

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, APRIL 26, 2022**

MINUTE ORDER NO. 25

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):
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, 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

ACTION:

ON MOTION of Supervisor Desmond, seconded by Supervisor Vargas, the Board of Supervisors took action as recommended, on Consent, to further consider and adopt the Ordinance on May 10, 2022.

AYES: Vargas, Anderson, Lawson-Remer, Fletcher, Desmond

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