

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, NOVEMBER 15, 2022**

MINUTE ORDER NO. 21

SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE (11/15/2022 - First Reading; 12/13/22 - Second Reading (DISTRICTS: ALL))

OVERVIEW

Today's actions propose amendments to the Compensation Ordinance. These amendments include establishing a new classification and deleting two classifications that are no longer used. In addition, today's actions will also promote the recruitment and retention of the Project Managers, Public Works and the Water Resource Managers through premiums for holding a California Professional Engineer license. Also, as follow-up from the salary study conducted by an outside consultant, Koff & Associates, there are proposed amendments to several classifications due to compaction issues.

Today's actions also include various amendments to the Compensation Ordinance to align with legislative changes and amendments to the Administrative Code.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

1. Approve the introduction of the Ordinance (first reading):
AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION.

AN ORDINANCE AMENDING ADMINISTRATIVE CODE SECTIONS 492 AND 493.1.
2. If, on November 15, 2022, the Board takes action as recommended in item 1 then, on December 13, 2022 (second reading):
Submit ordinance for further Board consideration and adoption on December 13, 2022 (second reading).

EQUITY IMPACT STATEMENT

The Department of Human Resources is committed to assuring that equity is considered in the classification and compensation review work. Today's recommendations provide suggested changes 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 provide equitable services to all constituents of this County.

SUSTAINABILITY IMPACT STATEMENT

The proposed actions amending the compensation ordinance aligns 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, equitable wages as well as the establishment of quality job opportunities. Studies have shown that increases in wages will improve community-level economic activity and support local businesses. In addition, wage increases may also reduce the pay inequalities for certain individuals.

FISCAL IMPACT

Today’s recommendations are estimated to have ongoing costs of \$0.2 million in Fiscal Year 2022-23 and \$0.4 million in Fiscal Year 2023-24 tied to increases in various ongoing compensation increases and premium pay included in the compensation ordinance. Funds for this request are not included in the Fiscal Year 2022-23 Operational Plan for departments. However, if approved, these costs will be absorbed by the existing allocations of the departments. There will be no change in net General Fund cost and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

ACTION:

ON MOTION of Supervisor Desmond, seconded by Supervisor Vargas, the Board of Supervisors took action as recommended, on Consent, to further consider and adopt the Ordinances on December 13, 2022.

AYES: Vargas, Anderson, Fletcher, Desmond

ABSENT: Lawson-Remer

State of California)
County of San Diego) §

I hereby certify that the foregoing is a full, true and correct copy of the Original entered in the Minutes of the Board of Supervisors.

ANDREW POTTER
Clerk of the Board of Supervisors



Signed
by Andrew Potter