



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: April 26, 2022 and May 10, 2022

25

TO: Board of Supervisors

SUBJECT

AMENDMENTS TO THE COMPENSATION ORDINANCE (4/26/2022 – First Reading; 5/10/2022 – Second Reading) (DISTRICTS: ALL)

OVERVIEW

The proposed amendments to the San Diego County Compensation Ordinance are part of the ongoing efforts to manage and maintain a skilled, adaptable and diverse workforce dedicated to sustaining operational excellence and serving the public. This action amends the Compensation Ordinance by: 1) establishing the Urban Forestry Coordinator classification to be used by the Planning & Development Services Department within the Land Use and Environment Group (LUEG), the Mitigation Specialist classification in the Office of Public Defender within the Public Safety Group (PSG) and the Senior Deputy Public Administrator/Guardian classification to be used by the Aging & Independence Services Department within the Health and Human Services Agency (HHS). All three positions are in the Classified Service; 2) retitling one classification in the Unclassified Service, from Director, Office of Environmental and Climate Justice to Chief Sustainability Officer in the Land Use and Environment Group; 3) amending section 1.13.3 to increase the rates for County-owned residences maintenance charge that is deducted from employee's biweekly compensation for employees who reside in specific living quarters; and 4) amending section 5.11.1 of the Compensation Ordinance effective July 1, 2022, to allow employees in the Deputy Sheriff (DS) and Sheriff's Management (SM) bargaining units to participate in the previously established Employee Recognition and Awards Program.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

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

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION.

2. If, on April 26, 2022, the Board takes action as recommended in item 1 then, on May 10, 2022 (second reading):

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Submit ordinance for further Board consideration and adoption on May 10, 2022 (second reading).

EQUITY IMPACT STATEMENT

The Department of Human Resources is committed to assuring that equity is considered in classification and compensation review work in order to provide and retain a skilled, adaptable, and diverse workforce for County departments. Today's recommendations provide for the appropriate classification of positions.

The LUEG has requested to add the Urban Forestry Coordinator classification, in the Classified Service, to serve as a subject matter expert in the Planning & Development Services Department to coordinate and direct tree planting activities across the entire unincorporated area to achieve the County's Climate Action Plan goals.

The PSG has requested to add a professional journey-level classification, in the Classified Service, called Mitigation Specialist. Future incumbent(s) in this new class will be responsible for developing mitigation strategies that influence client-centered resolution of pending criminal cases to assist attorneys in contributing to defense strategy by providing both supportive evidence and a detailed, documented personal history of the client. The Mitigation Specialist class will aid in addressing bias in the criminal justice system by providing a meaningful support system while enacting practices for accountability and measurable outcomes. By taking a client-centered approach to a client's representation, the Office of the Public Defender's Mitigation Specialist class will consider, respect and value clients' diverse experiences, cultures and backgrounds while encouraging their active participation in their defense and providing the tools for them to do so.

The HHSa has requested to add the Senior Deputy Public Administrator/Guardian classification, in the Classified Service, to provide an additional lead level classification that will support the County efforts in protecting and managing the estates of decedents and at-risk individuals who are unable to make decisions. By creating this classification, the requested action will enhance resources in the Aging and Independence Services Department to provide the needed services to County of San Diego residents. Groups that will benefit from these services are vulnerable populations, including economically disadvantaged communities, seniors, disabled, physically and mentally ill.

The LUEG has requested to retitle one classification in the Unclassified Service from Director, Office of Environmental, and Climate Justice to Chief Sustainability Officer (CSO). This classification will be responsible for administering the activities of the Office of Sustainability and Environmental Justice (OSEJ). In addition, the CSO will lead the establishment of the OSEJ and will increase the focus on and provide dedicated resources for regional sustainability initiatives such as the Regional Decarbonization Framework, addressing environmental justice issues, and working with communities and agencies at the local, state, and federal levels. The CSO will lead positions devoted to continuing the meaningful engagement that is a key factor in tackling the disparities faced by environmental justice communities in the unincorporated areas of the County and serving as a resource and ombudsperson for those communities in the region.

The requested action is strongly aligned to the initiatives in the County's 2022-2027 Strategic Plan and its vision for a just, sustainable, and resilient future for all. By creating these classifications,

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the County will enhance resources and develop programs to address the immediate needs of the County’s underserved populations.

Today's recommendations will also result in an increase in County-owned residences maintenance rates for employees who reside in specific living quarters. To embed racial equity, the maintenance rates for specific living quarters are based on the type of house, apartment, or room the employee occupies eliminating inequity in housing rates based on social and racial factors. The assigned class for each residence has been decided and classified by the resolution of the Board of Supervisors. A list of the residence classes can be found in sub-section (b)(2) of section 1.13.3 of the Compensation Ordinance. Maintenance charges reflect the cost to maintain the residences and are adjusted based on the annual percentage change in the U.S. City Average Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). The increase for Fiscal Year 2022-2023 is 8.2%.

In addition, approval of these recommendations will allow for employees in the DS and SM bargaining units to participate, effective July 1, 2022, in the already established Employee Recognition and Awards Program. This program rewards our diverse workforce through monetary compensation, non-monetary compensation and paid leave and has established guidelines that support equity. The addition of employees in the DS and SM bargaining units creates inclusivity and provides equitable opportunities for these employees who are currently excluded from eligibility. The purpose of the recognition program is to improve productivity and customer service through enhanced motivation. This in turn strengthens public relations and customer service through the use of a strategic plan that is guided by equity, belonging and racial justice.

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 three classifications in the Classified Service. The Urban Forestry Coordinator classification will be unrepresented and will perform professional-level and scientific work in the long-term care, management, and planning associated with the tree canopy within unincorporated areas of the County of San Diego. The Senior Deputy Public Administrator/Guardian will be represented by Services Employees International Union (SEIU) and will be the lead level classification in the Public Administrator/Guardian classification series. The Mitigation Specialist will be responsible for developing and analyzing mitigation evidence for court proceedings to aid the court in making decisions regarding pretrial release, trial, and sentencing. The Mitigation Specialist will be represented by SEIU and will be a professional journey-level class that assists attorneys in investigating, analyzing, developing, and presenting mitigation evidence in the life history of

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clients. In addition, the recommendations include the retitling of one classification in the Unclassified Service, from Director, Office of Environmental and Climate Justice (OECJ) to Chief Sustainability Officer (CSO). This revised job title reflects the leadership position of the CSO for the OSEJ to provide a foundation for ensuring that our communities are included in the decision-making process and that sustainability and environmental justice considerations are prioritized.

Today, the Department of Human Resources also seeks approval to amend the Compensation Ordinance to: 1) increase the rates for County-owned residences maintenance charge that is deducted from employee's biweekly compensation for employees who reside in specific living quarters. Employees who reside in County-owned residences pay a maintenance charge. Maintenance charges reflect the cost to maintain the residences and is adjusted annually per the U.S. City Average Consumer Price Index. The increase for Fiscal Year 2022-2023 is 8.2%; and 2) allow employees in the DS and SM bargaining units to participate, effective July 1, 2022, in the previously established Employee Recognition and Awards Program. This program provides for a maximum of 24 hours to be granted to eligible employees per fiscal year. In addition, eligible employees may receive cash or non-cash awards that total up to \$1,000 per fiscal year.

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)

- Attachment A - Executive Summary
- Attachment B - Compensation Ordinance (Clean Version)
- Attachment C - Compensation Ordinance (Strike-out Version)
- Attachment D - Summary of Proposed Ordinance