



# COUNTY OF SAN DIEGO

## AGENDA ITEM

### BOARD OF SUPERVISORS

NORA VARGAS  
First District

JOEL ANDERSON  
Second District

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Third District

NATHAN FLETCHER  
Fourth District

JIM DESMOND  
Fifth District

**DATE:** May 4, 2021 and May 18, 2021

**27**

**TO:** Board of Supervisors

### SUBJECT

**AMENDMENTS TO THE COMPENSATION ORDINANCE (5/4/2021 – First Reading;  
5/18/2021 – Second Reading) (DISTRICTS: ALL)**

### OVERVIEW

The proposed amendments to the San Diego County Compensation Ordinance are part of the ongoing efforts to manage and maintain a skilled, adaptable and diverse workforce dedicated to sustaining operational excellence and serving the public. This action amends the Compensation Ordinance by: 1) establishing two (2) new job classifications in the Unclassified Service; 2) amending compensation for one (1) classification in the Unclassified Service; 3) changing bargaining unit for one (1) classification in the Unclassified Service; 4) changing class characteristics and compensation for one (1) classification from the Classified Service to the Unclassified Service; 5) retitling one (1) classification; and 6) amending various sections of the Compensation Ordinance.

### RECOMMENDATION(S)

#### CHIEF ADMINISTRATIVE OFFICER

1. Approve the introduction of the Ordinance (first reading):

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND  
ESTABLISHING COMPENSATION.

2. If, on May 4, 2021, the Board takes action as recommended in item 1 then, on May 18, 2021 (second reading):

Submit ordinance for further Board consideration and adoption on May 18, 2021 (second reading).

### FISCAL IMPACT

There is no fiscal impact associated with these recommendations. There will be no change in net General Fund cost and no additional staff years.

### BUSINESS IMPACT STATEMENT

N/A

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**ADVISORY BOARD STATEMENT**

N/A

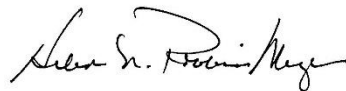
**BACKGROUND**

The actions in this letter reflect ongoing compensation review, classification maintenance work and changes to the Compensation Ordinance as a result of labor agreements and quality assurance review work on pay rules.

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

These actions are aligned with the County of San Diego's 2021-2026 Strategic Plan Initiatives for Building Better Health, Living Safely and Sustainable Environments/Thriving. 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  
Chief Administrative Officer

**ATTACHMENT(S)**

Executive Summary  
Compensation Ordinance (Clean Version)  
Summary of Proposed Ordinances  
Compensation Ordinance (Strike-out Version)

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**AGENDA ITEM INFORMATION SHEET**

**REQUIRES FOUR VOTES:** ☐ Yes ☒ No

**WRITTEN DISCLOSURE PER COUNTY CHARTER SECTION 1000.1 REQUIRED**

☐ Yes ☒ No

**PREVIOUS RELEVANT BOARD ACTIONS:**

N/A

**BOARD POLICIES APPLICABLE:**

G-14, Employee-Occupied County-Owned Residences

**BOARD POLICY STATEMENTS:**

N/A

**MANDATORY COMPLIANCE:**

N/A

**ORACLE AWARD NUMBER(S) AND CONTRACT AND/OR REQUISITION NUMBER(S):**

N/A

**ORIGINATING DEPARTMENT:** Department of Human Resources

**OTHER CONCURRENCE(S):** Office of Financial Planning and County Counsel

**CONTACT PERSON(S):**

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