

RESOLUTION NUMBER R- 314941

DATE OF FINAL PASSAGE JUN 12 2023

A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN DIEGO, IN ACCORDANCE WITH THE FISCAL YEAR 2024 SALARY ORDINANCE, APPROVING THE JOB CLASSIFICATIONS IN THE CITY OF SAN DIEGO THAT ARE ELIGIBLE FOR OVERTIME COMPENSATION FOR FISCAL YEAR 2024.

WHEREAS, this Resolution is intended to be consistent with the overtime provisions set forth in the Fiscal Year 2024 Salary Ordinance adopted by the San Diego City Council (Council) on April 25, 2023 (O-21636); and

WHEREAS, as stated in Council Policy 300-02, adopted by San Diego Resolution R-217487 (Jan. 12, 1977) and amended by San Diego Resolution R-222521 (Jan. 2, 1979), the Council has recognized that it is necessary for the efficient and effective administration of the City of San Diego (City)'s government to call upon employees to work beyond their normal working hours in certain circumstances, with the need for overtime to be determined by the Mayor or designee, or independent department directors, in accordance with controlling law; and

WHEREAS, the Council has established local overtime rules for certain employees, as specified in Council Policy 300-02, Personnel Manual Index Code H-4, and memoranda of understanding between the City and its recognized employee organizations approved by the Council; and

WHEREAS, local overtime is City-authorized working time beyond an employee's normally scheduled hours; under these local overtime rules, the City distinguishes between "regular rate overtime," which is compensation for overtime worked at the employee's "base rate"

of pay, and "premium rate overtime," which is compensation at one and one-half times the employee's "base rate" of pay; and

WHEREAS, in *Garcia v. San Antonio Metropolitan Transit Authority*, 469 U.S. 528 (1985), the United States Supreme Court concluded that the Fair Labor Standards Act (FLSA), at 29 U.S.C. §§ 201-219, which sets forth federal minimum wage and overtime provisions, is applicable to states, cities, and local agencies, including the City; and

WHEREAS, the FLSA generally requires the City to pay those employees covered by the FLSA with overtime pay for hours worked over 40 in a workweek, which is defined as any fixed and regularly recurring period of 168 hours or seven consecutive 24-hour periods, at a rate of not less than one and one-half times the regular rate of pay as that term is defined by the FLSA; and

WHEREAS, in accordance with the FLSA and its regulatory provisions promulgated by the United States Department of Labor, certain employees are designated as exempt from FLSA-required overtime pay, if they meet minimum requirements related to their primary job duties and they are paid on a salary basis of not less than the minimum amounts as specified in the regulations; and

WHEREAS, the present minimum salary level to designate an employee salaried and exempt from the FLSA is \$684.00 per week; and

WHEREAS, the Civil Service Commission (Commission) designates classifications in the Classified Service that are covered by and exempt from local overtime rules and the FLSA; these designations must be approved by the Council in accordance with San Diego Charter sections 11.1 and 130 and Council Policy 300-02; and

WHEREAS, the Council wishes to approve the job classifications in the Classified Service that are eligible for overtime compensation, in accordance with local rules and the FLSA and related federal regulatory provisions; and

WHEREAS, the Council also intends to ensure that the City complies with local rules and the FLSA in compensating employees in the Unclassified Service; and

WHEREAS, under the City's rules, employees in the Unclassified Service are not eligible for local overtime as long as they are paid on a regular, biweekly, salaried basis for one-half, three-quarter, or full-time work; as set forth in the Fiscal Year 2024 Salary Ordinance, these employees will be paid for absences of less than one day, with no deduction from the employee's pay, leave credits, or other monetary amounts made to recover the cost of the absence, unless the deduction is required by law; and

WHEREAS, under the City's rules, employees in the Unclassified Service are compensated for overtime if they are designated to be paid on an hourly basis; and

WHEREAS, the FLSA, at 29 U.S.C. § 203(e)(2)(C), expressly excludes those City employees, who are not subject to the City's civil service provisions, and who (1) hold City elective office, (2) are selected by an elective officer to be a member of his or her personal staff, (3) are appointed by a City elective officer to serve on a policymaking level, (4) serve as an immediate advisor to an elective officer on constitutional or legal powers of the office, or (5) are employees in the legislative branch or body of the City; and

WHEREAS, in accordance with this definition, the Council acknowledges that the following classifications are excluded from the FLSA and its regulatory provisions, including those defining overtime eligibility, and are not entitled to overtime under any circumstances:

Assistant to Mayor (UC 2120)
Mayor Representative I (UC 2165)
Principal Assistant to Mayor (UC 2174)
Mayor Representative II (UC 2178)
Principal Assistant to City Attorney (UC 2182)
Council Representative I (UC 2211)
Council Representative II (UC 2212)
Council Representative II (UC 2213)
Assistant Executive Services Director (UC 2128)
Confidential Secretary to City Attorney (UC 2205)
Confidential Secretary to City Council (UC 2206)
Confidential Secretary to Mayor (UC 2208)
Council Committee Consultant (UC 2210)
Senior Council Committee Consultant (UC 2223); and

WHEREAS, the Council authorizes the Mayor, in consultation with the Personnel Director, Comptroller, and City Attorney, to make any necessary adjustments to overtime calculations in Fiscal Year 2024 to ensure compliance with the FLSA, including applicable regulations and case law interpreting the statute; and

WHEREAS, the Office of the City Attorney has drafted this resolution based on the information provided by City staff, including information provided by affected third parties and verified by City staff, with the understanding that this information is complete, true, and accurate; NOW, THEREFORE,

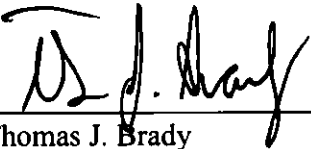
BE IT RESOLVED, the Council approves the job classifications in the City's Classified Service that are eligible for overtime compensation for Fiscal Year 2024, set forth in Personnel Manual Index Code H-4, Addendum A: Overtime Compensation, and as Attachment A to this Resolution. The Council also authorizes overtime compensation for employees in compliance with the FLSA.

BE IT FURTHER RESOLVED, that the Council acknowledges that, under 29 U.S.C. § 203, the following classifications are excluded from the FLSA and not entitled to overtime under any circumstances:

- Assistant to Mayor (UC 2120)
- Mayor Representative I (UC 2165)
- Principal Assistant to Mayor (UC 2174)
- Mayor Representative II (UC 2178)
- Principal Assistant to City Attorney (UC 2182)
- Council Representative I (UC 2211)
- Council Representative II (UC 2212)
- Council Representative II (UC 2213)
- Assistant Executive Services Director (UC 2128)
- Confidential Secretary to City Attorney (UC 2205)
- Confidential Secretary to City Council (UC 2206)
- Confidential Secretary to Mayor (UC 2208)
- Council Committee Consultant (UC 2210)
- Senior Council Committee Consultant (UC 2223).

BE IT FURTHER RESOLVED, that the Council authorizes the Mayor, in consultation with the Personnel Director, Comptroller, and City Attorney, to make any necessary adjustments to overtime calculations in Fiscal Year 2024 to ensure compliance with the FLSA, including applicable regulations and case law interpreting the statute.

APPROVED: MARA W. ELLIOTT, City Attorney

By 
Thomas J. Brady
Deputy City Attorney

TJB:cm
May 16, 2023
Or.Dept: Human Resources
Doc. No. 3307481

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of JUN 06 2023

DIANA J.S. FUENTES
City Clerk

By 
Deputy City Clerk

Approved: 6/12/23
(date)


TODD GLORIA, Mayor

Vetoed: _____
(date)

TODD GLORIA, Mayor

PERSONNEL REGULATIONS
City of San Diego

Index Code: H-4
Page 1 of 20

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP A - Classes which are eligible for premium rate overtime.

Account Audit Clerk
Account Clerk
Accountant Trainee
Administrative Aide I
Administrative Aide II
Airport Operations Assistant
Apprentice
Aquatics Technician I
Aquatics Technician II
Assistant Fleet Technician
Assistant Laboratory Technician
~~Assistant Park Designer~~ *Assistant Landscape Designer*
Assistant Recreation Center Director
Assistant Reservoir Keeper
Assistant Wastewater Plant Operator
Assistant Water Distribution Operator
Assistant Water Plant Operator
Auto Messenger I
Auto Messenger II
Auto Parts Stock Clerk
Benefits Representative I
Benefits Representative II
~~Biologist-I (Deleted)~~
Boat Operator
Body and Fender Mechanic
Bookmobile Driver
Building Service Technician
Business Systems Aide
Buyer's Aide I
Buyer's Aide II
Cal-ID Technician
Carpenter
Cashier
Cement Finisher
Cement Gun Operator
City Attorney Investigator I
~~City Attorney Investigator~~ *City Attorney Investigator II*
City Attorney Investigator Trainee
Claims Aide
Claims Clerk
Claims Representative I
Claims Representative II
Clerical Assistant I
Clerical Assistant II
Code Compliance Officer

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP A (Continued)

Collections Investigator I
Collections Investigator II
Collections Investigator Trainee
Communications Equipment Technician I
Communications Equipment Technician II
Combination Inspector I
Combination Inspector II
Communications Technician
Compliance Officer Trainee
Construction Estimator
Contracts Processing Clerk
Council Secretary
Court Support Clerk I
Court Support Clerk II
Court Support Clerk Supervisor
Crime Scene Specialist I
~~Crime Scene Specialist~~ *Crime Scene Specialist II*
Crime Scene Specialist III
Criminalist I
Custodian I
Custodian II
Custodian III
~~Custody Transport Officer (Deleted)~~
Customer Services Representative
Deputy City Clerk I
~~Development Services Technician~~ *Development Services Permit Technician*
Dispatcher I
Dispatcher II
Disposal Site Representative
Dispute Resolution Officer
Document Examiner I
Document Examiner II
Document Examiner III
Drafting Aide
Editor/Proofreader
Electrical Inspector I
Electrical Inspector II
Electrician
Electronic Publishing Specialist
Electronics Technician
Engineering Trainee
Environmental Biologist I
Environmental Health Inspector I
Environmental Health Inspector II
Environmental Scientist I

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP A (Continued)

Equipment Operator I
Equipment Operator II
Equipment Operator III
Equipment Painter
Equipment Technician I
Equipment Technician II
Equipment Technician III
Field Representative
Fire Dispatcher
Fire Lead Dispatcher
Firearms Technician
Fleet Attendant
Fleet Team Leader
Fleet Technician
Forensic Alcohol Analyst
Generator Technician
Geographic Information Systems Technician
Golf Course Greenskeeper
Golf Operations Assistant
Grounds Maintenance Worker I
Grounds Maintenance Worker II
Grounds Maintenance Worker III
Hazardous Materials Inspector I
Hazardous Materials Inspector II
Hazardous Material/Pretreatment Trainee
Heavy Truck Driver I
Heavy Truck Driver II
Helicopter Mechanic
Housing Inspector I
Housing Inspector II
HVACR Technician
Hydrography Aide
Information Systems Technician
Instrumentation and Control Technician
Instrumentation and Control Technician Trainee
Irrigation Specialist
~~Junior Chemist (Deleted)~~
Junior Engineer - Civil
Junior Engineer - Electrical
Junior Engineer - Fire Protection
Junior Engineer - Mechanical
Junior Engineering Aide
Junior Planner
Junior Property Agent

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP A (Continued)

Laboratory Assistant
Laboratory Technician
Laborer
Lake Aide I
Lake Aide II
Lake Ranger
Landfill Equipment Operator
Latent Print Examiner I
Latent Print Examiner II
Latent Print Examiner III
Latent Print Examiner Aide
Lead Cemetery Groundskeeper
Legal Secretary I
Legal Secretary II
Legislative Recorder I
Legislative Recorder II
Liability Claims Aide
Liability Claims Representative I
Liability Claims Representative II
Librarian I
Library Assistant I
Library Assistant II
Library Assistant III
Library Technician
Lifeguard I
Lifeguard II
Lifeguard III
Life Safety Inspector I
Life Safety Inspector II
Light Equipment Operator
Locksmith
Machinist
Management Trainee
~~Marine Biologist I (Deleted)~~
Marine Mechanic
Master Fleet Technician
Mechanical Inspector I
Mechanical Inspector II
Micrographics Clerk
Motive Service Technician
Motive Service Trainee
Motor Sweeper Operator
Nursery Gardener
Office Support Specialist
Offset Press Operator

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP A (Continued)

Painter
Paralegal
Paramedic II (Terminal)
Parking Enforcement Officer I
Parking Enforcement Officer II
Parking Meter Technician
Patch Truck Operator
Payroll Audit Specialist I
Payroll Audit Specialist II
Payroll Specialist I
Payroll Specialist II
Personnel Assistant I
Personnel Assistant II
Pesticide Applicator
Plan Review Specialist I
Plan Review Specialist II
Plan Review Specialist III
Plan Review Specialist IV
Planning Technician I
Planning Technician II
Planning Technician III
Plant Operator Trainee
Plant Process Control Electrician
Plant Technician I
Plant Technician II
Plant Technician III
Plasterer
Plumber
Police 911 Dispatcher
Police Code Compliance Officer
Police Dispatcher
Police Investigative Service Officer I
Police Investigative Service Officer II
Police Lead Dispatcher
Police Property and Evidence Lead Specialist
Police Property and Evidence Specialist
Police Records Clerk
Police Records Data Specialist
Police Service Officer I
Police Service Officer II
Polygrapher I
Polygrapher II
Polygrapher III
Pool Guard I
Pool Guard II

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP A (Continued)

Power Plant Operator
Power Plant Supervisor
Principal Backflow and Cross Connection Specialist
Principal Backflow and Cross Connection Specialist Supervisor
Principal Corrosion Engineering Aide
Principal Drafting Aide
Principal Engineering Aide
Principal Paralegal
Principal Survey Aide
Principal Traffic Engineering Aide
Procurement Contracting Trainee
Programmer Analyst I
Public Information Clerk
Public Information Officer
Public Information Specialist
Public Service Career Trainee
Public Works Dispatcher
Publishing Specialist I
Publishing Specialist II
Pump Station Operations Supervisor
Pump Station Operator
Pump Station Operator Trainee
Pure Water Plant Operations Supervisor
Pure Water Plant Operator
Ranger/Diver I
Ranger/Diver II
Recreation Aide
Recreation Leader I
Recreation Leader II
Reservoir Keeper
Retirement Assistant
Roofer
Safety Representative I
Safety Representative II
Sanitation Driver I
Sanitation Driver II
Sanitation Driver III
Sanitation Driver Trainee
Security Representative I
Security Representative II
Senior Account Audit Clerk
Senior Account Clerk
Senior Airport Operations Assistant
Senior Backflow and Cross Connection Specialist
Senior Boat Operator

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP A (Continued)

Senior Cashier
Senior Corrosion Engineering Aide
Senior Drafting Aide
Senior Engineering Aide
Senior HVACR Technician
Senior Locksmith
Senior Offset Press Operator
Senior Parking Meter Technician
Senior Police Records Data Specialist
Senior Publishing Specialist
Senior Pure Water Plant Operator
Senior Stable Attendant
~~Senior Stadium Groundskeeper (Deleted)~~
Senior Survey Aide
Senior Victim Services Coordinator
Senior Wastewater Plant Operator
Senior Water Plant Operator
Senior Zoning Investigator
Seven-Gang Mower Operator
Sewer Maintenance Equipment Operator
Sign Shop Supervisor
Sign Shop Technician
Special Events Traffic Controller I
Special Events Traffic Controller II
Stable Attendant
~~Stadium Groundskeeper (Deleted)~~
~~Stadium Maintenance Technician (Deleted)~~
Stock Clerk
Storekeeper I
Stores Operations Supervisor
Storm Water Environmental Specialist I
Storm Water Inspector I
Storm Water Inspector II
Street Lighting Electrician
Structural Inspector I
Structural Inspector II
Student Engineer
Student Worker
Swimming Pool Manager I
Swimming Pool Manager II
Swimming Pool Manager III
Tank Service Technician I
Tank Service Technician II
Test Administration Specialist

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP A (Continued)

Test Monitor I
Test Monitor II
Therapeutic Recreation Leader
Traffic Signal Technician I
Traffic Signal Technician II
Traffic Striper Operator
Tree Maintenance Crewleader
Tree Trimmer
Utility Supervisor
Utility Worker I
Utility Worker II
Vehicle and Fuel Clerk
Victim Services Coordinator
Wastewater Operations Supervisor
Wastewater Plant Operator
Wastewater Pretreatment Inspector I
Wastewater Pretreatment Inspector II
Water Distribution Operations Supervisor
Water Distribution Operator
Water Distribution Operator Trainee
Water Operations Supervisor
Water Plant Operator
Water Safety Instructor
Water Systems District Manager
Water Systems Technician I
Water Systems Technician II
Water Systems Technician III
Water Systems Technician IV
Water Systems Technician Supervisor
Water Utility Supervisor
Water Utility Worker
Welder
Wildfire Mitigation Specialist
Work Service Aide
Workers' Compensation Claims Aide
Workers' Compensation Claims Representative I
Workers' Compensation Claims Representative II
Zoning Investigator I
Zoning Investigator II

July 1, 2023

ADDENDUM A: OVERTIME COMPENSATION

GROUP B - Classes which are eligible for premium rate overtime.

Airport Manager
Aquatics Technician Supervisor
Area Refuse Collection Supervisor
Assistant Golf Course Superintendent
Building Services Supervisor
Building Supervisor
Carpenter Supervisor
Code Compliance Supervisor
Collections Investigator Supervisor
Communications Technician Supervisor
Deputy City Clerk II
Development Project Manager I
Development Project Manager II
Development Project Manager III
Disposal Site Supervisor
District Refuse Collection Supervisor
Electrician Supervisor
Electronics Technician Supervisor
Equipment Repair Supervisor
Equipment Service Supervisor
Equipment Trainer
Executive Assistant
Fire Dispatch Administrator
Fire Dispatch Supervisor
Fleet Repair Supervisor
Golf Course Superintendent
Golf Operations Supervisor
Graphic Designer
Graphic Design Supervisor
Grounds Maintenance Supervisor
Heating, Ventilating, and Air Conditioning Supervisor
Instrumentation and Control Supervisor
Lifeguard Sergeant
Metal Fabrication Services Supervisor
Metal Fabrication Supervisor
Motor Sweeper Supervisor
Multimedia Production Coordinator
Multimedia Production Specialist
Nursery Supervisor
Offset Press Supervisor
Painter Supervisor
Parking Enforcement Supervisor
Parking Meter Supervisor
Payroll Audit Supervisor

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP B (Continued)

Payroll Supervisor
Pesticide Supervisor
Photographer
Plant Maintenance Coordinator
Plant Process Control Supervisor
Plant Technician Supervisor
Plumber Supervisor
Police Code Compliance Supervisor
Police Dispatch Administrator
Police Dispatch Supervisor
Police Records Data Specialist Supervisor
Principal Clerk
Principal Customer Services Representative
Principal Legal Secretary
Principal Plan Review Specialist
Principal Plant Technician Supervisor
Principal Police Records Clerk
Principal Test Administration Specialist
Print Shop Supervisor
Police Property and Evidence Supervisor
Public Information Supervisor
Public Works Dispatch Supervisor
Roofing Supervisor
Senior Accounts Payable Audit Clerk
Senior Benefits Representative
Senior Claims Representative
Senior Clerk/Typist
Senior Communications Technician
Senior Customer Services Representative
Senior Disposal Site Representative
Senior Legal Secretary
Senior Legislative Recorder
Senior Liability Claims Representative
Senior Library Technician
Senior Paralegal
Senior Parking Enforcement Supervisor
Senior Plant Technician Supervisor
Senior Police Records Clerk
Senior Power Plant Supervisor
Senior Pure Water Plant Operations Supervisor
Senior Test Administration Specialist
Senior Utility Supervisor
Senior Wastewater Operations Supervisor
Senior Water Distribution Operations Supervisor

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP B (Continued)

Senior Water Operations Supervisor
Senior Water Utility Supervisor
Senior Workers' Compensation Claims Representative
Special Events Traffic Control Supervisor
~~Stadium Maintenance Supervisor (Deleted)~~
Storekeeper II
Storekeeper III
Supervising Cal-ID Technician
Supervising Crime Scene Specialist
Supervising Custodian
Supervising Disposal Site Representative
Supervising Field Representative
Supervising Latent Print Examiner
Supervising Meter Reader
Supervising Plan Review Specialist
Traffic Signal Supervisor
Tree Maintenance Supervisor
Warehouse Manager
Wildfire Mitigation Specialist Supervisor

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP C – Classes which are eligible for premium rate overtime.

Accountant I
Accountant II
Accountant III
Aging Recreation Specialist
Agricultural Lease Manager
Airport Noise Abatement Officer
Aquatics Recreation Specialist
Area Manager I
Area Manager II
Arts Management Assistant
Arts Management Associate
Assistant Chemist (*Terminal*)
Assistant Compliance Officer
Assistant Customer Services Supervisor
Assistant Dispute Resolution Officer
Assistant Economist
Assistant Engineer - Civil
Assistant Engineer - Corrosion
Assistant Engineer - Electrical
Assistant Engineer - Fire Protection
Assistant Engineer - Mechanical
Assistant Engineer - Traffic
Assistant Facility Manager
Assistant Management Analyst
Assistant Planner
Assistant Procurement Contracting Officer
Assistant Property Agent
Assistant Rate Analyst
Assistant Trainer
Associate Chemist (*Terminal*)
Associate Communications Engineer
Associate Compliance Officer
Associate Economist
Associate Engineer - Civil
Associate Engineer - Control Systems
Associate Engineer - Corrosion
Associate Engineer - Electrical
Associate Engineer - Fire Protection
Associate Engineer - Mechanical
Associate Engineer - Traffic
Associate Management Analyst
Associate Planner
Associate Procurement Contracting Officer
Associate Property Agent
Biologist II (*Terminal*)

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP C (Continued)

Biologist III (*Terminal*)
Building Maintenance Supervisor
Cemetery Manager
Community Development Specialist I
Community Development Specialist II
Community Development Specialist III
Criminalist II
Criminalist III
Customer Services Supervisor
Deputy Noise Abatement Officer
District Manager
DNA Technical Manager
Economist
Emergency Services Coordinator
Environmental Biologist II
Environmental Biologist III
Environmental Health Coordinator
Environmental Health Manager
Environmental Scientist II
Environmental Scientist III
FEWD Manager
Fitness Specialist
Finance Analyst I
Finance Analyst II
Finance Analyst III
Fleet Parts Buyer
Fleet Parts Buyer Supervisor
General Utility Supervisor
General Water Utility Supervisor
Golf Course Manager
Graphic Communications Manager
Grounds Maintenance Manager
Hazardous Materials Inspector III
Hazardous Materials Program Manager
Horticulturist
Investigation Support Manager
Lakes Program Manager
~~Park Designer~~ *Landscape Designer*
Land Surveying Assistant
Land Surveying Associate
Librarian II
Librarian III
Librarian IV
Literacy Analyst
Literacy Tutor/Learner Coordinator

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP C (Continued)

Marine Biologist II (*Terminal*)
Marine Biologist III (*Terminal*)
Marine Safety Lieutenant
Noise Abatement Officer
Park Ranger
Park Ranger Aide
Power Plant Superintendent
Principal City Attorney Investigator
Principal Utility Supervisor
Principal Water Resources Specialist
Principal Water Utility Supervisor
Procurement Specialist (*Terminal*)
Programmer Analyst II
Programmer Analyst III
Project Assistant
Project Officer I
Project Officer II
Property Agent
Public Works Superintendent
Public Works Supervisor
Pure Water Treatment Superintendent
Ranger/Diver Supervisor
Rate Analyst
Records Management Analyst
Recreation Center Director I
Recreation Center Director II
Recreation Center Director III
Recreation Specialist
Recycling Specialist I
Recycling Specialist II
Recycling Specialist III
Reservoir Maintenance Supervisor
Retirement Financial Specialist I
Retirement Financial Specialist II
Retirement Financial Specialist III
Retirement Financial Specialist Trainee
Safety and Training Manager
Safety Officer
Security Officer
Senior Biologist (*Terminal*)
Senior Building Maintenance Supervisor
Senior Chemist (*Terminal*)
Senior City Attorney Investigator
Senior Civil Engineer
Senior Code Compliance Supervisor

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP C (Continued)

Senior Combination Inspector
Senior Communications Engineer
Senior Communications Technician Supervisor
Senior Compliance Officer
Senior Control Systems Engineer
Senior Corrosion Specialist
Senior Disposal Site Supervisor
Senior Electrical Engineer
Senior Electrical Inspector
Senior Electrical Supervisor
Senior Engineer Fire Protection
Senior Engineering Geologist
Senior Environmental Scientist
Senior Housing Inspector
Senior Land Surveyor
Senior Life Safety Inspector
Senior Management Analyst
Senior Marine Biologist (*Terminal*)
Senior Mechanical Engineer
Senior Mechanical Inspector
Senior Park Ranger
Senior Planner
Senior Procurement Contracting Officer
Senior Police Property and Evidence Supervisor
Senior Public Information Officer
Senior Records Management Analyst
Senior Structural Inspector
Senior Systems Analyst
Senior Traffic Engineer
~~Stadium/Field Manager (*Deleted*)~~
~~Stadium Turf Manager (*Deleted*)~~
Storm Water Compliance Manager
Storm Water Environmental Specialist II
Storm Water Environmental Specialist III
Storm Water Inspector III
Structural Engineering Assistant
Structural Engineering Associate
Structural Engineering Senior
Supervising Academy Instructor
Supervising Aging Recreation Specialist
Supervising Aquatics Recreation Specialist
Supervising Compliance Officer
Supervising Criminalist
Supervising Hazardous Materials Inspector
Supervising Librarian

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP C (Continued)

Supervising Park Ranger
Supervising Procurement Contracting Officer
Supervising Property Agent
Supervising Public Information Officer
Supervising Recreation Specialist
Supervising Storm Water Inspector
Supervising Therapeutic Recreation Specialist
Supervising Wastewater Pretreatment Inspector
Therapeutic Recreation Specialist
Trainer
Training Supervisor
Wastewater Pretreatment Inspector III
Wastewater Pretreatment Program Manager
Wastewater Treatment Superintendent
Water Production Superintendent
Water Resources Specialist
Water Utility Parts Buyer
Work Control Manager

July 1, 2023

ADDENDUM A: OVERTIME COMPENSATION

GROUP D – Police classes which are eligible for premium rate overtime under specific conditions.

Community Relations Assistant to the Police Chief (7K exemption)
Police Detective (7K exemption)
Police Officer I (7K exemption)
Police Officer II (7K exemption)
Police Officer III (7K exemption)
Police Recruit (7K exemption)
Police Sergeant (7K exemption)

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP E - Fire classes which are eligible for premium rate overtime under specific conditions.

Air Operations Chief (7K exemption)
Assistant Fire Marshal (7K exemption)
Fire Battalion Chief (7K exemption)
Fire Captain (7K exemption)
Fire Engineer (7K exemption)
Fire Fighter I (7K exemption)
Fire Fighter II (7K exemption)
Fire Fighter III (7k exemption)
Fire Helicopter Pilot (7K exemption)
Fire Prevention Inspector I (7K exemption)
Fire Prevention Inspector II (7K exemption)
Fire Prevention Supervisor (7K exemption)
Fire Recruit (7K exemption)

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP F - Classes in the No Representation Unit which are not eligible for overtime.

Accountant IV
Applications Programmer I
Applications Programmer II
Applications Programmer III
ARJIS Administrator
Asset Management Coordinator
Assistant Department Human Resources Analyst
Assistant Personnel Analyst
Associate Department Human Resources Analyst
Associate Personnel Analyst
Building Code and Noise Abatement Supervisor
Business Systems Analyst I
Business Systems Analyst II
Business Systems Analyst III
Claims and Insurance Manager
Collections Manager
Community Development Coordinator
Community Development Specialist IV
Compliance and Metering Manager
Customer Information and Billing Manager
Employee Assistance Counselor
Employee Assistance Program Manager
Employee Benefits Administrator
Employee Benefits Specialist I
Employee Benefits Specialist II
Finance Analyst IV
Fleet Manager
Geographic Information Systems Analyst I
Geographic Information Systems Analyst II
Geographic Information Systems Analyst III
Geographic Information Systems Analyst IV
Information Systems Administrator
Information Systems Analyst I
Information Systems Analyst II
Information Systems Analyst III
Information Systems Analyst IV
Information Systems Manager
Literacy Program Administrator
Marine Safety Captain
Organization Effectiveness Specialist I
Organization Effectiveness Specialist II
Organization Effectiveness Specialist III
Organization Effectiveness Supervisor

July 1, 2023

PERSONNEL MANUAL

ADDENDUM A: OVERTIME COMPENSATION

GROUP F (Continued)

Police Captain¹
Police Lieutenant¹
Police Property and Records Administrator
Police Special Projects Manager
Public Art Program Administrator
Recycling Program Manager
Rehabilitation Coordinator
Senior Department Human Resources Analyst
Senior Personnel Analyst
Supervising Claims Representative
Supervising Department Human Resources Analyst
Supervising Development Project Manager²
Supervising Economist
Supervising Emergency Services Coordinator
Supervising Liability Claims Representative
Supervising Management Analyst
Supervising Personnel Analyst
Supervising Recycling Specialist
Supervising Workers' Compensation Claims Representative
Systems Administrator I
Systems Administrator II
Systems Administrator III
Wastewater Chief Plant Operator

1 Represented by POA, but ineligible for overtime.

2 Represented by MEA, but ineligible for overtime.

Passed by the Council of The City of San Diego on JUN 0 6 2023, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer Campbell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stephen Whitburn	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Monica Montgomery Steppe	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marni von Wilpert	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kent Lee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Raul A. Campillo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vivian Moreno	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sean Elo-Rivera	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage JUN 12 2023

(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)

AUTHENTICATED BY:

TODD GLORIA
Mayor of The City of San Diego, California.

(Seal)

DIANA J.S. FUENTES
City Clerk of The City of San Diego, California.

By Connie Patterson Deputy

Office of the City Clerk, San Diego, California

Resolution Number R- **314941**