



# 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

**10**

**TO:** Board of Supervisors

### 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.

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**RECOMMENDATION(S)**  
**CHIEF ADMINISTRATIVE OFFICER**  
**On May 23, 2023:**

1. 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>		<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	\$ 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

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<b>D (A+B+C)</b>	<b>Total Ongoing Cost (incremental increase)</b>	<b>\$ 3.80</b>	<b>\$ 4.86</b>	<b>\$ 1.43</b>
<b>E</b>	One-time lump sum payments	\$ 0.62	—	—
<b>F (D+E)</b>	<b>Total Cost</b>	<b>\$ 4.42</b>	<b>\$ 4.86</b>	<b>\$ 1.43</b>

There will be no additional staff years.

#### **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 the negotiated, ratified three-year tentative agreement with DAIA. The attached Compensation Ordinance provides the details of the tentative agreement which includes changes to compensation and benefits for these County employees.

Additional recommended changes include the establishment of various premiums and equity increases to assist with the recruitment and retention of multiple classifications. The equity adjustments for the Senior Electrician, Senior Estate Property Specialist, and Senior Healthcare Agency Housekeeper classifications are a result of the salary study conducted by an outside consultant, Koff & Associates and negotiated agreements with Teamsters Local 911. The premiums proposed in this letter include education premiums for employees who obtain a Supervisory and/or a Management Peace Officer Standards and Training certificate. Proposed classification premiums negotiated with SEIU Local 221 for the Public Assistance Investigator series and the Protective Services Worker are also included.

Today, the Department of Human Resources also seeks approval to amend the Compensation Ordinance to increase the rates for County-owned residences maintenance charge that is deducted from employees' biweekly compensation for employees who reside in specific living quarters. Employees who reside in County-owned residences pay a maintenance charge. Maintenance charges reflect the cost to maintain the residences and are adjusted annually per the U.S. City Average Consumer Price Index. The increase for Fiscal Year 2023-2024 is 6.3%.

Lastly, various other amendments included in this letter reflect operational changes such as the October 19, 2021 Board-approved implementation of the California Voter's Choice Act (VCA) which moved the County from the traditional polling place model to a vote center model, allowing

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multiple days of in-person voting. Due to the implementation of this new voting model, the one-day Election Poll Worker classification was stricken from the compensation ordinance as it no longer meets the department's operational requirements.

**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

**ATTACHMENT(S)**

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