



COUNTY OF SAN DIEGO
2019 OCT 21 PM 12:10
CLERK OF THE BOARD
OF SUPERVISORS

COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS

1600 PACIFIC HIGHWAY, ROOM 335, SAN DIEGO, CALIFORNIA 92101-2470

AGENDA ITEM

DATE: October 29, 2019

13

TO: Board of Supervisors

SUBJECT

**SUPPORTING MILITARY SPOUSES THAT RETURN TO COUNTY EMPLOYMENT
(DISTRICTS: ALL)**

OVERVIEW

As County Supervisors who have served our country in the military, the value of service and commitment is important to us. These are values that we respect and encourage within our own County workforce.

Today, we are respecting the service of military spouses who are also County employees. Military spouses are sometimes forced to separate from County service due to military orders. To maintain their family unit, they must pick up their lives and move to support their partner. If military spouses choose to return to employment with the County, it is appropriate to provide them with the vacation accrual rate they had when they left County service. Today's action directs the Chief Administrative Officer to amend the Compensation Ordinance to include an exception for military spouses that return to County employment, and to make the changes retroactive for employees rehired within the past six months of the date of this letter.

RECOMMENDATIONS

SUPERVISOR NATHAN FLETCHER AND SUPERVISOR JIM DESMOND

Direct the Chief Administrative Officer to amend the Compensation Ordinance to include an exemption for military spouses that return to County employment, retroactive for employees rehired within the past six months of the date of this letter and initiate the required process for approval.

FISCAL IMPACT

N/A

BUSINESS IMPACT STATEMENT

N/A

SUBJECT: SUPPORTING MILITARY SPOUSES THAT RETURN TO COUNTY EMPLOYMENT (DISTRICTS: ALL)

ADVISORY BOARD STATEMENT

N/A

BACKGROUND

The County invests in our employees – in their training, their development and their commitment to the overall public good. Employees leave for various reasons, but military spouses have very little choice when their partner is relocated for service. They often pick up their lives to maintain their family unit. If military spouses choose to return to employment with the County, it is appropriate to provide them with the vacation accrual rate they had when they left County service.

It has been called to our attention that the vacation leave accrual rate should be modified to create an exemption for military spouses. Compensation Ordinance 4.2.1(e)[1](a) states that “Vacation credits are earned by having the stated years of continuous service during present employment.” Because military spouses often leave County employment involuntarily, the County should honor their prior vacation leave accrual rate through an amendment to this ordinance.

Today’s action directs the Chief Administrative Officer to amend the Compensation Ordinance to include an exemption for military spouses to resume at their prior vacation leave accrual rate. The action should be retroactive for all employees rehired in the past six months of the date of this board letter. As part of the Compensation Ordinance change, the required meet and confer process will be initiated.

We urge your support for this change for our military spouses.

LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN

Today’s proposed action to amend County Ordinance to include an exception for military spouses that return to County employment supports the Operational Excellence Strategic Initiative in the County of San Diego’s 2019-2024 Strategic Plan by developing and maintaining a skilled, adaptable, and diverse workforce by providing opportunities for our employees to feel valued, engaged, and trusted.

Respectfully submitted,



NATHAN FLETCHER
Supervisor, 4th District



JIM DESMOND
Supervisor, 5th District

SUBJECT: SUPPORTING MILITARY SPOUSES THAT RETURN TO COUNTY EMPLOYMENT (**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:
N/A

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: Districts 4 and 5, Board of Supervisors

OTHER CONCURRENCE(S): N/A

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