

**COUNTY OF SAN DIEGO  
BOARD OF SUPERVISORS  
TUESDAY, DECEMBER 05, 2023**

**MINUTE ORDER NO. 17**

**SUBJECT: ADMINISTRATIVE ITEM:  
SECOND CONSIDERATION AND ADOPTION OF ORDINANCE:  
ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND  
ESTABLISHING COMPENSATION (11/7/23 - First Reading; 12/5/23 - Second  
Reading, unless the ordinance is modified on second reading) (DISTRICTS: ALL)**

**OVERVIEW**

On November 7, 2023 (19), the Board of Supervisors took action to further consider and adopt the Ordinance on December 5, 2023.

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, organizational changes, etc. 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. Approval of these compensation ordinance changes will provide the authority needed for County departments to implement the classification and compensation changes outlined in this letter.

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 December 5, 2023, staff recommends the Board adopt the ordinances (second reading). If the proposed ordinance is altered on December 5, 2023, 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 December 5, 2023, 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 as well as the establishment of quality job opportunities.

## FISCAL IMPACT

Funds for this request are included in the Fiscal Year (FY) 2023-24 Operational Plan for the impacted departments. If approved, this recommendation will result in total estimated ongoing costs as follows:

<i>in millions</i>		<u>FY 23-24</u>	<u>FY 24-25</u>
A	Base salary and benefit increases	\$ 0.04	\$ 0.09
B	Total Ongoing Cost (incremental increase)	\$ 0.04	\$ 0.09
C	Total Cost	\$ 0.04	\$ 0.09

There will be no additional staff years.

## BUSINESS IMPACT STATEMENT

N/A

### ACTION:

ON MOTION of Supervisor Desmond, seconded by Supervisor Anderson, the Board of Supervisors took action as recommended, on Consent, and adopted Ordinance No. 10870 (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

