

**COUNTY OF SAN DIEGO  
BOARD OF SUPERVISORS  
TUESDAY, AUGUST 31, 2021**

**MINUTE ORDER NO. 14**

**SUBJECT:     RECEIVE THE REPORT BACK ON THE SCOPE, ROLES AND RESPONSIBILITIES, INCLUDING THE NUMBER OF STAFF AND TYPE OF POSITIONS FOR INITIAL EXECUTION OF THE DUTIES FOR THE OFFICE OF LABOR STANDARDS AND ENFORCEMENT (DISTRICTS: ALL)**

**OVERVIEW**

On May 4, 2021 (23), your Board of Supervisors approved the creation of the Office of Labor Standards and Enforcement (“OLSE”) to serve as a central location for education and resources for employers and their workers, undertake research and data analysis regarding worker issues, and pursue additional enforcement measures to protect workers. The OLSE is an external facing resource for workers not within County employment and their employers. The Board directed the Chief Administrative Officer to return with the overall scope, roles, and responsibilities of OLSE, including the number of staff and position types needed for initial implementation of the following duties:

- Providing a central location for questions and connection to resources for workers across San Diego County;
- Engaging business and community partners in education and outreach on important issues related to workers;
- Acting as the County expert on worker issues, including data collection and research initiatives, to better understand regional workplace issues, including trends, gaps in services, and potential policies that would further goals of protecting and advancing fair and safe workplaces for all;
- Reporting back annually on the research and data analysis with policy recommendations to consider;
- Explore the creation of a workplace justice fund that could provide resources to workers who are seeking justice on workplace issues and need assistance;
- Determine additional avenues the County can participate in enforcement of state and local laws and regulations impacting workers; and,
- Coordinating with other County departments and offices that monitor and enforce County contracting requirements and expenditure of funds.

Today’s action requests the Board receive the report on the scope, roles, and responsibilities, including the framework plan for the OLSE.

## **RECOMMENDATION(S)**

### **CHIEF ADMINISTRATIVE OFFICER**

Receive the report on the overall scope, roles, and responsibilities of, including the number of staff and type of positions for initial execution of the duties for the OLSE.

### **EQUITY IMPACT STATEMENT**

The County recognizes the essential role of sustainable, equitable and inclusive economic development in providing for a healthy regional economy. The County strives to unlock the full potential of the local economy by dismantling barriers and expanding opportunities for low-income people and communities of color. Based on a study by the Economic Policy Institute, prior to the pandemic, minimum wage violations amounted to an estimated \$2 billion of stolen wages from workers. A 2019 survey by the Center for Policy Initiatives and San Diego State University found that 64% of surveyed hourly workers experienced violations of sick day laws. These hourly employees did not receive sick days, received fewer than they were entitled, or faced retaliation when taking sick days. The COVID-19 pandemic has disproportionately impacted communities of color, based on County data. These workers are concentrated in tourism, hospitality, agriculture, and service sectors, which tend to have lower wages and are vulnerable to employers acting improperly. The OLSE will be providing education and resources to employers and workers and will be playing a role in enforcing laws and regulations within the County's jurisdiction. This would provide a local resource for workers to help achieve justice as well as a resource for good faith employers competing with businesses who do not abide by labor standards. The OLSE will provide workers who have been historically exploited the tools and resources to build stability for themselves and their families, which is an important step in addressing income inequality in communities of color.

### **FISCAL IMPACT**

Funds for this request are included in the Fiscal Year 2021-23 Operational Plan in the Chief Administrative Office. If approved, this request will result in costs and revenue of \$1,100,000 in Fiscal Year 2021-22 and costs and revenue of \$1,100,000 in Fiscal Year 2022-23. The funding source is General Fund fund balance. Future ongoing funding for the newly established Office of Labor Standards and Enforcement will be reviewed for potential funding from program revenue or General Purpose Revenue in future Operational Plans. There will be no change in net General Fund cost and no additional staff years.

### **BUSINESS IMPACT STATEMENT**

The OLSE will be a resource for workers and their employers, so they may obtain information regarding applicable labor standards. In addition, the Office of Labor Standards will be taking steps to ensure workers are treated fairly, employers abiding by the rules are not put at a disadvantage by those cheating the system, and employers violating labor standards are held accountable.

### **ACTION:**

ON MOTION of Supervisor Fletcher, seconded by Supervisor Vargas, the Board of Supervisors took action as recommended.

AYES: Vargas, Anderson, Lawson-Remer, Fletcher

NOES: 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

