



# 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:** May 23, 2023 and June 13, 2023

**11**

**TO:** Board of Supervisors

### SUBJECT

**AMENDMENTS TO THE COMPENSATION ORDINANCE RELATING TO A TENTATIVE AGREEMENT PENDING RATIFICATION FOR THE EMPLOYEE BARGAINING UNITS – DS AND SM REPRESENTED BY THE DEPUTY SHERIFFS’ ASSOCIATION OF SAN DIEGO COUNTY (5/23/2023 – First Reading; 6/13/23 – Second Reading, unless the ordinance is modified on second reading) (DISTRICTS: ALL)**

### OVERVIEW

Today’s actions reflect the compensation changes that have been negotiated with the Deputy Sheriffs’ Association of San Diego County (Deputy Sheriffs’ Association) which represents the Sheriff’s Management (SM) and the Deputy Sheriffs (DS) Units. The County and Deputy Sheriffs’ Association reached a tentative agreement on three-year Memoranda of Agreement which are currently undergoing the Association’s ratification process. The proposed changes to the compensation ordinance reflect the negotiated changes in salary and benefits for these employees. If ratified by the Deputy Sheriffs’ Association, the Memoranda of Agreement will be presented to your Board for consideration and approval on June 13, 2023.

Today’s recommendations are for the Board to approve the introduction of an ordinance (first reading) to amend the Compensation Ordinance. If the Board takes action as recommended, and the Deputy Sheriffs’ Association has ratified the tentative Memoranda of Agreement, then on June 13, 2023, staff recommends the Board adopt the ordinance (second reading). If the proposed ordinance is altered on June 13, 2023, then on that date a subsequent meeting date will be selected for the ordinance adoption.

### RECOMMENDATION(S)

**CHIEF ADMINISTRATIVE OFFICER**

**On May 23, 2023:**

1. Approve the introduction of the Ordinance:

**SUBJECT:** AMENDMENTS TO THE COMPENSATION ORDINANCE RELATING TO A TENTATIVE AGREEMENT PENDING RATIFICATION FOR THE EMPLOYEE BARGAINING UNITS – DS AND SM REPRESENTED BY THE DEPUTY SHERIFFS’ ASSOCIATION OF SAN DIEGO COUNTY (5/23/2023 – First Reading; 6/13/23 – Second Reading, unless ordinance is modified on second reading) (DISTRICTS:ALL)

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION FOR DEPUTY SHERIFFS (DS) AND SHERIFF’S MANAGEMENT (SM) EMPLOYEE BARGAINING UNITS

**If, on May 23, 2023, the Board takes action as recommended in item 1 above, and the Deputy Sheriffs’ Association has ratified the Memoranda of Agreement, then, on June 13, 2023:**

Consider and adopt the Ordinance (second reading) entitled:

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION FOR DEPUTY SHERIFFS (DS) AND SHERIFF’S MANAGEMENT (SM) EMPLOYEE BARGAINING UNITS

2. Set June 13, 2023 as the date for consideration and approval of the ratified Memoranda of Agreement between the County and the Deputy Sheriffs’ Association of San Diego County.

#### **EQUITY IMPACT STATEMENT**

Today’s actions reflect the partnership between the County and the Association to strengthen their relationship and work together to provide equitable salaries, implementation of equity increases, and compensation that ensures recruitment, retention, and just and fair benefits.

#### **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, equitable wages for County employees.

#### **FISCAL IMPACT**

Funds for this request are included in the Fiscal Year (FY) 2023-25 CAO Recommended Operational Plan and will be included in the FY 2023-25 CAO Recommended Operational Plan Change Letter for the Sheriff’s Department. The estimated fiscal impact is comprised of net increases in ongoing base and supplemental pay, including various premiums and equity adjustments, ongoing flex credit increases, and one-time monetary payments. If approved, these recommendations will result in a total estimated ongoing and one-time costs as follows. There will be no additional staff years.

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<i>(in millions)</i>		<b><u>FY 23-24</u></b>	<b><u>FY 24-25</u></b>	<b><u>FY 25-26</u></b>
A	Base Salary and Benefit Increases	\$ 24.52	\$ 17.38	\$ 17.38
B	Equity Increases	\$ 5.46	\$ 5.37	\$ 5.37
C	Flex Credit Increases	\$ 0.87	\$ 1.74	\$ 1.74
<b>D (A+B+C)</b>	<b>Total Ongoing Cost (incremental increase)</b>	<b>\$ 30.85</b>	<b>\$ 24.49</b>	<b>\$ 24.49</b>
E	Total One-time Cost	\$ 12.48	\$ 1.75	\$ 0.44
<b>F (D+E)</b>	<b>Total Cost</b>	<b>\$ 43.33</b>	<b>\$ 26.24</b>	<b>\$ 24.93</b>

#### **BUSINESS IMPACT STATEMENT**

N/A

#### **ADVISORY BOARD STATEMENT**

N/A

#### **BACKGROUND**

Today’s actions proposed in this letter provide for changes to the Compensation Ordinance that reflect a tentative agreement for the new three-year Memoranda of Agreement with the Deputy Sheriffs’ Association. The tentative agreement is undergoing the Deputy Sheriffs’ Association’s ratification process. If ratified by the Deputy Sheriffs’ Association, the Memoranda of Agreement will be presented to your Board for consideration and approval on June 13, 2023. The attached Compensation Ordinance reflects the details of the tentative agreement with the Deputy Sheriffs’ Association.

#### **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,



HELEN N. ROBBINS-MEYER  
Interim Chief Administrative Officer

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**ATTACHMENT(S)**

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