



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 31, 2021 and September 14, 2021

11

TO: Board of Supervisors

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):

SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE AND ADMINISTRATIVE CODE (8/31/2021 – First Reading; 9/14/2021 – Second Reading) (DISTRICTS: ALL)

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

ADVISORY BOARD STATEMENT

N/A

BACKGROUND

On May 4, 2021 (23), the Board directed the Chief Administrative Officer to establish an Office of Labor Standards and Enforcement within the Finance & General Government Group which will be responsible for 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, in order 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.

On May 18, 2021 (16) and May 19, 2021 (2), the Board also directed the Chief Administrative Officer to establish an Office of Evaluation, Performance, and Analytics and an Office of Environmental and Climate Justice. The Office of Evaluation, Performance, and Analytics will

SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE AND ADMINISTRATIVE CODE (8/31/2021 – First Reading; 9/14/2021 – Second Reading) (DISTRICTS: ALL)

provide leadership, coordination, and capacity-building to oversee the County's efforts around evidence-based policymaking, program evaluation, data sharing, collection, and metrics. The Office of Environmental and Climate Justice will be responsible for engaging environmental justice communities throughout the region and including them in setting priorities for County programs and services. This office will also collaborate with County departments, San Diego Air Pollution Control District, and multi-jurisdictional partners to report on the cumulative impacts to communities throughout the region, mutual activities to advance pollution exposure reductions and improved air quality, best practices, and identified barriers and gaps to ensure robust environmental and climate justice practices through the region.

On June 8, 2021 (10), the Board directed the Chief Administrative Officer to establish an Office of Immigrant and Refugee Affairs as an independent office within the Health & Human Services Agency. This office will be responsible for expanding and enhancing existing refugee programs throughout the County's communities and establishing a priority of devoting County resources to the immigrant population, regardless of immigration status. It will provide a central location for public questions and connections to County and community resources.

Today, the Department of Human Resources is returning to the Board to seek approval to amend the Administrative Code which will establish the Office of Evaluation, Performance, and Analytics and retitle the Office of Ethics and Compliance to Office of Ethics, Compliance and Labor Standards. These recommendations also include amendments to the Compensation Ordinance by establishing the Director, Office of Environmental and Climate Justice, Director, Office of Immigrant and Refugee Affairs, and Chief Evaluation Officer, and retitling the Director, Office of Ethics and Compliance to reflect these organizational changes.

Today's recommendations also include changes to the Compensation Ordinance that will establish the Housing Navigator classification. This new classification will be represented by SEIU and will support County initiatives and programs to address homelessness in San Diego County.

Finally, the Department of Human Resources seeks approval to amend the Compensation Ordinance to increase the salary grade of the Director, Fire Authority and retitle to Director, County Fire, change the bargaining unit designation for Chief Medical Officer from Unclassified Management to Executive Management, and retitle the Chief Operations Officer, Public Safety Group. These changes will better reflect the change in roles and responsibilities of these Unclassified job classes.

SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE AND
ADMINISTRATIVE CODE (8/31/2021 – First Reading; 9/14/2021 – Second
Reading) (DISTRICTS: ALL)

LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN

These actions are aligned with the County of San Diego's 2021-2026 Strategic Plan Initiatives for Building Better Health, Living Safely, and Sustainable Environments/Thriving. 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)

Executive Summary
Compensation Ordinance (Clean Version)
Administrative Code (Clean Version)
Summary of Proposed Ordinances
Compensation Ordinance (Strike-out Version)
Administrative Code (Strike-out Version)

SUBJECT: AMENDMENTS TO THE COMPENSATION ORDINANCE AND
ADMINISTRATIVE CODE (8/31/2021 – First Reading; 9/14/2021 – Second
Reading) (DISTRICTS: ALL)

AGENDA ITEM INFORMATION SHEET

REQUIRES FOUR VOTES: ☐ Yes ☒ No

WRITTEN DISCLOSURE PER COUNTY CHARTER SECTION 1000.1 REQUIRED

☐ Yes ☒ No

PREVIOUS RELEVANT BOARD ACTIONS:

June 8, 2021 (10), Framework for the Future: Creating an Office of Immigrant and Refugee Affairs; May 19, 2021 (02), Reducing Community Exposures to Health Hazards by Establishing an Office of Environmental and Climate Justice; May 18, 2021 (16), Launching a Comprehensive Approach to Evidence-Based Policymaking and Establishing an Office of Evaluation, Performance, and Analytics; May 4, 2021 (23), Framework for the Future: Creating an Office of Labor Standards and Enforcement

BOARD POLICIES APPLICABLE:

N/A

BOARD POLICY STATEMENTS:

N/A

MANDATORY COMPLIANCE:

N/A

**ORACLE AWARD NUMBER(S) AND CONTRACT AND/OR REQUISITION
NUMBER(S):**

N/A

ORIGINATING DEPARTMENT: Department of Human Resources

OTHER CONCURRENCE(S): Office of Financial Planning and County Counsel

CONTACT PERSON(S):

Brad Rankin, Deputy Director

Name

(619) 531-5853

Phone

Brad.Rankin@sdcounty.ca.gov

E-mail

Click here to enter text.

Name

Click here to enter text.

Phone

Click here to enter text.

E-mail