



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: February 7, 2023 and February 28, 2023

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TO: Board of Supervisors

SUBJECT

AMENDMENTS TO THE COMPENSATION ORDINANCE (2/7/2023 – First Reading; 2/28/23 – Second Reading, unless ordinance is modified on second reading) (DISTRICTS: ALL)

OVERVIEW

Today's actions propose amendments to the Compensation Ordinance that reflect the addition of new classifications, the deletion and retitle of classifications and the designation of specified classes that will no longer be filled as terminal.

Today's actions also propose amendments to the Administrative Code to implement Senate Bill 960 which requires a peace officer to be legally authorized to work in the United States and removes the provision which required a peace officer to be a citizen or permanent resident of the U.S.

Today's recommendations are for the Board to approve the introduction of the two ordinances (first reading) to amend the Compensation Ordinance and Administrative Code. If the Board takes action as recommended, then on February 28, 2023, staff recommends the Board adopt the ordinances (second reading). If the proposed ordinances are altered on February 28, 2023, then on that date a subsequent meeting date will be selected for the ordinance's adoption.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

On February 7, 2023:

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

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION

AN ORDINANCE AMENDING ADMINISTRATIVE CODE SECTION 81

If, on February 7, 2023, the Board takes action as recommended in item 1 above, then, on February 28, 2023:

SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE (2/7/2023 – First Reading; 2/28/23 – Second Reading, unless ordinance is modified on second reading) (DISTRICTS: ALL)

Consider and adopt the Ordinance (second reading) entitled:

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION

AN ORDINANCE AMENDING ADMINISTRATIVE CODE SECTION 81

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 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.

FISCAL IMPACT

There is no fiscal impact associated with these recommendations. 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 establishing the new classifications; Ethics and Compliance Investigator, Sheriff’s Detentions, Mental Health Case Management Clinician, Supervising Latent Print Examiner and Supervising Forensic Evidence Technician classifications. Today’s actions also modify other Sheriff and HHSA classifications by retitling outdated classifications, deleting obsolete classifications, and designating classifications that will no longer be filled as terminal.

Lastly, the recommended actions will amend Administrative Code Section 81 to implement Senate Bill 960 which requires a peace officer to be legally authorized to work in the United States and removes the provision which required a peace officer to be a citizen or permanent resident of the U.S.

LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN

SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE (2/7/2023 – First Reading; 2/28/23 – Second Reading, unless ordinance is modified on second reading) (DISTRICTS: ALL)

These actions are aligned with the County of San Diego’s 2023-2028 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)