

Executive Summary  
May 4, 2021

ACTION	SECTION	COMMENTS
ESTABLISHES TWO NEW CLASSIFICATIONS AND COMPENSATION IN THE UNCLASSIFIED SERVICE	<p>SECTION 1</p> <p>Amends Appendix One of the Compensation Ordinance</p>	<p>This action establishes the following classifications in the Unclassified Service:</p> <p><u>000282 – Retirement Information Technology Director.</u> This new classification is being created due to the San Diego County Employees Retirement Association’s need for an executive-level Information Technology Director to develop and manage its long-term information technology strategic plan, to manage a strong, focused, and dedicated information technology team, to develop and modify information technology policies for effective internal controls, and to oversee the significant information technology projects that will be completed over the next several years. The Retirement Information Technology Director is critical to upgrading the information technology infrastructure environment, modifying, and managing the Disaster Recovery Plan, and setting the vision for leveraging technology to maximize service delivery to members.</p> <p><u>000928 – Assistant Chief Nursing Officer.</u> This new classification is being created to support the expanded role of the Chief Nursing Officer and to provide additional support when the Chief Nursing Officer is not available. This position will plan, coordinate, implement, and evaluate public health nursing operations for public health regional clinics, home visiting and other nursing programs; and assist in formulating, evaluating, and implementing clinical nursing policies and procedures.</p>
AMENDS COMPENSATION FOR ONE CLASSIFICATION IN THE UNCLASSIFIED SERVICE	<p>SECTION 2</p> <p>Amends Appendix One of the Compensation Ordinance</p>	<p>This action amends compensation for the Chief Nursing Officer. As operational changes have occurred over the past 18 months, the Chief Nursing Officer role has evolved to become a more integral part of the Health &amp; Human Services Agency leadership team. Specifically, the Chief Nursing Officer is making higher level and more complex decisions that impact Health &amp; Human Services Agency operations, including establishing policies for the provision of nursing and health care services to the public and directing the County-wide nursing response during emergencies. The Chief Nursing Officer is now included as part of the leadership team with the Health &amp; Human Services Agency Director, Medical Directors, Public Health Officer, and others that consult and establish evidence-based health care strategies for the region.</p> <p>The classification will also move to the Executive Management bargaining unit in Section 3 below.</p>
CHANGES CLASS CHARACTERISTICS FOR ONE CLASSIFICATION IN THE UNCLASSIFIED SERVICE	<p>SECTION 3</p> <p>Amends Appendix One of the Compensation Ordinance</p>	<p>The Chief Nursing Officer’s bargaining unit designation will change from Unclassified Management to Executive Management in recognition of the position’s authority and decision-making as it relates to Health &amp; Human Services Agency nursing operations, policies, procedures, and practices.</p>

Executive Summary  
May 4, 2021

ACTION	SECTION	COMMENTS
CHANGES CLASS CHARACTERISTICS AND COMPENSATION FOR ONE CLASSIFICATION FROM THE CLASSIFIED SERVICE TO THE UNCLASSIFIED SERVICE	SECTION 4  Amends Appendix One of the Compensation Ordinance	This action changes the Retirement Internal Audit Manager from the Classified Service to the Unclassified Service and amends the compensation. San Diego County Employees Retirement Association's internal audit function plays a key role in assessing and reporting on the organization's risk management, internal controls, and management information systems. This role is critical to fulfilling the fiduciary responsibilities of the Board and staff in managing the pension trust fund. These changes will better reflect the increased responsibility of this position as part of the San Diego County Employees Retirement Association executive team, overseeing the audits for their entire operations.
RETITLES ONE CLASSIFICATION IN THE UNCLASSIFIED SERVICE	SECTION 5  Amends Appendix One of the Compensation Ordinance	This action retitles the classification outlined in Section 4 above:  From: 007554 – Retirement Internal Audit Manager To: 007554 – Retirement Internal Audit Director
AMENDS SECTION 1.13.3	SECTION 6  Subsection (b)(2) of Section 1.13.3 is hereby amended	Subsection (b)(2) of Section 1.13.3, <u>Charges for Maintenance – County Owned and Maintained Housing Facilities</u> , is amended by revising the rates to be deducted from employee's biweekly compensation effective July 2, 2021, which is the first day of the first full pay period of Fiscal Year 2021-2022.  Employees who reside in County-owned residences pay a maintenance charge for specific living quarters. Maintenance charges reflect the cost to maintain the residences and is adjusted annually per the U.S. City Average Consumer Price Index. The increase for FY 2021/2022 is 1.6%.  As of April 5, 2021, there are 28 County Parks & Recreation employees who reside in 28 of the 32 County-owned living quarters (4 vacancies).
AMENDS SECTION 3.6.17	SECTION 7  Section 3.6.17 is hereby amended	The Retirement Internal Audit Director, as outlined above in Sections 4 and 5, and the Retirement Information Technology Director, as outlined in Section 1 above, are authorized staff to an elected board, therefore the classifications are being added to Section 3.6.17, <u>Charter/Statute Authorized Staff to Elected Officials and Boards</u> . This section allows the appointing authority to set pay at the time of appointment based on an appointee's education, experience, and quality and quantity of work to be performed.