employees who fail to elect medical and dental plan coverage will be
10 automatically enrolled in the medical and dental plan with the lowest biweekly premium
11 rates available in the geographical location of the employee's primary residence.
12 Medical and dental plan coverage will become effective on the first day of the pay
13 period following the first pay period in which the employee is scheduled to work 40
14 hours or more and received pay for at least one-half plus one hour of scheduled hours.

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

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

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

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

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

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

11 (H) Employees eligible for medical plan coverage who are also
12 enrolled in a comparable group medical plan sponsored by another employer or are
13 covered by a spouse, domestic partner, or parent who is also employed with the County
14 may elect to discontinue enrollment in County-sponsored medical plan (opt-out or
15 waive).

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

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

1 (III) New opt-outs or waivers (i.e., new employees and
2 current employees who opted-out or waived effective July 9, 2005, and any time
3 thereafter) scheduled for 61 to 80 hours per pay period will receive \$40.00 per pay
4 period; new opt-outs or waivers scheduled for 40 to 60 hours shall receive \$20.00 per
5 pay period.

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

11 (J) The rules and procedures for electing to opt-out of or waive
12 County-sponsored medical and dental plan coverage are established and administered
13 by Human Resources.

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

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

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

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

1 applicable plan.

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

9 (K) For employees assigned to work in the Needles, Trona, and
10 Baker work locations, the County will establish a Needles Subsidy. To be eligible for
11 the Needles Subsidy the employee must be enrolled in a medical plan and receive the
12 MPS. The Needles Subsidy will be paid by the employee's department and will be
13 equal to the amount of the premium difference between the indemnity medical plan
14 offered in these specific work locations and the lowest cost medical plan provided by the
15 County. The applicable subsidy amount shall be paid directly to the provider of the
16 County-sponsored medical plan in which the eligible employee has enrolled. This
17 Needles Subsidy will be established each year when premiums change for the County-
18 sponsored medical plans. The subsidy will be discontinued when the lowest cost
19 medical plan becomes available to the employees.

20 (2) Term Life Insurance.

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

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

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

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

(4) Accidental Death and Dismemberment Insurance. Exempt Group employees may purchase amounts of accidental death and dismemberment insurance coverage for themselves and dependents through payroll deduction. New employees shall become initially eligible to participate in these programs on the first day of the pay period following the first pay period in which the employee works and receives pay for one-half plus one of their regularly scheduled hours. Participation will continue as long

1 as premiums are paid timely. If the employee does not have sufficient earnings to cover
2 the deduction for premiums, the employee must make alternative payment
3 arrangements that are acceptable to Human Resources. The benefits will be provided
4 subject to carrier requirements, and will be administered by Human Resources.

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

11 (6) Short-Term Disability Insurance. The County will provide an
12 employer paid short-term disability insurance plan for Exempt Group employees. This
13 benefit shall apply to Exempt Group employees in regular positions who are regularly
14 scheduled to work 40 hours or more per pay period. The short-term disability insurance
15 plan benefit coverage shall be governed by the plan document that has been approved
16 and adopted by the Board of Supervisors for Exempt Group employees and is subject to
17 carrier requirements and approval. The short-term disability insurance plan benefit
18 coverage shall include a provision for a seven consecutive calendar day waiting period
19 from the first day of disability before benefits begin. Benefits shall be 55 percent of
20 base salary up to a weekly maximum established by a formula that incorporates the
21 State of California for the State Disability Insurance fund maximum. Benefit payments
22 terminate when the employee is no longer disabled or after receiving 180 days of
23 benefits at which time the employee would be eligible for long-term disability benefits if
24 still medically disabled.

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

28 (g) Leave Provisions.

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

9 (A) Definition.

10 (I) FAMILY MEMBER. A FAMILY MEMBER, as defined
11 by Labor Code section 245.5, is a parent, child, spouse, registered domestic partner,
12 grandparent, grandchild, or sibling. PARENT means a biological, foster, adoptive, or
13 step parent, a legal guardian, or a person who stood in loco parentis when the
14 employee was a minor child of the employee, or the employee's spouse or registered
15 domestic partner. CHILD means a biological, foster, or adopted child, a stepchild, a
16 legal ward, a child of a domestic partner, or a child to whom the employee stands in
17 loco parentis. DOMESTIC PARTNER is defined by Family Code section 297.

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

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

28 (C) Compensation. Approved sick leave with pay shall be

1 compensated at the employee's base rate of pay. The minimum charge against
2 accumulated sick leave shall be 15 minutes.

3 (D) Administration.

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

8 (II) Notice of Sickness. In 24-hour departments, the
9 appointing authority or designee should be notified at least two hours prior to the start of
10 the employee's scheduled tour of duty of a sickness on the first day of absence and
11 must be notified at least one hour prior to the start of the employee's scheduled tour of
12 duty. In other departments, the appointing authority or designee must be notified within
13 one-half hour after the start of the employee's scheduled tour of duty of a sickness on
14 the first day of absence.

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

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

27 (IV) Proof. A doctor's certificate or other adequate proof
28 shall be provided by the employee in all cases of absence due to illness if requested by

the appointing authority. All requests for proof of illness shall be made in compliance with the Labor Code and other law.

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

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

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

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

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

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

(F) Return-to-Work Medical Clearance.

(I) Under any of the following circumstances, all

employees who have been off work due to an illness or injury will report to the San Bernardino County Center for Employee Health and Wellness for a medical evaluation of condition and authorization to return to work before returning to work.

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

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

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

(II) Employees are required to attend return-to-work medical appointments at the Center for Employee Health and Wellness on their own time; however, mileage for attending such appointments are eligible for reimbursement pursuant to the expense reimbursement provision, Subsection 13.0613(j).

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

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

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

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

12 (G) Workers' Compensation. Employees shall receive full salary
13 in lieu of Workers' Compensation benefits and paid sick leave for the first 40 hours
14 following an occupational injury or illness, if authorized off work by order of an accepted
15 physician under the Workers' Compensation sections of the California Labor Code.
16 Thereafter, accumulated paid leave may be prorated to supplement such temporary
17 disability compensation payments, provided that the total amount shall not exceed the
18 regular gross salary of the employee. Employees eligible for salary continuation
19 pursuant to Labor Code section 4850 are not entitled to this paid time.

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

27 (I) Separation. Unused sick leave shall not be payable upon
28 separation of the employee, except as provided in the Retirement Medical Trust Fund,

Subsection 13.0613(k)(4) and as provided below.

Upon the death of an active employee with five or more years of continuous service from the most recent date of hire in a regular position, the estate of the deceased employee will be paid the cash value for the unused sick leave balances according to the sick leave conversion formula below only up to 1,000 hours, and will 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

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

(C) Administration.

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

(II) The minimum charge against accumulated vacation leave shall be 15 minutes. Vacation leave shall be compensated at the employee's

base rate of pay, except as otherwise provided in this Plan.

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

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

(D) Prior Service. New employees hired into the County in regular positions who have been employed by a public jurisdiction or private sector in a comparable position or a position which has prepared such employees for an assignment to a position in the Exempt Group may receive credit for such previous experience in the former agency(s) in determining their vacation accrual rate. Such determination as to the comparability of previous experience and amount of credit to be granted rests solely with the Director of Human Resources or designee. Requests for prior service credit should be made at the time of hire or as soon as possible thereafter but in no event later than one year from the employee's hire date.

(E) Conversion of Vacation Leave to Cash.

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

Option 1. Future Accruals. An employee must make an irrevocable election during the month of December, specifying the number of hours to

1 be sold back from the next calendar year's vacation leave accrual. Such election must
2 be made in increments of not less than ten hours and may not exceed 160 hours. All
3 designated hours remaining at the end of the pay period 25 will automatically be
4 converted into cash in the last period of the calendar year.

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

8 (II) Automatic Conversion. At the end of the last pay
9 period of the calendar year, an employee shall automatically have any vacation leave
10 accruals in excess of the employee's maximum vacation leave accrual balance
11 converted to cash. Such automatic vacation leave cash out shall be paid in pay period
12 1 of the next calendar year.

13 (3) Holiday Leave.

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

16 January 1

17 Third Monday in January

18 Third Monday in February

19 Last Monday in May

20 July 4

21 First Monday in September

22 Second Monday in October

23 November 11

24 Thanksgiving Day

25 Day after Thanksgiving

26 December 24

27 December 25

28 December 31

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

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

14 (C) The maximum holiday leave accrual balance that may be
15 carried over to a future calendar year shall be 112 hours. However, the maximum
16 holiday leave accrual balance that may be carried over into a future calendar year for an
17 employee with a balance of more than 112 hours at the end of calendar year 2010 shall
18 be such employee's holiday leave balance at the end of pay period 26 of calendar year
19 2010. Thereafter, the maximum holiday accrual balance for those employees with a
20 balance greater than 112 hours at the end of calendar year 2010 shall be adjusted
21 annually at the end of each calendar year, and shall never be increased. Any holiday
22 leave accrual balance in excess of the employee's maximum holiday leave accrual
23 balance at the end of the calendar year shall be cashed out and paid in accordance with
24 Subsection 13.0613(g)(3)(G)(II).

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

27 (E) Whenever an employee is required to work on a fixed
28 holiday or the fixed holiday falls on an employee's regularly scheduled day off, the

employee shall accrue, on an hour-for-hour basis, up to a total of eight hours floating holiday time.

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

(G) Conversion of Holiday Leave to Cash.

(I) Elective Conversion. An employee may sell back holiday time at the base hourly rate of the employee as hereinafter provided, upon approval of the appointing authority. Eligible employees may exercise this option under procedures established by the Director of Human Resources. In lieu of cash, the employee may designate that part or all of the value of holiday time to be contributed to the County's 401(k) Defined Contribution Plan or 457(b) Deferred Compensation Plan.

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

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

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

(II) Automatic Conversion. At the end of the calendar

1 year, an employee shall automatically have any holiday leave accruals in excess of the
2 employee's maximum holiday leave accrual balance converted to cash. Such automatic
3 holiday leave cash out shall be paid in pay period 1 of the next calendar year.

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

10 (4) Special Leaves of Absence Without Pay.

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

13 (I) Is medically incapacitated to perform the duties of the
14 position;

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

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

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

23 (B) Exempt Group employees eligible to receive the automobile
24 allowance, portable communication device allowance, bilingual compensation, or
25 special assignment compensation will have these benefits suspended while on unpaid
26 leave and upon exhausting short-term disability insurance benefits. These benefits will
27 cease the day following the end of the individual's short-term disability insurance
28 benefits. Employees off work without pay for disciplinary reasons shall not receive the

above listed benefits until they return to full time status.

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

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

(II) Family Leave. Leaves of absence will be granted in accordance with the FMLA, the CFRA, and/or the PDL provisions of FEHA. This leave can be concurrent with use of paid leave or leave of absence without pay with right to return.

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

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

(III) Leave of Absence without Right to Return.

(i) Definition. Leaves of absence without right to return may be granted to employees with regular status for a period not exceeding one year. Employees without right to return shall be removed from their position. Retirement contributions shall remain in the system and cannot be requested for

1 distribution until the expiration of the leave. The employee shall be eligible to purchase
2 medical benefits pursuant to federal Consolidated Omnibus Reconciliation Act of 1985
3 (COBRA).

4 (ii) Return Process. An employee may return to
5 the same department in the classification from which the employee took the leave of
6 absence with the approval of the appointing authority and the Director of Human
7 Resources. Alternatively, the employee may apply through Human Resources by the
8 last day of the leave of absence. The employee will be placed on the eligible list for the
9 classification from which he or she took the leave of absence without examination.
10 Placement on the eligible list will be administered in accordance with the requalification
11 provisions of the Personnel Rules. If the employee does not return to a regular position
12 within 90 calendar days of the expiration of such a leave the employee shall be
13 terminated from County service. If reemployed, the employee shall be required to serve
14 a new probationary period. The Director of Human Resources or designee has the
15 discretion to waive the requirement to serve a new probationary period.

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

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

26 (i) Definition. An employee with regular status
27 who suffers from a serious condition may be placed on a medical leave of absence for
28 up to one year, only after FMLA, CFRA and/or PDL have been exhausted. However, if

1 an employee meets the service requirements for eligibility for a disability retirement, the
2 long-term medical leave of absence may be extended. The employee is responsible for
3 providing documentation from a qualified health practitioner prior to approval. The
4 County retains the right to request medical documentation regarding the employee's
5 continued incapacity to return to work.

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

11 Upon the employee's ability to return to work or the
12 expiration of the leave of absence, whichever comes first, the employee will have the
13 right to return to the classification within the department from which he or she took a
14 leave of absence when a funded vacancy for which the employee meets the
15 qualifications is available. If the employee does not return to work by the expiration
16 date of the leave, or the soonest date after that for which the department has a vacancy
17 (but in no event later than 90 days following the expiration of the medical leave of
18 absence), the employee relinquishes the right to return.

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

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

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

27 (B) The employee must meet all of the following criteria before
28 he or she becomes eligible for Medical Emergency Leave donation: (1) be on an

1 approved medical leave of absence for at least 30 calendar days (160 working hours)
2 exclusive of an absence due to a work related injury/illness; (2) submit a doctor's off
3 work order verifying the medical requirement to be off work for a minimum of 30
4 calendar days (160 working hours); (3) have exhausted all useable leave balances prior
5 to initial eligibility for Medical Emergency Leave donations—subsequent accruals will
6 not affect eligibility; and (4) have also recorded at least 40 hours of sick leave without
7 pay during the current period of disability.

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

12 (D) Vacation, holiday, administrative leave or annual leave, as
13 well as compensatory time, may be donated by employees only on a voluntary and
14 confidential basis, in increments of eight hours (or in the case of holiday leave four
15 hours) not to exceed a total of 50 percent of a donor's annual vacation, holiday,
16 administrative leave, annual leave or compensatory time accrual per employee. The
17 donation may be made for a specific employee on the time frames established by the
18 Human Resources Department. The employee (donee) using/coding the Medical
19 Emergency Leave will be taxed accordingly.

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

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

27 (6) Compulsory Leave. If, in the opinion of the appointing authority,
28 employees are unable to perform the duties of their position for physical or

1 psychological reasons, they may be removed from duty without pay or may use
2 appropriate accrued paid leave for which they are eligible. In addition, such employees
3 may be required to submit to an examination by either a physician or other competent
4 authority designated by the Director of Human Resources or by their own physician or
5 practitioner, as appropriate. If the examination report of the competent authority (e.g.,
6 physician, appropriate practitioner) shows the employee to be in an unfit condition to
7 perform the duties required of the position, the appointing authority shall have the right
8 to compel such employee to take sufficient leave of absence with or without pay, to
9 transfer to another position without reduction in compensation, and/or follow a
10 prescribed treatment regimen until medically qualified to return to unrestricted duty. An
11 employee who has been removed from duty for physical or psychological reasons by
12 the appointing authority, and was required to submit to an examination, may not return
13 to duty until such time as medical clearance has been obtained.

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

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

24 (A) Definition. MILITARY LEAVE is defined as the performance
25 of duty on a voluntary or involuntary basis in a uniformed service under competent
26 authority and includes active duty, active duty for training, initial active duty for training
27 (weekend drills), full-time National Guard duty, and a period for which an employee is
28 absent for the purpose of an examination to determine the fitness of the person to

1 perform any such duty.

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

6 (C) Temporary Active Duty. Any employee who is a member of
7 the reserve corps of the Armed Forces, National Guard, or Naval Militia shall be entitled
8 to temporary military leave of absence for the purpose of active military training,
9 encampment, naval cruises, special exercises or like activities provided that the period
10 of ordered duty does not exceed 180 calendar days, including time involved in going to
11 and returning from such duty. While on paid status, an employee on temporary military
12 leave shall receive the same vacation, holiday, and sick leave, step advances, and
13 benefits that would have been enjoyed had the employee not been absent, providing
14 such employee has been employed by the County for at least one year immediately
15 prior to the date such leave begins. In determining the one-year employment
16 requirement, all time spent in recognized military service, active or temporary, shall be
17 counted. An exception to the above is that an uncompleted probationary period must
18 be completed upon return to the job. Any employee meeting the above one-year
19 employment requirement shall be entitled to receive his or her regular salary or
20 compensation, pursuant to Subsection 13.0613(g)(7)(E).

21 (D) Full-Time Active Duty. Employees who resign from positions
22 to serve in the Armed Forces for more than 180 days, shall have a right to return to
23 former classification upon serving written notice to the appointing authority, no later than
24 90 days after completion of such service. Returning employees are subject to a
25 physical/psychological examination. Should such employee's former classification have
26 been abolished, then the employee shall be entitled to a classification of comparable
27 functions, duties, and compensation if such classification exists, or to a comparable
28 vacant position for which the employee is qualified.

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

5 Eligible employees are also entitled to the reemployment and
6 benefit rights as further described in the Uniformed Services Employment and
7 Reemployment Rights Act, 38 U.S.C. sections 4301 to 4333. Specifically, a returning
8 employee will receive restoration of original hire and benefit date, salary step, vacation
9 accrual rate, sick leave balance (unless the employee has received payment for unused
10 sick leave in accordance with provisions contained herein), the retirement plan
11 contribution rate, and retirement system contributions (provided the employee complies
12 with any requirements established by the Retirement Board). However, such employee
13 will not have accrued vacation, sick leave, or other benefit while absent from County
14 employment, except as provided in the temporary duty provision.

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

27 (F) Extension of Benefits. The County recognizes the increased
28 requirements of the military due to the current threats facing the United States of

1 America and, as such, has established a program under which employees may be
2 eligible for an extension of benefits. Employees who are called to active duty as a result
3 of the activation of military reservists beginning in September 2001, and who are eligible
4 to receive the 30 calendar day military leave compensation, and meet the requirements
5 established by the Board shall receive the difference between their base County salary
6 and their military salary starting on the thirty-first calendar day of military leave. The
7 difference in salary shall continue for the period approved by the Board of Supervisors.
8 During this period, the County will continue to provide the employee the benefits and all
9 leave accruals as were provided prior to such active duty. Retirement contributions and
10 service credit will be granted if the employee had enough pay to cover the entire
11 retirement system contribution. If the employee does not receive enough pay to cover
12 the retirement system contribution, no contribution or credit will be given. Employees
13 should note that the accidental death and dismemberment (AD&D) plan contains a war
14 exclusion.

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

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

27 (9) Jury Duty Leave. Employees in regular positions who are
28 ordered/summoned to serve jury duty including Federal Grand Jury duty shall be

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

(10) Examination Time. Employees having regular status in regular positions at the time of application, or employees who do not have regular status but have previously held regular status and continuously remained a County employee, shall be entitled to a reasonable amount of time off with pay for the purpose of attending all examination processes (e.g., selection interviews, etc.) required for selection to a different County position. Employees are responsible for notifying and obtaining approval from their immediate supervisor prior to taking such leave. Examination time off shall not be charged against any accumulated leave balances and shall be compensated at the employee's base hourly rate.

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

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

8 Employees in regular positions who are apheresis donors may have up to
9 four hours off with pay to recover with prior approval of the immediate supervisor for
10 each such donation, provided no compensation is received for such donation. This
11 benefit shall not be charged to any accumulated leave; provided, however, if the
12 employee is unable to work any time in excess of four hours may be charged to
13 accumulated sick leave or be taken as leave without pay. Evidence of each apheresis
14 donation must be presented to the appointing authority to receive this benefit.

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

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

27 The maximum amount the employee receives from integrating leave time
28 with disability payments shall not exceed 100 percent of the employee's base salary.

1 Paid personal leave time coded on the employee's time and labor report will be limited
2 to the amount of leave necessary to integrate benefits to the level designated by the
3 employee. When the exact amount is not known, a good faith estimate may be made
4 and the amount will be adjusted later as necessary. If any overpayments are made, the
5 employee will be required to repay that amount. An employee who knowingly receives
6 payment in excess of his or her regular base salary is required to report it to his or her
7 Departmental payroll clerk.

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

12 Employees who are fully integrating paid leave time with disability
13 benefit(s) will be eligible for fixed holiday pay provided that they are on the payroll for
14 the entire pay period and have no unapproved leave for the pay period. Employees
15 who are partially integrating or not integrating paid leave time with disability benefits will
16 be paid for holidays in accordance with the holiday leave provisions in Subsection
17 13.0613(g)(3).

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

23 (i) Special Assignment Compensation. Increases in pay may be granted to
24 recognize the temporary assignment of additional responsibilities that are significant in
25 nature and beyond the normal scope of the position. No award shall be made in any
26 situation related to a vacation, short-term illness or other relief which is six weeks or
27 less. The duration of such assignments is not intended to exceed one calendar year
28 except in unusual circumstance approved by both the appointing authority and the

Director of Human Resources. Employees will normally not be in a probationary status. The employee shall be required to meet standards for satisfactory performance.

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

Requests for special assignment compensation may be initiated by the appointing authority or an employee via the appointing authority. The appointing authority and the employee bear mutual responsibility for initiating the compensation request in a timely manner and adhering to the compensation provisions defined in this provision. It is important to obtain Human Resources Department review of the request in advance of the date the employee begins the assignment, since there is no guarantee the request will be approved. Special assignment compensation is to be effective only with the Director of Human Resources written approval, assignment of the greater level of duties, and signed acceptance by the employee.

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

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

(1) General Provisions. Employees in the Exempt Group shall be reimbursed for all expenses incurred in connection with the conduct of County business,

1 including, but not limited to: travel, lodging, meals, laundering, gratuities, and other
2 related costs. Payment for actual expenses is subject to the approval of the appointing
3 authority. The Chief Executive Officer, Assistant Executive Officers, and County officers
4 with department head status may incur necessary County expenses involved with
5 activities and functions of their departments and arrange for the County to be billed
6 directly for such expenses.

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

10 (2) Responsibilities. It shall be the responsibility of each appointing
11 authority or designee to investigate and approve each request for expense
12 reimbursement. It shall be the responsibility of each employee to obtain prior approval
13 from the appropriate appointing authority or designee to incur a business expense or to
14 exceed maximum allowable amounts provided in Section (7) below.

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

18 (3) Travel Authorization.

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

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

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

28 (4) Authorization for Attendance at Meetings.

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

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

9 (5) Records and Reimbursements.

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

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

14 (I) Subsistence, except as otherwise provided in this
15 subdivision;

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

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

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

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

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

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

27 (F) If the receipt is unavailable, the employee may submit a
28 signed statement with an explanation of expenses (i.e., itemized list of expenses with

1 location, date, dollar amount, and reason for expenses) and an explanation as to why
2 the receipt is unavailable.

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

7 (6) Transportation Modes.

8 (A) The general rule for selection of a mode of transportation is
9 that mode which represents the lowest expense to the County. Where an employee is
10 given the choice between several means of travel (e.g., use of County vehicle vs. own
11 personal vehicle, flying vs. driving, etc.) and the employee chooses the option that is
12 more costly, the employee shall only be reimbursed for the lesser cost option. For
13 example, if an employee chooses to drive his or her own vehicle when offered a County
14 vehicle, the employee shall not be entitled to any reimbursement. Similarly, if the cost
15 of flying on an airplane is less than the cost of driving, the employee shall only be
16 reimbursed for the amount the County would have paid for the flight.

17 (B) Travel via Private Automobile.

18 (I) Reimbursement for use of privately-owned
19 automobiles to conduct County business shall be at the IRS allowable rate.
20 Reimbursement at this rate shall be considered as full and complete payment for actual
21 necessary expenses for the use of the private automobile, insurance, maintenance and
22 all other transportation related costs. The County does not provide any insurance for
23 private automobiles used on County business. The owner of an automobile is
24 responsible for the personal liability and property damage insurance when the vehicle is
25 used on County business.

26 (II) When employees, traveling on official County
27 business, leave directly from their principal place of residence rather than from their
28 assigned work location, mileage allowed to the first work contact point shall be the

1 difference between the distance from the residence to the assigned work location and
2 the distance from the residence to the first work contact point. If the first work contact
3 point is closer than the assigned work location, no mileage shall be allowed. If the
4 employee departs from the last work contact point directly to the residence, the same
5 principle governs.

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

11 (C) Travel via Air.

12 (I) Commercial Aircraft. When commercial aircraft
13 transportation is approved, the "cost of public carrier" shall mean the cost of air coach
14 class rate including tax and security surcharges. Travel via charter aircraft shall be
15 limited to emergencies, or when other types of transportation are impractical or more
16 expensive. Specific prior approval for travel via charter aircraft must be obtained from
17 the Chief Executive Officer or designee.

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

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

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

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

5 (iv) The employee or owner of the aircraft must
6 maintain on file, with the County's Risk Management Department, a current policy for
7 aviation comprehensive general liability insurance, which includes the County as an
8 additional insured and covers all operations performed by or on behalf of the employee
9 or owner of the aircraft for bodily injury and property damage with a combined single
10 limit of not less than \$1,000,000.00, per occurrence and \$2,000,000.00, general
11 aggregate.

12 (D) Travel via Rental Vehicles. Reimbursement will be provided
13 for the cost of a rental vehicle used for business purposes if such use is approved by
14 the appointing authority. Rental vehicles are covered for liability and vehicle physical
15 damage under the County's self-insurance program. Reimbursement will not be
16 provided for the additional costs incurred if any employee purchased any additional
17 insurance or signs a collision damage waiver (CDW) when renting a vehicle for County
18 business. Requests for reimbursement for gasoline for rental vehicles must be
19 accompanied by a copy of the rental agreement or rental receipt and gasoline receipt.

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

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

1 (7) Subsistence.

2 (A) Subsistence allowances for lodging and meals shall not be
3 allowed without prior approval of the appointing authority or designee as necessary for
4 the purpose of conducting County business. Meal and lodging selections should
5 represent a reasonable cost to the County and be generally consistent with the rates
6 established by the General Services Administration (GSA). Excess charges greater
7 than the allowances listed below in Subdivisions (B) and (C) may be authorized under
8 special conditions, such as a convention or conference requirement (e.g., lodging at the
9 hotel where the conference is held) or if County business requires lodging and meals in
10 an area of unusually high cost (i.e., Non-Standard Areas as established by the GSA).
11 Employees may be reimbursed for expenses in high cost areas for the actual cost
12 incurred, but generally not to exceed the per diem amounts established by the GSA for
13 that area and month. Receipts are mandatory to obtain reimbursement for all lodging
14 expenses, and except as provided below, for all meal expenses claimed.

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

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

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

25 (II) Without receipts. An employee may be reimbursed for
26 meal expense at per diem rates not to exceed six dollars (\$6.00) for breakfast; nine
27 dollars (\$9.00) for lunch; and nineteen dollars (\$19.00) for dinner, all plus tax and up to
28 15 percent gratuity.

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

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

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

12 (k) Medical Insurance and Retirement System Contributions.

13 (1) Medical Insurance Contributions.

14 (A) Section 125 Premium Conversion Plan.

15 (I) Eligible employees shall be provided with a Section
16 125 premium conversion plan. The purpose of the plan is to provide employees a
17 choice between paying premiums with either pre-tax salary reductions or after-tax
18 payroll deductions for medical insurance, dental insurance, vision insurance, voluntary
19 life (to the Internal Revenue Service (IRS) specified limit) and accidental death and
20 dismemberment insurance premiums currently maintained for Exempt Group
21 employees or any other programs(s). The amount of the pre-tax salary reduction or
22 after-tax payroll deduction must be equal to the required insurance premium.

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

26 (III) To be eligible for the Section 125 premium conversion
27 plan, an employee must be eligible to participate in medical, dental, vision, AD&D,
28 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 subsidy (MPS) to offset the cost of medical and dental plan premiums charged to eligible employees. The MPS shall be applied first to medical plan premiums and then to dental plan premiums. The applicable MPS amount shall be paid directly to the providers of the County-sponsored medical and dental plans in which the eligible employee has enrolled. In no case, shall the MPS exceed the total cost of the medical and dental insurance premium for the coverage selected.

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

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

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

Effective 7/17/21 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

Effective 7/16/22 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

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

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

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

(ii) Pregnancy Disability Leave (PDL). An employee on an approved pregnancy disability leave is eligible for continuation of MPS

1 and DPS in accordance with PDL, Government Code section 12945.

2 (iii) Workers' Compensation. Employees who are
3 on an approved leave based on an approved workers' compensation claim shall
4 continue to receive the MPS and DPS for up to a total of 20 pay periods while off work
5 due to that work injury as long as the employee pays his or her portion of the premiums
6 on time. If any subsequent workers' compensation claims occur during the initial 20 pay
7 periods, the remaining MPS eligibility from the original claim shall run concurrent with
8 any additional approved workers' compensation claims that occur during the initial
9 claim. For example, if the employee is receiving the MPS and DPS for 20 pay periods
10 for an injury and after ten pay periods another workers' compensation claim is approved
11 and the employee is eligible to receive the MPS and DPS for an additional 20 pay
12 periods, ten pay periods will run concurrent with the initial claim, for a total of 30 pay
13 periods. Employees who are still on workers' compensation after the expiration of the
14 initial 20 pay periods shall continue to receive MPS and DPS provided the employee is
15 fully integrating appropriate paid leave time.

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

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

23 (2) Retirement System Contributions.

24 (A) County Contributions. The County shall pay all required
25 employer contributions to the San Bernardino County Employee's Retirement
26 Association (SBCERA).

27 (B) Employee Contributions. All employee Retirement System
28 contribution obligations shall be "picked up" for tax purposes only pursuant to this

1 section. The Auditor-Controller/Treasurer/Tax Collector has implemented the pickup of
2 such retirement system contributions under Internal Revenue Code subsection
3 414(h)(2).

4 The County shall make member contributions under this
5 subdivision on behalf of the employee which shall be in lieu of the employee's
6 contributions and such contributions shall be treated as employer contributions for
7 purposes of reporting and wage withholding under the Internal Revenue Code and the
8 Revenue and Taxation Code. The amounts picked up under this subdivision shall be
9 recouped through offsets against the salary of each employee for whom the County
10 picks up member contributions. These offsets are akin to a reduction in salary and shall
11 be made solely for purposes of income tax reporting and withholding. The member
12 contributions picked up by the County under this subdivision shall be treated as
13 compensation paid to County employees for all other purposes. County-paid employer
14 contributions to SBCERA under this subdivision shall be paid from the same source of
15 funds used in paying the salaries of the affected employees. No employee shall have
16 the option to receive the retirement system contribution amounts directly instead of
17 having them paid to SBCERA.

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

20 (C) Special Provisions.

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

28 (II) Employees who are over the age of 60 at the time of

1 hire, and who are in a regular position, and who choose not to be a member of
2 SBCERA, shall be enrolled in the County's 401(k) Salary Savings Plan. The County
3 shall contribute the applicable percent of the employee's biweekly salary as defined in
4 Subsection 13.0613(p) to the Plan, and the employee shall contribute a minimum of
5 three percent of biweekly salary to the plan, not to exceed the annual limits of the Plan
6 as defined in the Internal Revenue Code.

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

12 (E) Special Provisions for Exempt Safety Employees. The
13 following Subdivision shall apply to all members of the Exempt Group who are safety
14 members of SBCERA as defined in Government Code section 31469.3, on October 1,
15 2003.

16 For Tier 1 safety members of SBCERA, the County adopted a
17 resolution making Government Code section 31664.1 applicable to safety members,
18 effective October 1, 2003. The County also adopted a resolution pursuant to
19 Government Code section 31678.2, applying the formula set forth in Government Code
20 section 31664.1 applicable to all prior safety service credit for every eligible employee
21 under this Subdivision.

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

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

25 (A) General. The County has established a Medical Expense
26 Reimbursement Plan, also known as a Flexible Spending Account (FSA). This plan has
27 been established in accordance with the provisions of Internal Revenue Code section
28 125. Human Resources will serve as the FSA Plan administrator and will administer the

1 FSA in accordance with the County's plan document. The FSA's plan year will coincide
2 with the County's benefit plan year.

3 (B) Eligible employees may contribute to the FSA, on a pre-tax
4 basis, an amount up to the Internal Revenue Code's annual maximum. This annual
5 contribution is made by the employee via equal biweekly payroll deductions. The
6 County will also contribute up to \$40.00 per biweekly pay period, matching Exempt
7 employee contributions dollar for dollar. Effective February 1, 2020, the County will
8 contribute up to an additional \$10.00 per biweekly pay period, matching Exempt
9 employee contribution dollar for dollar, for employees who select the County-sponsored
10 Blue Shield Access + HMO Plan or the Kaiser Choice HMO Plan and elect to enroll in
11 the FSA. FSA participants must elect to enroll each year in order to continue
12 participation. Upon enrolling in the FSA, employees may not change their designated
13 biweekly contribution amount or discontinue making contributions for the remainder of
14 the plan year except as permitted by the Internal Revenue Code. Any unused amounts
15 remaining in an employee's FSA account at the end of the Plan year shall be forfeited
16 except as permitted by the Internal Revenue Code and the County's plan document.
17 Contributions made to the FSA may be used for receiving non-taxable reimbursements
18 of eligible medical expenses not covered by insurance. Eligible reimbursable expenses
19 are those medical expenses that qualify as determined under Internal Revenue Code
20 section 213.

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

26 The Retirement Medical Trust Fund will be administered by Human
27 Resources as the plan administrator in accordance with the plan document and
28 applicable law.

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

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

(B) Sick Leave Conversion Formula. At separation from County service for reasons other than death, all eligible employees will be required to contribute the cash value of their unused sick leave balances to the Trust at the rate of 80 percent of the cash value of unused sick leave hours, up to a maximum of 1,500 hours.

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

Years of Service	Percentage of Base Salary*
Exempt – 5-9 years	2.00%
Exempt – 10-15 years	2.75%
Exempt – 16 or more years	3.75%
*For purposes of the RMT contribution, base salary is as defined in the RMT plan document.	

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

Requests for reimbursement must be approved in advance by the appointing authority and shall not be paid in increments less than \$10.00 per fiscal year. The

individual department fund is in addition to department budgeted and mandated training and memberships. The County shall also pay, in addition to the individual department fund, the membership dues to the State Bar of California for all licensed attorneys in the Exempt Group whose job duties require admission in the State Bar.

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

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

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

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

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

Should a classified employee's position be abolished, the County will make reasonable efforts to place the employee in a comparable County position based upon the employee's skills, knowledge and abilities, as well as consideration for the employee's length of service with the County. If reasonable efforts to place an exempt

classified employee in a comparable County position are unsuccessful, the employee shall be subject to lay-off by written notification by the appointing authority or the Chief Executive Officer, which notification shall be given at least ten working days prior to the effective date of the layoff. An Exempt Group classified employee does not have any bumping rights to other County positions.

(n) Automobiles.

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

Such employees may use such vehicles for occasional personal use provided they reimburse the County at the current motor pool variable rate per mile for such use. All automobile users shall be taxed for such personal use in accordance with state and federal tax law and regulation.

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

(3) Effective June 20, 2020, the automobile allowance shall be reduced from \$561.54 to \$461.54 per biweekly pay period. The reduced amount (\$100 per biweekly pay period) shall be included in base salary of employees eligible for this

1 automobile allowance, as reflected in the salary schedules and tables as set forth in
2 Section 13.0613(c)(3), and as on file with Clerk of the Board of Supervisors.

3 (o) Administrative Leave. Effective pay period 1 of each year, an employee in
4 a regular position who is in paid status will be provided with 80 hours of administrative
5 leave time for the employee's use. An eligible employee in a regular position who is
6 part-time or job-sharing shall be eligible for a prorated number of administrative leave
7 hours based on regularly scheduled hours. Employees newly entering the Exempt
8 Group after the beginning of pay period 1 shall receive a prorated number of hours.
9 Such proration shall be based upon the remaining number of pay periods in the
10 calendar year nearest the employee's appointment. Employees not in paid status in
11 pay period 1 shall receive, upon return to paid status, a prorated number of
12 Administrative Leave hours based on the number of pay periods remaining in the
13 calendar year.

14 Administrative leave may be cashed out at the employee's then current base rate
15 of pay in increments of one hour, upon the approval of the appointing authority, during
16 the calendar year. Any Administrative Leave accrual balances in effect at the end of the
17 last pay period paid in the calendar year will automatically be paid at the employee's
18 then current base rate of pay. Employees may designate that cash outs of
19 Administrative Leave be contributed to the County's 401(k) Plan or 457(b) Deferred
20 Compensation Plan. Upon termination of employment, unused Administrative Leave
21 will be paid at the current rate of pay.

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

24 (p) Contributions to Salary Savings Plan.

25 (1) Biweekly contributions of Exempt Group employees to the County's
26 401(k) Defined Contribution Plan will be matched by a County contribution on the basis
27 of two times the employee's contribution. The biweekly contributions of Exempt Group
28 employees in Benefit Groups A, B, and C of up to four percent of biweekly base salary

1 will be matched by a County contribution of two times the employee's contribution, not
2 to exceed eight percent of an employee's biweekly base salary. The biweekly
3 contributions of Exempt Group employees in Benefit Group D to the County's 401(k)
4 Defined Contribution Plan of up to three percent of biweekly base salary will be matched
5 by a County contribution of two times the employee's contribution. The County
6 contribution shall not exceed six percent of an employee's biweekly base salary.

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

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

19 (q) Employment Interview Expenses and Moving Reimbursement.

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

28 (2) Moving Expense Reimbursement.

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

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

(C) For employees in Benefit Group D the following provision applies. To assist with the recruitment and appointment of qualified individuals to hard-to-recruit positions/classifications, upon request of the appointing authority, the Director of Human Resources may authorize reimbursement of a new employee's relocation-related expenses incurred as a result of accepting employment with the County, as 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

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

If the employee voluntarily resigns employment prior to completion

of 12 months' service, the employee shall be required to reimburse the County for any payment made under this subdivision.

(r) Peace Officer Standards and Training Pay.

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

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

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

12 (C) Effective July 18, 2020, the County shall establish a new
13 POST base pay for employees who obtain a Management POST Certificate. This
14 POST base pay shall be approximately \$1.79 per hour above POST base pay effective
15 July 18, 2020, for a Supervisory Certificate or a master's degree. The initial
16 establishment of this new POST base pay for a Management POST certificate is subject
17 to the discretion of the Chief Executive Officer based on the availability of financial
18 resources.

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

25 (s) Dependent Care Assistance Plan. The purpose of this Section 125
26 Dependent Care Assistance Plan (DCAP) is to permit eligible employees to make an
27 election to pay for certain dependent care expenses with salary reduction from
28 compensation contributed to the plan before federal income or social security taxes are

1 paid to the IRS ("Salary Reduction") in accordance with Internal Revenue Code sections
2 125 and 129 and regulations issued pursuant thereto. The DCAP shall be construed to
3 comply with said code sections and to meet the requirements of any other applicable
4 provisions of law. The DCAP will be administered by Human Resources in accordance
5 with the DCAP plan document and applicable law.

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

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

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

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

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

26 (1) The appointing authority certifies to the Director of Human
27 Resources, in writing at the time of appointment, that the employee meets minimum
28 qualifications and is assigned and held responsible to fully perform all of the duties

1 normally associated with the higher level position without limitation as to difficulty or
2 complexity of assignments or consequence of action and that the employee shall be
3 required to meet standards for satisfactory performance normally required at the higher
4 level position; and

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

8 It shall be the responsibility of the appointing authority to initiate such
9 requests and to provide a copy of such request to the employee. Written requests may
10 also be made by the employee through the appointing authority in the same manner.
11 Requests for a salary rate increase should be initiated during the first 30 calendar days
12 of such assignment. Requests for retroactive payment of a salary increase must be
13 filed as soon as possible, but not later than one calendar year after assignment of the
14 higher level duties and must be approved by the Director of Human Resources. Failure
15 to meet this time limitation shall waive any and all rights to retroactive pay.

16 The duration of such assignments to vacant higher positions are not
17 intended to exceed one calendar year except in unusual circumstances approved by
18 both the appointing authority and the Director of Human Resources or designee. Such
19 assignments in all circumstances are temporary assignments and at the conclusion of
20 such assignments the respective employee shall be returned to his or her previous
21 classification. Appointments to regular positions of trainees or underfills are exempt
22 from the provisions of this section. Further, this section does not apply to a situation in
23 which there is no vacant higher-level position for which funds have been appropriated.
24 Addition of duties of a higher-level classification to any employee's regular position shall
25 be governed by the Special Assignment Compensation section or the Personnel Rules
26 on Classification, as appropriate. For purposes of this section, a vacant position is
27 defined as an authorized regular position for which funds have been appropriated and
28 which may be: (1) An unoccupied position due to attrition and for which the appointment

process has been initiated; (2) A position from which the incumbent is on extended leave of absence; or (3) A new position authorized by the Board of Supervisors for which the appointment process has been initiated.

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

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

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

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

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

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

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

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

completed within 30 days.

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

(v) Reemployment.

(1) A regular employee who has separated County employment, and who is subsequently rehired in the same classification in a regular position within one year (i.e., beginning the first day of work by the 365th calendar day), may receive restoration of salary step, vacation accrual rate, and sick leave balance, unless the employee has received payment for unused sick leave in accordance with the Retirement Medical Trust Subdivision, subject to the approval and conditions established by the appointing authority and the Director of Human Resources. Such employees begin accruing vacation and sick leave and may utilize the same immediately. Restoration of retirement contribution rate shall be in accordance with applicable State law and in compliance with any requirements established by SBCERA. The employee shall be required to serve a new probationary period, unless waived by the Director of Human Resources. The employee shall be provided a new date of hire for purposes of County seniority.

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

(3) A regular employee who has separated County employment, and

1 who is subsequently rehired to a regular position in another job family within a 90
2 calendar day period, must begin the first day of work within 90 calendar days and
3 beginning the first day of work by the ninety-first day, may receive restoration of salary
4 step (in the instance of rehire in a classification at the same pay range as the position
5 originally held), vacation accrual rate, sick leave and retirement contribution rate in the
6 same manner as described above. The employee shall be required to serve a new
7 probationary period, unless waived by the Director of Human Resources. The
8 employee shall be provided a new date of hire for purposes of County seniority.

9 (4) Reemployment from Layoff. A regular employee who has been laid
10 off from County employment and is subsequently rehired to a regular position shall be
11 reemployed in the same manner as described in the reemployment subdivision.
12 Restoration of retirement contribution rate shall be in accordance with applicable state
13 law and in compliance with any requirements established by SBCERA.

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

17 (w) Recruitment and Referral Bonus Programs.

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

22 (2) Program Applicability. Appointing authorities may request
23 authorization to apply the recruitment and/or referral incentive program(s) to assist in
24 filling regular positions in their departments. To apply, said position/classification must
25 have had historical/demonstrable recruitment difficulty. The Director of Human
26 Resources shall have the sole authority to determine the applicability and duration of
27 these program(s) to each requested position/classification and shall certify applicability
28 of the program(s) for each position, by assignment, department, and beginning and

ending dates. Such determinations shall not be subject to any review or appeal.

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

(A) Bonus Amount and Method of Payment.

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

(II) The eligible employee hired into a position/classification in Benefit Group B or Benefit Group C, not covered by Subsection 13.0613(w)(3)(A)(I), shall receive \$1,500.00 upon hire and an additional \$1,500.00 upon completion of 2,080 service hours in the position/classification for which the original bonus was granted.

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

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

(B) Limitations and Exclusions.

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

1 to be eligible for participation in the referral bonus program.

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

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

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

11 (A) Method of Referral. To be eligible for the recruitment bonus,
12 the County application for employment must contain the name of the referring employee
13 on the application.

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

19 (C) Limitations and Exclusions.

20 (I) No bonus will be paid for any candidate whose name
21 was placed on the eligible list for positions in the classification prior to the beginning
22 date certified by the Director of Human Resources for that classification to be eligible for
23 participation in the referral bonus program. Similarly, no bonus will be paid for any
24 candidate whose name was placed on the eligible list for positions in the classification
25 after the ending date certified by the Director of Human Resources for that classification
26 to be eligible for participation in the referral bonus program.

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

1 (III) In cases where more than one employee is named as
2 a “referring party,” the referral bonus shall be equally split between the referring
3 employees.

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

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

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

12 (x) County Counsel Legal Service Classification.

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

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

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

22 (4) Deputy County Counsel I. After a period of 1,040 hours of service
23 in a Deputy County Counsel I classification, an attorney shall be advanced one step
24 increment to the next step within the applicable salary range. After an additional 1,040
25 hours of service, the Deputy County Counsel I shall be promoted to a Deputy County
26 Counsel II classification. The Deputy County Counsel I shall be terminated if it is found
27 that such promotion is not merited. An attorney hired as a Deputy County Counsel I at
28 some step other than step 1 because of experience, ability, or needs of the County may,

1 after 1,040 hours of service, be promoted to a Deputy County Counsel II classification
2 upon the recommendation of the appointing authority.

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

10 (6) Deputy County Counsel III. After a period of 1,040 hours of service
11 in the Deputy County Counsel III classification, an attorney shall be advanced one step
12 increment. After an additional period of 1,040 hours of service, the Deputy County
13 Counsel III shall be advanced one step increment. After an additional period of not less
14 than 1,040 hours nor more than 2,080 hours of service, the Deputy Counsel III shall be
15 promoted to a Deputy County Counsel IV classification or the Deputy County Counsel III
16 shall be terminated if it is found that such promotion is not merited.

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

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

28 (9) Deputy County Counsel V. A Deputy County Counsel IV at the top

1 step of the Deputy County Counsel IV level may be promoted to a Deputy County
2 Counsel V. Eligibility for promotion to Deputy County Counsel V shall be pursuant to
3 criteria approved by the appointing authority. Employees promoted to Deputy County
4 Counsel V shall not obtain regular status as a Deputy County Counsel V as such
5 employee shall serve in a probationary status for the duration of the appointment as a
6 Deputy County Counsel V and may be removed from a Deputy County Counsel V
7 classification by the appointing authority at any time without any right to review or
8 appeal. Additionally, there shall be an annual review by the appointing authority of the
9 performance of each Deputy County Counsel V, and it shall be discretionary with the
10 appointing authority whether to continue each employee's Deputy County Counsel V
11 status. An employee who is removed as a Deputy County Counsel V shall be returned
12 to Deputy County Counsel IV status.

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

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

24 (y) Bilingual Compensation. Upon the approval of the Director of Human
25 Resources or designee, employees in the Executive Assistant category of the Exempt
26 Group required by the appointing authority or designee to perform bilingual translation
27 involving the use of English and a second language (including American Sign
28 Language) as a condition of employment, shall be eligible for bilingual compensation in

the amount of \$45.00 per pay period. Such compensation shall apply regardless of the total time required per day for such translation. Such employees must be certified as competent in translation skills by Human Resources to be eligible for compensation.

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

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

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

The employee shall purchase a portable communication device capable of sending and receiving cellular telephone calls, and capable of sending and receiving e-mails to and from the County e-mail system. The County shall pay for any license and set up expense for the device if any, and the employee shall pay for the equipment and monthly voice and data plans.

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

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

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

1 may not be cashed out.

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

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

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

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

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

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

28 Pursuant to applicable law, Tier 2 retirement system members are eligible

1 for a reduced service credit amount for the pay period in which VTO was used and the
2 employer contribution would be based on the employees' actual earnings for that pay
3 period.

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

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

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

11 (hh) Retirement Incentive. Eligible employees in identified classifications that
12 meet the requirements for a service retirement from the San Bernardino County
13 Employees' Retirement Association (SBCERA) and who retired on or before June 30,
14 2009, are eligible to receive a retirement incentive in the amount of \$250.00 for each
15 completed quarter of a year of current continuous service in a regular position with the
16 County, payable in five annual payments after retirement. Such annual payments shall
17 be made in July of each year. The Chief Executive Officer may exclude from eligibility
18 classifications or positions assigned to organizational units that must remain filled.

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

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

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

27 (jj) Longevity Pay. Exempt Group employees, except those persons who
28 qualify for transitional pay under Subsection 13.0613(nn), shall be eligible for longevity

pay above the base rate of pay, as indicated below, based on total hours of completed continuous service with the County. Longevity pay shall be paid on all paid hours up to an employee's standard hours, and shall not be considered when determining the appropriate rate of pay for a promotion or demotion.

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

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

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

- Administrative Analyst I
- Administrative Analyst II
- Administrative Analyst III
- ARMC Chief Financial Officer
- Assistant Auditor-Controller/Treasurer/Tax Collector
- Assistant Executive Officer
- Auditor-Controller/Treasurer/Tax Collector Division Chief
- Auditor-Controller/Treasurer/Tax Collector Manager
- Chief Administrative Analyst
- Chief Deputy Treasurer
- County Chief Financial Officer
- Deputy Executive Officer
- HS Auditing Chief
- Principal Administrative Analyst
- Public Health Chief Financial Officer
- Public Works Chief Financial Officer

- 1 • Sheriff's Financial Manager

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

10 Eligible employees who are not in paid status (i.e., not coding paid hours) in the
11 pay period that includes July 1 shall receive a prorated CPA stipend payment upon
12 return to paid status. Such proration shall be based upon the remaining number of pay
13 periods in the fiscal year nearest their return to paid status. However, an employee who
14 is not in paid status during the entire fiscal year (i.e., not in paid status from pay period
15 15 of one year through pay period 14 of the following year) shall not receive the annual
16 CPA stipend for the fiscal year(s) during which he or she was not in paid status at all.
17 For example, if an employee is not in paid status from June 2016 through September
18 2017, and then returns to paid status in October 2017, the employee shall receive a
19 prorated CPA stipend payment for FY 2017/2018 upon their return to paid status but
20 shall not receive the FY 2016/2017 stipend because the employee was not in paid
21 status for the entire 2016/2017 fiscal year. Any employee separating from County
22 employment at the conclusion of a leave of absence shall not receive the CPA stipend.

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

- 27 • HS Auditing Chief
- 28 • Auditor-Controller/Treasurer/Tax Collector Manager

- 1 • Auditor-Controller/Treasurer/Tax Collector Division Chief

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

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

12 (nn) Transitional Pay. The Chief Probation Officer, Assistant Chief Probation
13 Officer and Deputy Chief Probation Officers who fall within the definition of "safety
14 member" under Government Code section 31469.4 and have completed 15 or more
15 years of continuous completed service hours in a regular position shall receive
16 transitional pay above their base rate of pay, as indicated below, based on the total
17 hours of continuous completed service in a regular position with the County.
18 Transitional pay shall be paid on all paid hours up to an employee's standard hours and
19 shall be excluded when determining the appropriate rate of pay for promotion or
20 demotion. Employees who qualify for transitional pay shall begin to receive the pay
21 following completion of the required service hours.

22

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%

23
24

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

27 (oo) Direct Deposit (Electronic Funds Transfer). All employees must make and
28 maintain arrangements for the direct deposit of paychecks and reimbursements into the

1 financial institution of their choice via electronic fund transfer. Employees who have not
2 made such arrangements by the end of the 4th pay period after their date of hire shall
3 be subject to disciplinary action. In cases where an employee is unable to make
4 arrangements for electronic fund transfer, the Director of Human Resources may allow
5 an exception to this subsection. Any exceptions granted may be reviewed periodically
6 for continuation, subject to the approval of the Director of Human Resources.

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

9 (pp) Modified Benefit Option (MBO).

10 (1) General Provisions.

11 (A) All full-time employees in regular Exempt Group positions
12 shall be provided an opportunity to convert from a regular position with traditional
13 benefits (i.e., traditional benefit option) to a regular position with modified benefits and a
14 wage differential.

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

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

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

22 (2) Modified Benefit Option Wage Differential.

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

26 (B) The wage differential shall be considered as part of the base
27 hourly rate when calculating the following: County contribution to the employee's
28 Retirement Medical Trust (RMT) account, County match to employee's contribution to

457(b) Deferred Compensation Plan, County match to employee's contribution to County's 401(k) Defined Contribution Plan, differentials paid on a percentage basis (e.g., longevity, POST), sick leave conversion cash-out pursuant to Subsections 13.0613(g)(1)(l) and 13.0613(k)(4), and other leave cash-outs if any. Provided below is an example of how the County's contribution to the RMT would be calculated:

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

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

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

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

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

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

(B) Medical Premium Subsidy (MPS).

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

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

(II) Effective July 18, 2020, the MPS amounts for 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

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

(III) Effective July 17, 2021, the MPS amounts for 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 16, 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 Year	Maximum Combined Vacation and PTO Accrual That May be Carried Over to a Future 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 balance of 680 hours, 94 PTO hours shall be automatically cashed out in accordance with Subsection 13.0613(pp)(4)(E)(II).

(C) Administration.

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

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

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

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

(E) PTO Cash-Out.

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

9 Option 1. Future Accruals. An employee must make an
10 irrevocable election during the month of December, specifying the number of PTO hours
11 to be sold back from the next calendar year's PTO accrual. Such election must be
12 made in increments of not less than ten hours and may not exceed 160 hours. All
13 designated hours remaining at the end of the pay period 25 will automatically be
14 converted into cash in the last period of the calendar year.

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

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

22 (F) Accrual Carryover Following Benefit Change.

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

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

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

(ii) Vacation Cash-Out. Employees who met the eligibility requirements for the vacation cash-out prior to selecting the MBO, and predesignated to cash-out vacation leave during the required pre-designation period while in the traditional benefit option, shall remain eligible to cash-out vacation leave. However, employees enrolled in the MBO shall not be eligible to pre-designate to cash-out vacation leave while enrolled in the MBO unless employee intends to convert to the traditional benefit option during next calendar year's open enrollment period and start accruing vacation that calendar year.

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

(II) Modified Benefit Option to Traditional Benefit Option.

(i) Employees who convert from the MBO to the traditional benefit option shall carry over and may utilize their existing PTO balance (if any) and begin accruing vacation, floating holiday, and sick leave immediately; however, the maximum combined PTO and vacation accrual that may be carried over to a future calendar year shall not exceed this employee's allowed maximum vacation accrual balance at the end of the calendar year as established in Subsection

1 13.0613(g)(2)(B). Any combined excess leave hours at the end of the calendar year
2 shall be cashed out as PTO hours and paid in accordance with Subsection
3 13.0613(pp)(4)(E)(II). For example, an employee with a maximum vacation accrual
4 balance of 480 hours begins the traditional benefit option in pay period 16 and carries
5 over 150 PTO hours and 375 Vacation Leave hours and accrues an additional 68
6 vacation hours through pay period 26 (i.e., total combined leave at the end of calendar
7 year equals 593 hours). In this example, 113 PTO hours shall automatically cash out in
8 pay period 1 of the next calendar year such that 480 total combined vacation/PTO hours
9 carries over to the next calendar year (593 hours – 113 hours = 480 hours). If
10 employee has a grandfathered maximum vacation accrual balance, the grandfathered
11 vacation accrual balance shall be the maximum combined vacation and PTO balance
12 that may be carried over.

13 (ii) PTO Cash-Out. Employees who met the
14 eligibility requirements for the PTO cash-out prior to converting from the MBO to the
15 traditional benefit option, and predesignated to cash-out PTO during the required pre-
16 designation period while in the MBO, shall remain eligible to cash-out PTO. However,
17 employees enrolled in the traditional benefit option shall not be eligible to pre-designate
18 to cash-out PTO while enrolled in the traditional benefit option unless employee intends
19 to convert to the MBO during next calendar year's open enrollment period and start
20 accruing PTO that calendar year.

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

24 qq The Director of Human Resources shall have the authority, with the
25 approval of the County's Chief Executive Officer, to provide Exempt Group employees
26 who participated in major COVID-19 initiatives up to the 40 hours of COVID Leave
27 consistent with the COVID leave provided to the represented bargaining units.
28

SECTION 2. Section 13.0614 of the San Bernardino County Code is amended, to read in its entirety as follows:

13.0614 Salaries and Working Conditions of the Elected Officials.

(a) Compensation.

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

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

(b) Benefits—County-Wide Elected Officials.

(1) Notwithstanding any other provisions of the County Code, County-wide elected officials shall receive the same benefits provided to Exempt Group employees in Benefit Group A, or as otherwise specified, in Subsections (f), (j), (k), (l), (n), (p), (s), (bb), and (ff) of Section 13.0613, and as otherwise specified by law or the County Code and as modified below.

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

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

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

(D) County-wide elected officials shall not receive the benefits

described in Subsections 13.0613(k)(4)(A) and 13.0613(k)(4)(B) related to sick leave conversion to Retirement Medical Trust Fund (RMT). County-wide elected officials shall be eligible to participate in the RMT upon taking office. The County will contribute to the 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%
*For purposes of the RMT contribution, base salary is as defined in the RMT plan document.	

(E) In addition to the benefits described in Subsection 13.0613(n)(1) related to automobiles, County-wide elected officials shall be entitled to have a Category I County vehicle assigned to them for use on County business and they will not be required to reimburse the County for occasional personal use. County-wide elected officials shall be taxed for any such personal use in accordance with state and federal tax law and regulation. County-wide elected officials shall not receive the automobile allowance described in Subsection 13.0613(n)(3) and will receive the \$561.54 per biweekly pay period.

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

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

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

1 (1) Retirement System Contributions.

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

6 (B) All such mandatory employee retirement contributions made
7 to SBCERA, although designated as employee contributions under the County
8 Employees Retirement Law of 1937 and although deducted from the compensation of
9 Board members, shall be picked up by the County for tax purposes in accordance with
10 Internal Revenue Code section 414(h)(2) and shall be treated by the County as paid by
11 the County to SBCERA in lieu of contributions by Board members who are members of
12 SBCERA, as authorized by County Resolution 2008-249. The amounts picked up by
13 the County under this subsection shall be treated as compensation paid to Board
14 members for all other purposes. County paid employer contributions to the County's
15 Retirement System under this subsection shall be paid from the same source of funds
16 used in paying the salaries of the affected Board members. No Board member shall
17 have the option to receive the Retirement System contribution amounts directly instead
18 of having them paid to the County Retirement System. Until retirement or separation,
19 all contributions picked up under this subsection will be considered for tax purposes as
20 employer-paid contributions.

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

26 (2) Medical and Dental Coverage Insurance.

27 (A) Except as provided in subsection (C) below, all Board
28 members must enroll in a medical and dental plan offered by the County. Board

1 members who fail to elect medical and dental plan coverage will be automatically
2 enrolled in the medical and dental plan with the lowest biweekly premium rates available
3 in the geographical location of the Board member's primary residence.

4 (B) Enrollment elections must remain in effect for the remainder
5 of the plan year unless a Board member experiences an IRS qualifying event. Board
6 members may elect to enroll their dependent(s) upon initial eligibility for medical and
7 dental insurance. Thereafter, newly eligible dependents may be enrolled within 60 days
8 of obtaining dependent status, such as birth, adoption, marriage, or registration of
9 domestic partnership. Notification of a mid-year qualifying event must be submitted to
10 Human Resources, in accordance with procedures adopted by the County. Board
11 members are responsible for notifying the County within 60 days of dependent's change
12 in eligibility for the County plans. Dependent(s) must be removed mid-plan year when a
13 dependent(s) becomes ineligible for coverage under the insurance plan eligibility rules,
14 for example, divorce, over-age dependent, or gain of coverage on spouse's or domestic
15 partner's employer-provided insurance, or termination of domestic partnership.
16 Premiums for coverage will be automatically deducted from the Board member's pay
17 warrant. Failure to pay premiums will result in loss of coverage for the Board member
18 and/or the dependents.

19 (C) Board members eligible for medical plan coverage who are
20 also enrolled in comparable group medical plan sponsored by another employer or are
21 covered by a spouse or domestic partner who is also employed with the County may
22 elect to discontinue enrollment in County-sponsored medical plan (opt-out or waive).
23 Board members who either elect to opt-out of County-sponsored medical plan coverage
24 or waive coverage to a spouse or domestic partner who is also employed with the
25 County will not receive any medical premium subsidy, and will instead receive the
26 biweekly amount of \$40.00 per pay period. Board members eligible for dental plan
27 coverage who are also enrolled in a comparable group dental plan sponsored by
28 another employer may elect not to participate in a County-sponsored dental plan. The

rules and procedures for electing to opt-out of County-sponsored medical and dental plan coverage are established and administered by Human Resources.

(3) Medical and Dental Subsidies.

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

1 elected officials, Board members shall assure that expenses submitted for
2 reimbursement are reasonable and necessary expenditures. No other approval is
3 required.

4 (B) Records and Reimbursements.

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

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

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

15 (ii) Private mileage;

16 (iii) Taxi, streetcar, bus, and ferryboat fares; bridge
17 and road tolls; and parking fees;

18 (iv) Telephone and other communication – related
19 charges;

20 (v) Other authorized expenses of less than \$1.00.

21 (III) Claims for expense reimbursement totaling less than
22 \$1.00 in any fiscal year shall not be paid.

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

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

27 (C) Transportation Modes.

28 (I) The general rule for selection of a mode of

1 transportation is that mode which represents the lowest expense to the County.

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

6 (III) Travel via Air. All travel that requires air
7 transportation shall be made by commercial aircraft. When commercial aircraft
8 transportation is approved, the "cost of public carrier" shall mean the cost of air coach
9 class rate including tax and security surcharges. Travel via charter aircraft shall not be
10 allowed, unless other types of transportation are impractical or more expensive.

11 (IV) Travel via Rental Vehicles. Reimbursement will be
12 provided for the cost of a rental vehicle used for business purposes. Rental vehicles
13 are covered for liability and vehicle physical damage under the County's self-insurance
14 program. Reimbursement will not be provided for the additional costs incurred if any
15 Board member purchased any additional insurance or signs a collision damage waiver
16 (CDW) when renting a vehicle for County business. Requests for reimbursement for
17 gasoline for rental vehicles must be accompanied by a copy of the rental agreement or
18 rental receipt and gasoline receipt.

19 (D) Subsistence.

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

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

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

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

3 (E) Expense Advances.

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

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

14 (F) Compliance. The following provisions and policies comply
15 with Government Code section 53232 et seq.:

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

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

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

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

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

28 (iv) Attending County events;

1 (III) All other expenditures require approval by the Board
2 of Supervisors.

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

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

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

14 (VII) All expenses that do not fall within this policy or the
15 IRS reimbursable rates shall be approved by the Board of Supervisors, in a public
16 meeting before the expense is incurred, or ratified after the expense is incurred, when
17 prior action is not possible due to the urgency of the requirement for the expense.

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

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

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

1 (iii) Board members shall provide brief reports on
2 any meeting, as defined in the Ralph M. Brown Act under Government Code section
3 54952.2, attended at the expense of the County at the next regular Board meeting.

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

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

10 (i) The loss of reimbursement privileges;

11 (ii) Restitution to the County;

12 (iii) Civil penalties for misuse of public resources,
13 pursuant to Government Code section 8314;

14 (iv) Prosecution for misuse of public resources
15 pursuant to Penal Code section 424.

16 (6) Automobiles.

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

21 (B) Board members electing not to obtain a County vehicle
22 pursuant to the previous paragraph shall receive a biweekly automobile allowance in the
23 amount of \$561.54 with no mileage reimbursement, provided they provide a private
24 vehicle for their own use on County business. The First District Supervisor shall receive
25 a 50 percent addition to the biweekly amount provided to Board members. Board
26 members selecting this allowance shall be required to have a vehicle available at all
27 times for use on County business. This allowance shall be considered complete
28 reimbursement for the acquisition, insurance, maintenance, repair, upkeep, fuel, and all

1 other costs for the required vehicle.

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

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

9 (B) Board members may contribute to the FSA, on a pre-tax
10 basis, an amount up to the Internal Revenue Code's annual maximum. This annual
11 contribution is made by the board member via equal biweekly payroll deductions. The
12 County will not make any matching contributions on behalf of Board members. Board
13 member participants must elect to enroll each year in order to continue participation.
14 Upon enrolling in the FSA, Board members may not change their designated biweekly
15 contribution amount or discontinue making contributions for the remainder of the plan
16 year except as permitted by the Internal Revenue Code. Any unused amounts
17 remaining in a board members FSA account at the end of the Plan year shall be
18 forfeited except as permitted by the Internal Revenue Code and the County's plan
19 document. Contributions made to the FSA may be used for receiving non-taxable
20 reimbursements of eligible medical expenses not covered by insurance. Eligible
21 reimbursable expenses are those medical expenses that qualify as determined under
22 Internal Revenue Code section 213.

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

27 (9) Voluntary Insurance Programs. In accordance with the procedures
28 established by the Human Resources Division Chief, Board members may purchase,

1 through payroll deductions, term life insurance in \$10,000.00 increment amounts to a
2 maximum benefit of \$700,000.00. Board members may purchase amounts of
3 accidental death and dismemberment insurance coverage for themselves and
4 dependents through payroll deduction. Board members may purchase, through payroll
5 deductions, variable group universal life insurance subject to carrier requirements and
6 approval. The benefit levels for such insurance shall be equivalent to no more than
7 three times the Board member's annual base salary. There shall be no County
8 contribution toward the Board member's purchase of variable group universal life
9 insurance.

10 (10) Healthy Lifestyles Program. The Healthy Lifestyle program is
11 available to Board members. Under this program, Board members are eligible for
12 annual prepaid memberships with health clubs that participate in the program, or
13 reimbursement for other comparable health club membership up to \$324.00 on an
14 annual basis. Board members are also eligible for an annual physical examination
15 through the Arrowhead Regional Medical Center.

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

22 (12) Dependent Care Assistance Program. Board members are eligible
23 to participate in the Dependent Care Assistance Program (DCAP). The purpose of the
24 DCAP is to permit Board members and eligible County employees to make an election
25 to pay for certain dependent care expenses with salary reduction from compensation
26 contributed to the plan before federal income taxes are paid to the IRS ("Salary
27 Reduction") in accordance with Internal Revenue Code sections 125 and 129 and
28 regulations pursuant thereto. The DCAP shall be construed to comply with said code

1 sections and to meet requirements of any other applicable provisions of law. The DCAP
2 will be administered in accordance with procedures established by Human Resources,
3 and consistent with the plan document.

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

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

10 (15) Portable Communication Device Allowance. Board members shall
11 receive a biweekly portable communication device allowance in the amount of \$92.31, if
12 the following conditions are met: (1) The Board member shall purchase a portable
13 communication device capable of sending and receiving cellular telephone calls, and
14 capable of sending and receiving e-mails to and from the County e-mail system; (2) Any
15 portable communication device to be utilized for sending and receiving e-mail shall be
16 selected from a list as approved by the Information Services Department; and, (3) The
17 County shall pay for any license and set up expense for the device, if any, and the
18 Board member shall pay for the equipment and all monthly charges including all voice,
19 text, and data plans.

20 (16) Retirement Medical Trust. The County will contribute to the San
21 Bernardino County Retirement Medical Trust one percent of an eligible Board member's
22 biweekly salary for Board members with zero to nine years of participation in SBCERA,
23 one and three-quarters percent of an eligible Board member's biweekly salary for Board
24 members with 10 to 15 years of participation in SBCERA, and two and three-quarters
25 percent of an eligible Board member's biweekly salary for Board members with 16 or
26 more years of participation in SBCERA. The trust will establish individual accounts for
27 each Board member. All of the contributions to the trust fund will be treated for tax
28 purposes as employer, non-elective contributions. The purchase of additional

1 retirement credit or other retirement service credit shall count as years of participation
2 for determining eligibility. Participation in other public sector retirement systems may
3 also be counted towards the service requirement provided that the Board member has
4 not withdrawn his or her contributions from that system and is also a participant in
5 SBCERA.

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

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

8 (e) Employment Status. A County employee in a regular County position
9 becoming an elected official of San Bernardino County shall be compensated, at the
10 time of termination from regular employment to the time of assuming office, for unused
11 vacation, holidays, and sick leave conversion, if eligible. Should such an elected official
12 return to County employment in a regular position, such employee shall be treated as a
13 new employee and receive a new benefit date except as hereinafter provided. A person
14 that has served as an elected official of the County and who returns or has returned to
15 County employment in a regular position within 90 days after leaving an elected office of
16 the County, shall be entitled for purposes of vacation accrual rates to count all prior
17 County employment, including the time as an elected official of the County. The
18 effective date of any vacation accrual rate adjustment shall not precede the effective
19 date of this amendment.

20 (f) Salary Adjustments. The County Administrative Office, in concurrence
21 with County Counsel, shall conduct the compensation and salary surveys required in
22 Section 308 of Article III of the County Charter, and shall report to the Auditor-
23 Controller/Treasurer/Tax Collector and the Board of Supervisors concerning appropriate
24 adjustments to be implemented as required by Section 308 of Article III of the County
25 Charter. The Auditor-Controller/Treasurer/Tax Collector shall implement any required
26 adjustments effective December 1 of the applicable year based on the report of the
27 County Administrative Office.

SECTION 3. Section 13.0617 of the San Bernardino County Code is amended, to read in its entirety as follows:

13.0617 County Employee Election Worker Program.

(a) Employees, including but not limited to regular employees, Public Service Employees (PSE), extra-help and recurrent employees, and contract employees, who desire to volunteer their services as Election Workers will apply through the San Bernardino County Registrar of Voters and coordinate their intent to serve through their respective department head or designee. Acceptance as an Election Worker is conditional upon the approval of the employee's department head and the Registrar of Voters. For time spent as an Election Worker, County employees will be compensated in accordance with the applicable memorandum of understanding and/or County ordinances, policies, and procedures. For purposes of compensation under this Section, time spent as an Election Worker, including time spent attending a training session during regular work hours or outside of regular work hours, shall be considered as time actually worked under the applicable memorandum of understanding and/or County ordinances, policies, and procedures.

(b) California Elections Law requires that election workers attend a training session prior to each election. This training will be conducted by the Registrar of Voters during and after regular work hours. County employees will be encouraged to attend training during their regular work hours.

(c) Any additional equipment or supplies necessary to carry out Election Worker duties on Election Day will be provided by the Registrar of Voters. The Registrar of Voters will keep affected department heads informed of employees who volunteer for service on Election Day in terms of their attendance.

(d) The Registrar of Voters will reimburse each employee's department for the compensation the employee receives while in election worker training. Regardless of whether the hours worked as an Election Worker on or before Election Day count as overtime, the Registrar of Voters will reimburse an employee's department for any

1 weekly overtime that the department is liable for due to the employee working as an
2 Election Worker on Election Day.

3 (e) This section shall remain in effect until January 16, 2025, and as of that
4 date is repealed, unless a later ordinance that is enacted and effective before January
5 16, 2025, deletes or extends that date.

6 **13.0617a Salaries and Working Conditions of the Sheriff's Trainees.**

7 The following is the salary range for Sheriff's Trainees:

8	1	2	3	4	5
9	\$24.85	\$25.35	\$25.97	\$26.63	\$27.27

10 This salary range shall increase at the same time and by the same rate as the
11 salary range adjustments for the County's Deputy Sheriff classification.

12 Except as provided herein, incumbents shall be hired at step 1. The Sheriff may
13 hire Sheriff's Trainees at a higher step if justified by recruitment needs. Sheriff Trainees
14 shall not receive step advancements.

15 Sheriff's Trainees shall only receive the following benefits: the same medical and
16 dental plan coverage, medical premium subsidy, Internal Revenue Code section 125
17 conversion plan, retirement system contributions, uniform allowance, sick leave and
18 annual leave benefits as provided to County's Deputy Sheriff classification. Sheriff's
19 Trainees as nonsworn employees shall not be eligible for benefits under Labor Code
20 section 4850 and shall be general members of the County's 1937 Act Retirement
21 System.

22 The classification of Sheriff's Trainee shall be a trainee classification in which
23 employees remain in probationary status for the duration of such employment and
24 employees who are not promoted to Deputy Sheriff shall be terminated. Sheriff's
25 Trainees who successfully complete the Sheriff's Academy shall be promoted to Deputy
26 Sheriff in accordance with the terms and conditions included in Section 13.0611. Time
27 spent as a Sheriff's Trainee shall not count toward the 26 pay period probationary
28 period required for the classification of Deputy Sheriff.

1 **13.0617c Salaries and Working Conditions of the Student Intern.**

2 (a) Wages. The following classes are hereby established: Student Intern and
3 Graduate Student Intern. Student Interns shall be compensated at salary range 1M of
4 the MOU applicable to the Administrative Services Unit and Graduate Student Interns
5 shall be compensated at salary range 4M of the MOU applicable to the Administrative
6 Services Unit. Student Interns and Graduate Student Interns shall receive step
7 advances in the same manner as employees in the Administrative Services Unit except
8 that there shall be no right to review or appeal. Advanced step placement may be
9 approved by the Director of Human Resources.

10 (b) Working Conditions.

11 (1) PST Deferred Compensation Plan. Employees covered by this
12 section shall participate in the County's PST deferred compensation plan in lieu of
13 participation in any other retirement plan, program, or benefit. Said employees shall
14 contribute seven and one-half percent of the employee's biweekly base compensation
15 up to seven and one-half percent of the employee's maximum covered wages for Social
16 Security purposes. The employee's contributions to PST deferred compensation shall
17 be automatically deducted from employee's earnings. Employees shall enroll in the
18 plan on forms approved by Human Resources. This Subdivision shall not apply to any
19 employee who is otherwise covered by the County retirement system.

20 (2) Employees covered by this section shall be paid at one and one-
21 half times their regular rate of pay for hours worked over 40 hours per work week.

22 (3) Unclassified Service. Employees covered by this section are in the
23 unclassified service.

24 **13.0617f Salaries and Working Conditions of the Student Nurses.**

25 (a) Wages. Student nurses shall receive an hourly rate of pay that is within
26 Salary Range 1M of the Craft, Labor, and Trades Unit.

27 (b) Working Conditions. The student nurse classification is for training
28 purposes, and the class is in the unclassified service. The salary rates and step

1 advancement provisions applicable to the Craft, Labor, and Trades Unit shall also apply
2 to student nurses. Student nurses shall be compensated on an hourly rate basis only
3 for hours actually worked and shall receive no other compensation or benefit. Overtime
4 shall be defined as all hours actually worked in excess of 40 hours per work period,
5 except that with mutual consent of the appointing authority, student nurses may define
6 overtime as hours worked over eight in one day, or 80 in a 14-day work period. Any
7 student nurse authorized by the appointing authority or authorized representative to
8 work overtime shall be compensated at premium rates, i.e., one and one-half times the
9 employee's regular rate of pay.

10 (1) PST Deferred Compensation Plan. Employees covered by this
11 section shall participate in the County's PST deferred compensation plan in lieu of
12 participation in any other retirement plan, program, or benefit. Said employees shall
13 contribute seven and one-half percent of the employee's biweekly base compensation
14 up to seven and one-half percent of the employee's maximum covered wages for Social
15 Security purposes. The employee's contributions to PST deferred compensation shall
16 be automatically deducted from employee's earnings. Employees shall enroll in the plan
17 on forms approved by Human Resources. This subdivision shall not apply to any
18 employee who is otherwise covered by the County retirement system.

19 (2) Deferred Compensation. Employees covered by this section may
20 participate in the Section 457(b) Deferred Compensation Plan administered by the
21 County, to the maximum extent provided by law.

22 (3) Unclassified Service. Employees covered by this section are in the
23 unclassified service.

24
25 SECTION 4. This ordinance shall take effect immediately from the date of
26 adoption.
27
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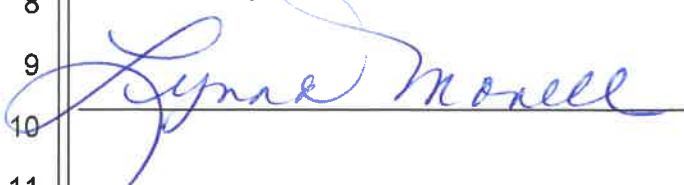
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CURT HAGMAN, Chairman
Board of Supervisors

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

LYNNA MONELL, Clerk of the
Board of Supervisors



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

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 22nd day of June, 2021, at which
7 meeting were present Supervisors: Col. Paul Cook (Ret.), Janice Rutherford, Dawn
8 Rowe, Curt Hagman, Joe Baca, Jr. and the Clerk, the foregoing ordinance was passed
9 and adopted by the following vote, to wit:

10 AYES: SUPERVISORS: Col. Paul Cook (Ret.), Janice Rutherford,
11 Dawn Rowe, Curt Hagman, Joe Baca, Jr.

12 NOES: SUPERVISORS: None

13 ABSENT: SUPERVISORS: None

14 IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official
15 seal of the Board of Supervisors this 22nd day of June, 2021.

16 LYNNA MONELL, Clerk of the
17 Board of Supervisors of the
18 County of San Bernardino,
19 State of California



20 Approved as to Form:

21 MICHELLE D. BLAKEMORE
22 County Counsel

23 By: Jolena E. Grider
24 JOLENA E. GRIDER
25 Deputy County Counsel

26 Date: 6/23/21
27
28