



COUNTY OF SAN DIEGO

AGENDA ITEM

BOARD OF SUPERVISORS

NORA VARGAS
First District

JOEL ANDERSON
Second District

TERRA LAWSON-REMER
Third District

MONICA MONTGOMERY STEPPE
Fourth District

JIM DESMOND
Fifth District

DATE: December 10, 2024 and January 7, 2025

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TO: Board of Supervisors

SUBJECT

ORDINANCES AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION AND AMENDING SECTIONS 492 AND 493 OF THE ADMINISTRATIVE CODE (12/10/24 – First Reading; 1/7/25 – Second Reading, unless the ordinance is modified on second reading) (DISTRICTS: ALL)

OVERVIEW

The Compensation Ordinance enacted by the Board of Supervisors establishes procedures for compensating County of San Diego employees. The Department of Human Resources provides recommendations for changes to the Compensation Ordinance based on organizational changes to provide and retain a skilled, adaptable, and diverse workforce. Today's actions reflect the compensation ordinance and administrative code changes to accomplish this goal.

Today's recommendations are for the Board to approve the introduction of the ordinances (first reading) to amend the Compensation Ordinance and the Administrative Code. If the Board takes action as recommended, then on January 7, 2025, staff recommends the Board adopt the ordinances (second reading). If the proposed ordinances are altered on January 7, 2025, then on that date a subsequent meeting date will be selected for the adoption of the ordinances.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

On December 10, 2024:

1. Approve the introduction of the Ordinances (first reading):

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION

AN ORDINANCE AMENDING ADMINISTRATIVE CODE SECTIONS 492 AND 493

If, on December 10, 2024, the Board takes action as recommended in item 1 above, then, on January 7, 2025:

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2. Approve the adoption of the Ordinances (second reading):

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION

AN ORDINANCE AMENDING ADMINISTRATIVE CODE SECTIONS 492 AND 493

If the proposed ordinance(s) are altered on January 7, 2025, then on that date a subsequent meeting date will be selected for adoption of the ordinance(s).

EQUITY IMPACT STATEMENT

The Department of Human Resources is committed to assuring that equity is considered in classification and compensation. Today's recommendations provide amendments to the Compensation Ordinance and Administrative Code that will assist the County of San Diego to provide and retain a skilled, adaptable, and diverse workforce for County departments and enables the County to deliver superior services to the residents and visitors of the County of San Diego.

SUSTAINABILITY IMPACT STATEMENT

The proposed actions amending the Compensation Ordinance and Administrative Code align with the County of San Diego's Sustainability Goals by promoting sustainable economic growth for our community. The proposed actions included in this letter provide just and equitable wages and benefits.

FISCAL IMPACT

Funds for this request are included in the Fiscal Year 2024-25 Operational Plan in the impacted departments. The estimated fiscal impact in current and future years is due to an increase in California minimum wage. If approved, this request will result in Salaries & Benefits costs of \$0.1 million in Fiscal Year 2024-25 and \$0.1 million in Fiscal Year 2025-26. There will be no change in net General Fund cost and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

ADVISORY BOARD STATEMENT

N/A

BACKGROUND

Today's recommendations include changes to the Compensation Ordinance by adding the Assistant Chief Deputy, Public Defender and Assistant Director, Human Resources classifications to the unclassified service, updating job characteristics for the Behavioral Health Program Manager after an accretion hearing to determine the most appropriate bargaining unit, updating the salary grade for the Chief Veterinarian, retitling the classification Sewing Room Supervisor to Vocational Textile Instructor, updating the salaries for job classifications impacted by the increase

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to the California minimum wage rate, and administrative changes to remove the obsolete Deputy Chief Administrative Officer/Chief Financial Officer class from the compensation ordinance.

Today's recommendations also include amending the language in the Administrative Code to update the job classifications eligible to receive reimbursement for their annual California State Bar membership fees and other applicable membership fees.

LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN

These actions are aligned with the County of San Diego's 2024-2029 Strategic Plan Initiatives of Sustainability, Community, Justice, Equity, and Empower. Approval of the recommendation allows the County to develop, maintain, and attract a skilled, adaptable, and diverse workforce dedicated to sustaining operational excellence and serving as enablers of these Strategic Initiatives.

Respectfully submitted,



EBONY N. SHELTON
Chief Administrative Officer

ATTACHMENT(S)

- Att 1 Executive Summary
- Att 2 Ordinance Amending Compensation (Clean Version)
- Att 3 Ordinance Amending Compensation (Strikeout Version)
- Att 4 Ordinance Amending Admin Code (Clean Version)
- Att 5 Ordinance Amending Admin Code (Strikeout Version)
- Att 6 Summary of Proposed Ordinance (Compensation Ordinance)
- Att 7 Summary of Proposed Ordinance (Administrative Code)