

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 RESOLUTIONS

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 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 2016-2017.

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.
2. An individual in a Management or Confidential classification who is assigned to lead a special project or assignment shall receive a differential of up to 10%, in addition to all other compensation. Assignments must meet criteria for special project as determined and approved by the Human Resources Department and must be for short-term assignments, with end dates and demonstrated alignment to performance and organizational goals. Authorization for such differential must be requested by the department head and is subject to review and 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.

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.
2. Senior Internal Auditors who meet the performance and professional requirements for designation as an Advanced Level Senior Internal Auditor or Expert Level Senior Internal Auditor shall receive a 5% Advanced Level Pay or 7% Expert Level Pay in addition to all other compensation. No individual may have both pay differential. Designation is through a formal application and assessment process.

Health System

1. 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.
2. 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 or \$202 per hour for Physicians in the B129, Psychiatric Specialist – Inpatient classification, for all work performed between the hours of 6:00 p.m. and 6:00 a.m.
3. 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.
4. 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.

5. Family Health Services - One Clinical Services Manager I – Nursing or Clinical Services Manager II - Nursing designated as the Director of Public Health Nursing shall receive a differential pay of 5% in addition to all other compensation. Only one employee at a time may be so assigned.
6. 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.
7. 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.
8. 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.
9. San Mateo Medical Center - Extra Help Inpatient Psychiatric Specialists 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.
10. 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.

11. San Mateo Medical Center – One Medical Services Assistant I designated as Lead Orderly shall receive a differential pay of 5.74% lead differential, in addition to all other compensation. Only one employee at a time may be so assigned.

Housing Department

1. A Housing/Community Development Specialist I/II/III 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.

Sheriff's Office

1. Sheriff Lieutenants assigned to supervise Sergeants that are designated as a detective shall receive a 5.74% differential pay, in addition to all other compensation.

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. Confidential Pay Differential - Employees covered by the Confidential Employees resolution shall receive a 5% differential in addition to all other compensation.

3. Deferred Compensation (Extra Help and Limited Term Employees) - Subject to applicable federal regulations, the County will provide a deferred compensation plan that allows unrepresented Extra Help and Limited Term employees that are hired on or after July 17, 2016 to defer compensation on a pre-tax basis through payroll deduction. All Extra Help and Limited Term employees hired on or after said date will be automatically enrolled in the County's Deferred Compensation program, at the rate of one percent (1%) of their pre-tax wages, unless he/she chooses to opt out or to voluntarily change deferrals to greater than or less than the default one percent (>1%) as allowed in the plan or as allowed by law. The pre-tax deduction will be invested in the target fund associated with the employees' date of birth. All deferrals are fully vested at the time of deferrals; there will be no waiting periods for vesting rights.
4. Relocation Allowance
 - A. The County may provide a one-time Relocation Allowance of up to \$15,000.00 in order to alleviate the costs of relocation related expenses, for any new hires into a Department Head, Deputy or Assistant Department Head position; or a hard-to-fill management position, as determined by the Human Resources Director or his/her designee.
 - B. Any offers to pay Relocation Allowance require prior approval by the Human Resources Director. Each request will be reviewed on an individual basis, taking into consideration the reasonableness of the request.
 - C. The Relocation Allowance is non-retroactive and applicable only to qualified new hires whose start date is on or after the effective date of this resolution. This allowance is not applicable to current County employees.
 - D. Amount of allowance will depend on level of the position in the organization, recruitment history and distance between the new hire's old residence and new work place, and is not to exceed \$15,000.
 - G. New hire must repay Relocation Allowance if employment with the County is terminated within a 12 month period.

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

1. 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.
2. 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.
3. Effective July 1, 2015, upon working thirty (30) days within one (1) year of beginning employment and on an annual basis thereafter for the period of continued employment, extra help employees shall be granted twenty-four (24) hours or the equivalent of three (3) regularly scheduled shifts of paid sick leave. Unused sick leave shall expire at the end of the fiscal year upon receipt of the new, annual allocation or failure to return to employment.
4. The following classifications, in addition to those listed in Section 14, are determined appropriate classifications for Extra Help employment:

<u>ITEM NO.</u>	<u>TITLE</u>	<u>RATE OF PAY</u>
B066	Psychiatric Resident – PES	\$130.00 per hour
B079	Transportation Officer - U	\$14.42 per hour
B101	Physician Specialist - U	\$95.68 per hour
B113	Psychiatric Specialist - U	\$130.00 per hour
B125	Physician Specialist – Pediatrics - U	\$95.68 per hour
B129	Psychiatric Specialist – Inpatient - U	\$157.00 per hour
D072	Special Projects Coordinator I - EH	\$68.00 – 85.00 per hour
D073	Special Projects Coordinator II – EH	\$90.00 – 113.00 per hour
D074	Special Projects Coordinator III – EH	\$120.00 – 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	\$50.70 – 63.38 per hour
F104	Relief Nurse	\$48.29 – 60.37 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 - 20.00 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
I070	STEP Intern	\$12.00 – 15.00 per hour
I071	Chief Deputy Coroner – EH	\$71.82 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 - EH	\$10.40 - 13.00 per hour
L064	Senior Lifeguard - EH	\$8.88 - 11.10 per hour
L065	Lifeguard - EH	\$8.24 - 10.30 per hour
L065	Lifeguard - EH	\$8.24 - 10.30 per hour
P217	Permit Appeals Board Member	\$50.00 per hour

SECTION 11 - EXTRA HELP – TERM EMPLOYEES

1. Extra Help – Term Employees can be employed for up to 3 years 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).

2. 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.
3. Extra Help – Term appointments are subject to approval by the Director of Human Resources.

SECTION 12 – VACATION

1. 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.
2. The County Manager and County Counsel shall accrue vacation at a rate of 13.85 hours for each biweekly pay period, with accumulation of vacation accrual limited to 720 hours. The County Manager and County Counsel may once each year receive a cash payment for up to 360 hours of accumulated vacation.

SECTION 13 – SEPARABILITY

If any portion of this resolution 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 resolution.

SECTION 14 - POSITION LISTING BY DEPARTMENT

On the following pages are the authorized positions by department for fiscal year 2016-2017.

SECTION 15 – EFFECTIVE DATE

Pursuant to Government Code § 25123(f), this resolution shall take effect after adoption.