

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, MAY 23, 2023**

MINUTE ORDER NO. 10

SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE RELATING TO THE RATIFIED TENTATIVE AGREEMENT FOR THE EMPLOYEE BARGAINING UNITS - DI AND DM REPRESENTED BY THE DISTRICT ATTORNEY INVESTIGATORS ASSOCIATION AND OTHER COMPENSATION ORDINANCE CHANGES (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 District Attorney Investigators Association (DAIA) which represents the District Attorney Investigators (DI) and the District Attorney Investigators Middle-Management (DM) Units. The County reached a tentative agreement for a three-year Memorandum of Agreement (MOA) with DAIA. The changes to the compensation ordinance reflect the negotiated changes in salary and benefits for these employees.

Today's actions also propose changes to compensation items for certain classifications that have been negotiated with SEIU, Local 221 and Teamsters Local 911 and other amendments to the Compensation Ordinance that will promote the recruitment and retention of various classifications through premiums and equity increases, adjust the maintenance charges for County-owned residences, and other administrative changes that help align the compensation ordinance with operational changes.

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, 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:

Approve the introduction of the Ordinance:

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION

If, on May 23, 2023, the Board takes action as recommended in item 1 above, then, on June 13, 2023:

Consider and adopt the Ordinance (second reading) entitled:

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION

EQUITY IMPACT STATEMENT

Today's actions reflect the partnership between the County and the Unions/Associations 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 partially 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 impacted departments. If approved, this recommendation will result in total estimated ongoing and one-time costs as follows:

<i>(in millions)</i>		FY 23-24	FY 24-25	FY 25-26
A	Base salary and benefit increases	\$ 3.28	\$ 4.29	\$ 0.86
B	Equity increases	\$ 0.47	\$ 0.47	\$ 0.47
C	Flex Credit increases	\$ 0.05	\$ 0.10	\$ 0.10
D (A+B+C)	Total Ongoing Cost (incremental increase)	\$ 3.80	\$ 4.86	\$ 1.43
E	One-time lump sum payments	\$ 0.62	—	—
F (D+E)	Total Cost	\$ 4.42	\$ 4.86	\$ 1.43

There will be no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

ACTION:

ON MOTION of Supervisor Desmond, seconded by Supervisor Lawson-Remer, the Board of Supervisors took action as recommended, to further consider and adopt the Ordinance on June 13, 2023, on Consent.

AYES: Vargas, Anderson, Lawson-Remer, Desmond

ABSENT: (District 4 Seat Vacant)

State of California)
County of San Diego) §

MAY 23, 2023

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