

## **RESOLUTION NO. .**

**BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA**

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**RESOLUTION SPECIFYING THE NUMBER OF AND PROVIDING COMPENSATION  
AND BENEFITS FOR PERSONS EMPLOYED BY THE COUNTY OF SAN MATEO,  
SETTING APPROPRIATE RULES AND REGULATIONS AND REPEALING ALL  
INCONSISTENT ORDINANCES AND RESOLUTIONS**

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**RESOLVED**, by the Board of Supervisors of the County of San Mateo, State of California, that

**WHEREAS**, section 206a(4) of the San Mateo County Charter authorizes the Board of Supervisors to establish the number of all appointed officers and employees; and

**WHEREAS**, sections 206a(5) and 508 of the San Mateo County Charter authorize the Board of Supervisors to establish by ordinance or resolution the compensation and benefits of County officers and employees;

**NOW, THEREFORE IT IS HEREBY ORDERED** that the following shall constitute the number and classifications of positions, as well as compensation and benefits other than base pay for County officers and employees for fiscal year 2014-2015.

## **SECTION 1. TITLE**

This is the Salary and Position Resolution of the County of San Mateo.

## **SECTION 2. APPLICATION**

The provisions of this resolution apply to all County positions except as exempted by general law or the County Charter.

## **SECTION 3 – APPOINTMENTS**

Department heads or their designees are authorized to make or continue appointments during the fiscal year to the positions specified in their respective schedules in Section 14.

## **SECTION 4 - STANDARD COMPENSATION**

The compensation of persons employed by the County is a specified amount, which can be stated as an hourly amount or a bi-weekly amount as appropriate. Bi-weekly payment amounts apply to full-time employment, which is 40 hours per week. The bi-weekly amount for a non-exempt classification for full-time work is determined by multiplying the 80 hours worked in the full-time bi-weekly pay period by the hourly rate. In Section 14, under the heading “Class/Pattern” is the item code or series code and the title of each position or series. Under the heading “Biweekly Compensation Range” is stated, for information only, the amount which specifies the range of compensation for full-time work during a bi-weekly pay period for each classification. Under the heading “# of Positions” is the number of positions of each classification or classification series.

## **SECTION 5 - SPECIAL COMPENSATION**

The term “differential” as used in this resolution shall mean an amount added to the base compensation. When such a differential is stated in terms of a percentage, the differential is a percentage of the base compensation alone.

### **All Departments**

1. Extra help assigned to work off shifts may, based on recruitment and retention conditions, receive the same shift differential as paid to regular employees in these classifications. Authorization for such differential must be requested by the department head and is conditional on approval by the Human Resources Director.

### **Agriculture/Weights and Measure**

1. Any Biologist/Standards Specialist I/II/III/IV who obtain and maintain a valid Deputy Agricultural or Deputy Sealer License, and any Deputy Director of Agricultural Services who obtain and maintain a valid Commissioner or Sealer of Weights and Measures License shall receive a 3.5% differential in addition to all other compensation.

### **Board of Supervisors**

1. The Office of the Board of Supervisors Districts One, Two and Five may be staffed with three positions. The salary of any individual in any of these three positions may not exceed the top step of the classification plus ten percent provided that the total salaries of the combinations cannot exceed the combined top step salary for two Senior Legislative Aides and one Legislative Aide.

The Office of the Board of Supervisors Districts Three and Four may be staffed with four positions. The salary of any individual in any of these four positions may not exceed the top step of the classification plus ten percent provided that the total salaries of the combinations cannot exceed the combined top step salary for two Senior Legislative Aides and two Legislative Aides.

### **Controller's Office**

1. At the discretion of the Controller or his/her designee, Senior Internal Auditors assigned to conduct operational/management audits shall receive a 20% differential for all hours worked in said assignment.

### **County Manager's Office**

1. At the discretion of the County Manager or his/her designee, Management Analysts assigned to lead a Countywide special project or a functional area shall receive up to 10% pay differential in addition to all other compensation.

### **Health System**

1. Aging and Adult Services - One employee assigned to provide lead direction to staff in the community based services unit shall receive a differential of 5% in addition to all other compensation. Only one employee at a time may be so assigned.
2. Family Health Services – One Supervising Therapist designated as Chief Therapist shall receive a 5.74% differential, in addition to all other compensation for having responsibilities for the overall organization and planning of the California Children Services Medical Therapy Unit. Only one employee at a time may be so assigned.

3. San Mateo Medical Center - Nurses in an extra help capacity required to be in an on-call status shall be paid the hourly equivalent of one-half ( $\frac{1}{2}$ ) the relief nurse day rate of pay for time they are in an on-call status. Nurses shall not receive on-call pay for periods when they are actually at work.
4. San Mateo Medical Center - Nurses in an extra help capacity working on a holiday shall be compensated for such time worked at the rate of one and one-half ( $1\frac{1}{2}$ ) times the straight time rate.
5. San Mateo Medical Center - Extra Help Physician Specialists who are pediatricians will receive on-call pay at the rate of \$25.00 per hour when assigned to be in an on-call status. Such pediatricians shall receive a minimum of three hours of call-back pay if required to report back to work while in an on-call status. Employees shall not receive on-call pay for time during which they are receiving callback pay.
6. San Mateo Medical Center - Extra Help Psychiatric Specialists – Inpatient will receive on-call pay at the rate of \$25.00 per hour when assigned to be in an on-call status. Such psychiatrists shall receive a minimum of three hours of callback pay if required to report back to work while in an on-call status. Employees shall not receive on-call pay for time during which they are receiving call-back pay. These employees shall also receive a night shift differential at the rate of 10% of base in addition to all other compensation, for all work performed between the hours of 6:00 p.m. and 6:00 a.m.
7. San Mateo Medical Center - Extra help employees assigned to the Sexual Assault Reporting Team (SART) will receive on call pay at the rate of \$15.00 per hour for all hours in an on call status and \$20 per hour for all hours in an on call status during a holiday. When such employees are called to investigate an alleged sexual assault case, said employees shall receive a flat rate payment of \$350.00 for all hours spent in relationship to the specific case. Employees shall not receive on call pay for time during which they are working on a specific case. Hours worked in a case review related to a subpoena, or to attend a meeting with the District Attorney in relation to a case, or to appear in court, or to attend mandatory meetings will be compensated at \$55 per hour. Additionally, as determined by and with the approval of the San Mateo Medical Center, participation in forensic nursing training and education would be compensated at \$55 per hour and not to exceed sixteen hours.
8. San Mateo Medical Center – Per the discretion of the San Mateo Medical Center Chief Executive Officer, the employee in the classification of Chief Financial Officer (San Mateo Medical Center) shall receive a 15% differential in addition to all other compensation, for meeting all required financial milestones.

9. Health System All –Any managing physician who obtains a Board Certification in a specialty that is their main assignment or a specialty area that is not their main assignment but is deemed by the Chief of the Health System or his/her designee to provide added value to the County shall receive a 5% Board Certification differential, in addition to all other compensation. No managing physician shall receive more than two Board Certification differentials.
10. Health System All – Physicians who are required to work a night shift in inpatient psychiatry as part of their 40-hour work week shall receive a night shift pay rate of \$175 per hour for all work performed between the hours of 6:00 p.m. and 6:00 a.m.

### **Housing Department**

1. A Housing/Community Development Specialist I/II assigned lead responsibilities, shall receive a 5.74% differential, in addition to all other compensation. Only one employee at a time may be so assigned.

### **Information Services Department**

1. Up to three Systems Engineers assigned to provide full supervision of other information technology staff shall receive a 7.4% differential in addition to all other compensation.
2. Up to four Systems Engineers assigned to provide lead direction for other information technology staff shall receive a 5% differential in addition to all other compensation.
3. Up to three Advisory Systems Engineers, Senior System Engineers and Project Managers assigned to provide advanced support to MVS and OS/390 operating systems including installing, troubleshooting and maintaining system software and related components may, dependent upon external market factors, receive a one-step differential in addition to all other compensation.
4. Up to three Advisory Systems Engineers assigned to provide advanced UNIX/NT systems programmer support including installing, configuring, troubleshooting and tuning operating systems, databases and large complex applications on UNIX/NT servers providing enterprise wide services may, dependent upon external market factors, receive a one-step differential in addition to all other compensation.
5. Up to three Advisory Systems Engineers assigned to provide advanced Cisco CCNP, CCDP, CCIE or equivalent support including programming and troubleshooting multi-protocol routers and switches may, dependent upon external market factors, receive a one-step differential in addition to all other compensation.

6. Up to two Advisory Systems Engineers assigned to provide advanced network design support including designing and implementing enterprise wide IP networks switches may, dependent upon external market factors, receive a two-step differential in addition to all other compensation.

### **Probation Department**

1. A Deputy Probation Officer assigned to the Narcotics Task Force shall receive a one-step differential, in addition to all other compensation. Only one employee at a time may be so assigned.

### **Tax Collector-Treasurer's Office**

1. A Fiscal Office Specialist who is assigned lead responsibilities over cashiering functions in the department shall receive a 5% differential in addition to all other compensation.

### **Miscellaneous**

1. Retirement Contribution Pick-up
  - A. The County shall make employee contributions to the retirement system on behalf of affected employees pursuant to relevant memoranda of understanding or resolutions. Such contributions shall be treated as employer contributions in determining tax treatment under the Internal Revenue Code of the United States. Such contributions are being made by the County in lieu of employee contributions.
  - B. Employee contributions made under Paragraph A of this Section shall be paid from the same source of funds as used in paying the wages to affected employees.
  - C. Employee contributions made by the County under Paragraph A of this Section shall be treated for all purposes other than taxation in the same manner and to the same extent as employee contributions made prior to the effective date of this resolution.
  - D. An employee shall not have the option of choosing to receive directly the contributions made by the County pursuant to Paragraph A of this Section instead having them paid to the retirement system.
  - E. Notwithstanding the provisions of other sections of this resolution, the gross wages of affected employees shall be offset by a deduction equal to the amount of employee contributions made by the County.

- F. This section shall be operative only as long as the County pick-up of employee contributions continues to be excludable from gross income of the employee under the provisions of the Internal Revenue Code.
- G. For purposes of this Section, the following definitions govern:
1. Affected Employees: The term "affected employees" shall mean those employees of the County of San Mateo who make employee contributions to the retirement system.
  2. Employee Contributions: The term "employee contributions" shall mean those contributions to the retirement system which are deducted from the pay of employees, credited to individual employees' accounts, and are required as a condition of obtaining benefits under the retirement system, including retirement service credit for public service and prior service.
  3. Employer: The term "employer" shall mean the County of San Mateo.
  4. Gross Income: The term "gross income" shall mean the total compensation paid to affected employees by the County as defined by the Internal Revenue Code and in rules and regulations established by the Internal Revenue Service.
  5. Retirement System: The term "retirement system" shall mean that retirement system which has been established and maintained for the officers and employees of the County in accordance with the provisions of the County Employees Retirement Law of 1937 as amended.
  6. Wages: The term "Wages" shall mean the compensation prescribed in the current salary resolution for the County of San Mateo.
2. Employees covered by the Confidential Employees resolution shall receive a 1% differential in addition to all other compensation.

## **SECTION 6 - PAY FOR WORKING OUT OF CLASSIFICATION**

When an employee not covered by a Memorandum of Understanding has been assigned in writing by the department head or designated representative to perform the work of a permanent position having a different classification and being paid at a higher rate, and if he/she has worked in such classification for five (5) consecutive workdays (or four (4) consecutive workdays for employees working 4 day - 10 hour shifts), he/she shall be entitled to payment for the higher classification, as prescribed for promotions in section 2.28.040 of the Ordinance Code, retroactive to the first (1st) workday and continuing during the period of temporary assignment, under the conditions specified below:

1. The assignment is caused by the temporary or permanent absence of the incumbent;
2. The employee performs the duties regularly performed by the absent incumbent, and these duties are clearly not included in the job description of his/her regular classification;
3. The temporary assignment to work out of classification which extends beyond twenty (20) working days be approved by the Human Resources Department Director, a copy of the approval form to be given to the employee; and
4. A copy of the department head's written approval must be submitted in advance to the Human Resources Department Director. If the Human Resources Department Director determines that he/she will not approve pay for work in the higher classification which exceeds twenty (20) workdays, the employee will be so notified and have the opportunity to discuss this matter with the Human Resources Department Director whose decision shall be final.

## **SECTION 7 – TRANSPORTATION ALLOWANCE**

In lieu of reimbursement for transportation expenses for travel within San Mateo County, the City and County of San Francisco, Alameda County, Contra Costa County and Santa Clara County, members of the Board of Supervisors and the County Manager may elect to receive a maximum biweekly transportation allowance in the amount of up to \$513 or as is currently set by the Board of Supervisors. Department heads, elected officials, and certain management employees designated by the County Manager may elect to receive such transportation allowance in a maximum biweekly amount not to exceed \$513, dependent on usage and approval by the County Manager.

## **SECTION 8 – MILEAGE**

At the option of the department head, employees assigned to remote work locations may be allowed mileage reimbursement for travel to and from work provided that:

1. The first twenty-five (25) miles traveled in one day are excluded;



2. The employee is reimbursed for no more than twenty-five (25) miles traveled in one day; and
3. The Board of Supervisors has established the rate of reimbursement.

## **SECTION 9 - MEALS AND CHARGES**

The following personnel will not be charged for meals while on duty:

1. Cooks, Food Service Workers or other personnel involved in the preparation of food as determined by the Human Resources Department Director.
2. Group Supervisors.
3. Sheriff's personnel assigned to the County Jail or Work Furlough Facility who are not allowed to leave during their tour of duty.
4. Shelter Care Counselors and Supervisors assigned to the dependent Children's Home.
5. Non-County personnel providing professional services at Youth Services Center Juvenile Hall or Camp Glenwood.
6. Deductions for meals for other employees shall be the same whether taken as prepared at the institution and other places, or prepared by an employee out of food provisions supplied by the County.

## **SECTION 10 - EXTRA HELP**

No person shall be employed in an extra help capacity for longer than one thousand forty (1040) hours in any one classification in the same department during the fiscal year unless otherwise authorized by the County Manager.

Extra help compensation shall be reduced by 7.5% from the listed rate for the classification and the amount contributed towards a deferred compensation plan in lieu of retirement benefits.

The following classifications, in addition to those listed in Section 13, are determined appropriate classifications for Extra Help employment:

<u>ITEM NO.</u>	<u>TITLE</u>	<u>RATE OF PAY</u>
B066	Psychiatric Resident – PES	\$75.00 per hour
B079	Transportation Officer - U	\$14.42 per hour

B089	Permit Appeals Board Member – U	\$50.00 per hour
B101	Physician Specialist - U	\$91.56 per hour
B113	Psychiatric Specialist - U	\$91.56 per hour
B125	Physician Specialist – Pediatrics - U	\$91.56 per hour
B129	Psychiatric Specialist – Inpatient - U	\$130.00 per hour
D072	Special Projects Coordinator I - EH	\$68.00 – 85.00 per hour
D073	Special Projects Coordinator II – EH	\$90.39 – 113.00 per hour
D074	Special Projects Coordinator III – EH	\$119.99 – 150.00 per hour
E333	Office Assistant Intern	\$12.00 per hour
E340	Office Assistant Summer Intern	\$12.00 per hour
F098	Relief Nursing Supervisor	\$45.09 – 56.36 per hour
F104	Relief Nurse	\$42.94 – 53.67 per hour
F155	Laboratory Assistant I	\$17.06 - 21.32 per hour
I020	Revenue Collector – EH	\$17.31 per hour
I050	Mental Health Intern	\$10.00 per hour
I052	Intern/Fellow I	\$12.00 per hour
I053	Intern/Fellow II	\$16.00 – 20.00 per hour
I054	Intern/Fellow III	\$24.00 – 30.00 per hour
I059	Intern/Fellow IV	\$32.00 – 40.00 per hour
I055	Seasonal Worker – EH	\$8.24 – 10.30 per hour
I071	Chief Deputy Coroner – EH	\$69.73 per hour
I080	Mental Health Peer Counselor	\$20.00 per hour
I090	Relief Respiratory Therapist – night shift	\$30.98 per hour
1091	Project/Program Associate I	\$12.00 – 15.00 per hour
1092	Project/Program Associate II	\$16.00 – 20.00 per hour
1093	Project/Program Associate III	\$24.00 – 30.00 per hour
1094	Project/Program Associate IV	\$32.00 – 40.00 per hour
K013	Bookmobile Operator	\$10.40 - 13.00 per hour
L064	Senior Lifeguard	\$8.88 - 11.10 per hour
L065	Lifeguard	\$8.24 - 10.30 per hour

## **SECTION 11 - EXTRA HELP – TERM EMPLOYEES (AGILE PILOT)**

Extra Help – Term Employees can be employed for up to 3 years or until December 31, 2016 and will receive Health Benefits as described in the respective Memorandum of Understanding or Resolution. Employees also receive vacation and sick leave accrual as outlined in the County Code of Ordinances (Section 2.71.120 and 2.71.130).

Extra Help – Term Employees will receive a 401A plan with 3-year graded vesting (1/3 after year one, 2/3 after year two, and 100% after year three). Employer contribution may vary but may include: 2% of compensation in year one, 3% of compensation in year two, 4% of compensation in year three and in addition 100% employer match up to the first 3% of the employee's contribution into the 401a.

Extra Help – Term appointments are subject to approval by the Director of Human Resources.

## **SECTION 12 – VACATION**

The County Manager shall have the authority to permit department heads to accumulate up to 100 hours of vacation credits in excess of the limitation in the accumulation of vacation time established by Ordinance Code section 2.28.110.

## **SECTION 13 – SEPARABILITY**

If any portion of this ordinance is for any reason held to be unconstitutional or invalid, such unconstitutionality shall not affect the constitutionality or validity of the remaining portions of this ordinance.

## **SECTION 14 - POSITION LISTING BY DEPARTMENT**

On the following pages are the authorized positions by department for fiscal year 2014-2015.

## **SECTION 15 – EFFECTIVE DATE**

Pursuant to Government Code § 25123(f), this ordinance shall take effect immediately upon the start of the first pay period after adoption.

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