



COUNTY OF SAN DIEGO

AGENDA ITEM

BOARD OF SUPERVISORS

NORA VARGAS
First District

JOEL ANDERSON
Second District

TERRA LAWSON-REMER
Third District

NATHAN FLETCHER
Fourth District

JIM DESMOND
Fifth District

DATE: November 15, 2022 and December 13, 2022

21

TO: Board of Supervisors

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).

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

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

ADVISORY BOARD STATEMENT

N/A

BACKGROUND

Today’s recommendations include changes to the Compensation Ordinance for the establishment of the Assistant Chief Deputy County Counsel classification in the Finance and General Government Group.

In addition, other amendments include the deletion of obsolete classifications such as the Alcohol & Drug Program Supervisor and the Human Services Operations Manager. Additional wages were added for Behavioral Health Program Coordinator and Supervising Psychiatrist classifications primarily due to the salary study conducted by Koff & Associates.

Eligible Classifications in the Land Use and Environment Group will receive a premium of 5% if the employee is registered with the State of California as a Professional Engineer.

Various other amendments included reflect recent legislative changes related to bereavement leave, Family Medical Leave Act/California Family Rights Act and minimum wage.

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

Lastly, the actions also amend Administrative Code Section 492 and 493.1 to add the Assistant Chief Deputy County Counsel classification to the list of classes eligible for reimbursement of the required annual active California State Bar membership fee and basic dues for annual membership in a professional legal association or for professional legal related purchases.

LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN

These actions are aligned with the County of San Diego’s 2022-2027 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 to these Strategic Initiatives.

Respectfully submitted,



HELEN N. ROBBINS-MEYER
Chief Administrative Officer

ATTACHMENT(S)

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