



COUNTY OF SAN DIEGO

AGENDA ITEM

BOARD OF SUPERVISORS

NORA VARGAS
First District

JOEL ANDERSON
Second District

TERRA LAWSON-REMER
Third District

NATHAN FLETCHER
Fourth District

JIM DESMOND
Fifth District

DATE: August 16, 2022 and August 30, 2022

16

TO: Board of Supervisors

SUBJECT

**AMENDMENTS TO THE COMPENSATION ORDINANCE (8/16/2022 – First Reading;
8/30/2022 – Second Reading) (DISTRICTS: ALL)**

OVERVIEW

On June 28, 2022, the Board of Supervisors approved exploring the feasibility of adding recruitment and retention incentive pay for Deputy Sheriffs' classifications as one strategy to address anticipated shortages of public safety officers in the region. Today's actions include amendments to the compensation ordinance to authorize hiring pay and other incentives for Deputy Sheriffs' classifications. In addition, today's actions will also promote the recruitment and retention of the nurses and mental health clinicians in detention facilities, engineer classifications, deputy medical examiner classifications and equipment operators through premiums and new hire signing bonuses.

Today's amendments also include establishment of three new data research and analyst classifications developed by The Office of Evaluation and Performance Analytics. Finally, there are various amendments to address the ongoing efforts to manage and maintain a skilled and diverse workforce.

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 August 16, 2022, the Board takes action as recommended in item 1 then, on August 30, 2022 (second reading):

Submit ordinance for further Board consideration and adoption on August 30, 2022 (second reading).

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EQUITY IMPACT STATEMENT

The Department of Human Resources is committed to assuring that equity is considered in classification and compensation review work. Today's recommendations provide recommended changes that will assist the County of San Diego to provide and retain a skilled, adaptable, and diverse workforce for County departments and enables the County to provide equitable services to all constituents of this County.

FISCAL IMPACT

Today's recommendations are estimated to have ongoing costs and one-time costs, these costs will be absorbed by departments. The estimated fiscal impact includes approximately \$15.7 million in total annualized costs based on the amendments to the compensation ordinance. This estimate includes \$12.2 million in ongoing costs tied to premium pay and increases in ongoing compensation. In addition, it is estimated that there are \$3.5 million in annualized costs for expenditures that are one-time in nature but will have an ongoing impact on the budget year-over-year. This includes costs such as recruitment/referral bonuses, relocation costs, and uniform costs. Funds for this request are not included in the Fiscal Year 2022-23 Operational Plan for departments. However, if approved, these costs will be absorbed by the existing allocations for each department. There will be no change in net General Fund cost and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

ADVISORY BOARD STATEMENT

N/A

BACKGROUND

Today's recommendations include changes to the Compensation Ordinance for the recruitment and retention for the Deputy Sheriffs' classifications. The actions included in this board letter to assist in this effort include: establishing night shift premiums, increasing the lateral incentive pay to \$20,000 for new hires from other law enforcement agencies; establishing relocation allowances for Deputy Sheriffs' classifications new hires who relocate to accept employment with the County of San Diego, and allowing lateral transfers to accrue vacation at an advanced rate based on prior experience.

In addition, various other amendments are included to help with recruitment and retention of hard to recruit classifications that include the Deputy Medical Examiners, Civil Engineers, Equipment Operators and Nurses and Mental Health Clinicians who work in the jails. The attached amendments also reflect changes to the compensation ordinance to manage and attract a diverse workforce.

Finally, the Office of Evaluation and Performance Analytics has established the Data Research Analyst, Senior Data Research Analyst and the Principal Data and Research Analyst classifications.

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LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN

These actions are aligned with the County of San Diego's 2022-2027 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,

A handwritten signature in black ink, appearing to read "Helen N. Robbins-Meyer".

HELEN N. ROBBINS-MEYER
Chief Administrative Officer

ATTACHMENT(S)

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