

COUNTY OF SAN DIEGO, CALIFORNIA
BOARD OF SUPERVISORS POLICY

Subject

Compensation Ordinance Amendments

**Policy
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A-95

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Purpose

To ensure that Compensation Ordinance Amendment Board Agenda letters provide a full explanation of each amendment being recommended.

Background

On December 14, 1982 (10), the Board adopted recommendations directing the Department of Human Resources to develop a Board policy requiring full explanation of classification and compensation changes as they relate to Compensation Ordinance amendments. The full explanation is to be incorporated in the backup material for each Board Agenda item.

On March 20, 2001, the Board revised its policy so that positions in the adopted budget and mid-year board letter actions would be the source for establishing positions as well as providing an explanation of the fiscal costs, and the new Human Resource Information Management Support application would become the single "source of record" for positions and position data. The Compensation Ordinance provision for positions was amended by establishing a specified limit on the total number of active positions within the County.

Policy

It is the policy of the Board of Supervisors that:1. Compensation Ordinance Amendment Board Agenda letters are to be proposed for Board approval on a quarterly or as needed basis by the Department of Human Resources. Letters that are specific to a reorganization plan being implemented by the Chief Administrative Officer may be placed on the Board Agenda whenever needed.

2. The Chief Administrative Officer shall provide full written explanation, source and duration of funds for the current year and subsequent years, and fiscal impact.

3. The fiscal impact statement shall include the costs for the specific action being recommended.

Sunset Date

This policy will be reviewed for continuance by 12-31-24.

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Board Agenda Explanations of Compensation Ordinance Amendments
Dealing with Position and Classification Changes

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Board Action

12-14-82 (10)

1-18-83 (2)

11-15-83 (11)

2-28-89 (35)

4-4-95 (28)

3-20-01 (8)

5-16-06 (16)

12-09-08 (33)

12-07-10 (27)

11-14-17 (27)

CAO Reference

1. Department of Human Resources