

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, APRIL 09, 2024**

MINUTE ORDER NO. 11

SUBJECT: ADMINISTRATIVE ITEM:

**SECOND CONSIDERATION AND ADOPTION OF ORDINANCE:
AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND
ESTABLISHING COMPENSATION (3/12/24 - First Reading; 4/9/24 - Second
Reading, unless the ordinance is modified on second reading) (DISTRICTS: ALL)**

OVERVIEW

On March 12, 2024 (8), the Board of Supervisors took action to further consider and adopt the Ordinance on April 9, 2024.

On January 9, 2024 (14), recommendation #5 Supporting County Workforce Well-Being and Hiring and Retention Goals by Investing in Healthcare Stipends, the Board directed labor negotiators to meet and confer with the labor organizations representing the County workforce to establish one-time payments. These one-time payments are to address the impacts of the projected increases in healthcare costs and to support County employee well-being and hiring and retention goals. 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 April 9, 2024, staff recommends the Board adopt the ordinance (second reading). If the proposed ordinance is altered on April 9, 2024, then on that date a subsequent meeting date will be selected for the ordinance's adoption.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

Approve the adoption of the Ordinance (second reading):

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

If the proposed ordinance is altered on April 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 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 2023-24 Adopted Operational Plan. The estimated one-time cost for employee wellness compensation payments is \$13.0 million and will be funded by American Rescue Plan Act (ARPA) funds allocated to the Evergreen component of the ARPA Framework as approved by the Board of Supervisors on January 9, 2024 (14). ARPA funds may be used directly or leveraged through a lost revenue strategy to redirect existing General Purpose Revenue. 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 Anderson, the Board of Supervisors took action as recommended, on Consent, and adopted Ordinance No. 10897 (N.S.), entitled: AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION.

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