

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

**MINUTE ORDER NO. 16**

**SUBJECT:       AMENDMENTS TO THE COMPENSATION ORDINANCE AND  
ADMINISTRATIVE CODE (8/31/2021 - FIRST READING;  
9/14/2021 - SECOND READING) (DISTRICTS: ALL)**

**OVERVIEW**

The proposed amendments to the San Diego County Compensation Ordinance are part of the ongoing efforts to manage and maintain a skilled, adaptable and diverse workforce dedicated to sustaining operational excellence and serving the public. This action amends the Compensation Ordinance by 1) establishing the Housing Navigator classification in the Classified Service; 2) establishing Director, Office of Environmental and Climate Justice, Director, Office of Immigrant and Refugee Affairs, and Chief Evaluation Officer in the Unclassified Service; 3) amending the salary range for Director, Fire Authority; 4) changing class characteristics for Chief Medical Officer; 5) retitling three positions, (1) Director, Fire Authority to Director, County Fire, (2) Chief Operations Officer, Public Safety Group to Chief Operations Officer, and (3) Director, Office of Ethics and Compliance to Director, Office of Ethics, Compliance and Labor Standards; and 6) amending Section 6.1.1 of the Compensation Ordinance, which increases the number of authorized positions.

Today's recommendations also amend the Administrative Code by adding Section 125.4, and amending Sections 122, 125, 125.2, 494, and 496 to reflect these organizational and classification changes.

**RECOMMENDATION(S)**

**CHIEF ADMINISTRATIVE OFFICER**

1. Approve the introduction of the Ordinances (first reading):  
AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION.  
  
AN ORDINANCE AMENDING THE ADMINISTRATIVE CODE.
2. If, on August 31, 2021, the Board takes action as recommended in item 1 then, on September 14, 2021 (second reading):  
Submit ordinances for further Board consideration and adoption on September 14, 2021 (second reading).

**EQUITY IMPACT STATEMENT**

Today's recommendations will improve the County's enterprise-wide strategy to evaluate programs that enable the Board of Supervisors and County leadership team to make evidence-based policy decisions that are most in line with the County's priorities, promote economic justice, combat wage theft, and ensure fair and equitable treatment of San Diego workers by enforcing and administering state and federal labor laws, enhance existing refugee programs and County resources for the immigrant population regardless of immigration status, and provide support and coordination across County groups.

Today's recommendations will also enhance services and develop programs to address the immediate needs of the homeless population, expand the administration of fire protection and emergency medical services, in addition to furthering environmental and climate justice programs and priorities for communities disproportionately impacted by air quality environmental burdens and related health problems, while also addressing reduction of greenhouse gasses and food justice and transportation equity for the benefit of the community.

These actions are aligned to the County's 2021-2026 Strategic Plan and its vision for a San Diego that is Building Better Health, Living Safely, and Thriving.

#### **FISCAL IMPACT**

There is no fiscal impact associated with these recommendations. 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 Desmond, the Board of Supervisors took action as recommended, to further consider and adopt the Ordinances on September 14, 2021.

AYES: Vargas, Lawson-Remer, Fletcher, Desmond

NOES: Anderson

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

