



# COUNTY OF SAN DIEGO

## AGENDA ITEM

### BOARD OF SUPERVISORS

NORA VARGAS  
First District

JOEL ANDERSON  
Second District

TERRA LAWSON-REMER  
Third District

VACANT  
Fourth District

JIM DESMOND  
Fifth District

**DATE:** December 5, 2023 and January 9, 2024

**12**

**TO:** Board of Supervisors

### SUBJECT

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND  
ESTABLISHING COMPENSATION (12/5/23 – First Reading; 1/9/24 – 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 legislative changes, environmental factors, and organizational changes with the goal of providing and retaining a skilled, adaptable, and diverse workforce. Today's actions reflect the compensation ordinance changes to accomplish this goal.

Today's recommendations are for the Board to approve the introduction of the ordinance (first reading) to amend the Compensation Ordinance. If the Board takes action as recommended, then on January 9, 2024, staff recommends the Board adopt the ordinances (second reading). If the proposed ordinance is altered on January 9, 2024, then on that date a subsequent meeting date will be selected for the ordinance's adoption.

### RECOMMENDATION(S)

#### CHIEF ADMINISTRATIVE OFFICER

#### On December 5, 2023:

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

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND  
ESTABLISHING COMPENSATION**

**If, on December 5, 2023, the Board takes action as recommended in item 1 above, then, on  
January 9, 2024:**

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AND ESTABLISHING COMPENSATION (12/5/23 – First Reading; 1/9/24 –  
Second Reading, unless the ordinance is modified on second reading)  
(DISTRICTS: ALL)

2. Approve the adoption of the Ordinance (second reading):

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND  
ESTABLISHING COMPENSATION

If the proposed ordinance is altered on January 9, 2024, then on that date a subsequent meeting date will be selected for the ordinance's adoption.

**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 deliver superior services to the residents and visitors of the County of San Diego.

**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 and equitable wages.

**FISCAL IMPACT**

There is no fiscal impact for the 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 to adjust the salary range for the Legislative Assistant II classification.

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**LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN**

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,

A handwritten signature in black ink, appearing to read "Helen N. Robbins-Meyer".

HELEN N. ROBBINS-MEYER  
Interim Chief Administrative Officer

**ATTACHMENT(S)**

Att 1 Executive Summary  
Att 2 Ordinance Amending Compensation Ordinance (Clean Version)  
Att 3 Ordinance Amending Compensation Ordinance (Strikeout Version)  
Att 4 Summary of Proposed Ordinance