



**NORA VARGAS**  
**CHAIRWOMAN**  
SUPERVISOR, FIRST DISTRICT  
SAN DIEGO COUNTY BOARD OF SUPERVISORS  
**AGENDA ITEM**

**DATE:** December 10, 2024

**18**

**TO:** Board of Supervisors

**SUBJECT**

**ALIGN PERFORMANCE EVALUATION DATES FOR THE CLERK OF THE BOARD AND PROBATION CHIEF WITH CHIEF ADMINISTRATIVE OFFICER EVALUATION DATE AND APPROVE ADJUSTMENT OF COMPENSATION FOR THE CLERK OF THE BOARD, PROBATION CHIEF, AND COUNTY COUNSEL (DISTRICTS: ALL)**

**OVERVIEW**

The Board of Supervisors has completed 2024 performance evaluations for Board appointed executives. Today's action establishes that the Board of Supervisors will strive to complete executive evaluations on or before June 30th each fiscal year. In addition, today's action approves a salary increase for the Clerk of the Board, the Probation Chief, and the County Counsel.

**RECOMMENDATION(S)**

**CHAIRWOMAN NORA VARGAS**

1. Align the Clerk of the Board and Probation Chief's annual performance review to occur on or before June 30th of each fiscal year.
2. Approve adjustments to the pay for the Clerk of the Board, Probation Chief, and County Counsel. The compensation for the Clerk of the Board is set at an hourly rate of \$108.14 effective June 28, 2024; compensation for the Probation Chief is set at an hourly rate of \$132.31 effective June 28, 2024; compensation for the County Counsel is set at an hourly rate of \$ 174.48 effective December 27, 2024

**EQUITY IMPACT STATEMENT**

The County of San Diego promotes a culture of equity, belonging, and racial justice. We serve the needs of communities with diverse groups including Black, Indigenous, people of Color, LGBTQIA+, people with disabilities, people of low-income, the young, the older, immigrants, refugees and communities that have historically faced inequality and inequity. In addition, the County centers its budgetary efforts on equity through the continued implementation and

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operationalization of the Budget Equity Assessment Tool. The tool ensures there is a framework to use an equity lens to evaluate the development of the County's budget.

#### **SUSTAINABILITY IMPACT STATEMENT**

The County of San Diego is building a sustainable future for all. The County's strategic plan guides County activities to ensure sustainability as it relates to the region's economy, climate, environment, and communities. These collective efforts strengthen communities, ensure accountability, and protect public resources by aligning available resources through services and initiatives.

#### **FISCAL IMPACT**

Funds associated with this request are included in the fiscal year 2024-25 Operational Plan. 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**

Pursuant to section 501 of the County Charter, the Board of Supervisors is the appointing authority for the Clerk of the Board, Probation Chief, and the County Counsel. As the appointing authority, the Board of Supervisors conducts their respective employee performance evaluation. Today's action seeks to align evaluation dates consistent with both the County's fiscal year and the Chief Administrative Officer's evaluation date. Additionally, today's action approves the salary adjustment for the Clerk of the Board, Probation Chief, and the County Counsel consistent with their respective 2024 evaluations and in accordance with the Clerk of the Board and County Counsel's respective employment agreements.

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

Today's actions support the County of San Diego's 2024-2029 Strategic Plan Initiative of Empower by compensating the Clerk of the Board, Probation Chief, and County Counsel for time served in that role and by investing in our workforce and operations by providing support services and excellent customer service to ensure continuity of operations remains at its best and keep the County employees positive and empowered.

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Respectfully submitted,

A handwritten signature in black ink, appearing to read "Nora E. Vargas".

NORA VARGAS  
Supervisor, First District

**ATTACHMENT(S)**  
N/A