

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, AUGUST 16, 2022**

MINUTE ORDER NO. 16

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).

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

ACTION:

ON MOTION of Supervisor Fletcher, seconded by Supervisor Vargas, the Board of Supervisors took action as recommended, modifying the proposed ordinance to amend Section 1.6.5, subsection (c), of the Compensation Ordinance to add Sheriff's Lieutenant (Class Code 005780) and Sheriff's Detentions Lieutenant (Class Code 005767) to the list of classes eligible for a 5% night shift premium, and took action to further consider and adopt the Ordinance on August 30, 2022.

AYES: Vargas, Anderson, Lawson-Remer, Fletcher, Desmond

State of California)
County of San Diego) §

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

