

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, DECEMBER 10, 2024**

MINUTE ORDER NO. 39

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:

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

ACTION:

ON MOTION of Supervisor Montgomery Steppe, seconded by Supervisor Vargas, the Board of Supervisors took action as recommended, on Consent, and took action to further consider and adopt the Ordinance on January 7, 2025.

AYES: Vargas, Lawson-Remer, Montgomery Steppe, Desmond

ABSENT: Anderson

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

