

First 5 Commission of San Diego

Subject: Salaries and Benefits Policy

Policy Number: F5C-014

Effective Date: April 27, 2009

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Purpose

To facilitate compliance with the Health and Safety Code Section 130140 (d) (6) requiring the county commission to adopt, in a public hearing, policies and processes establishing the salaries and benefits of employees of the county commission. Those salaries and benefits shall conform to established county commission or county government policies.

Background

Companion bills AB 109 (Chan) and SB 35 (Florez) were adopted by the California State Legislature and signed into law by the Governor on September 23, 2005. The new law is found in Chapters 243 and 284, Statutes of 2005, now codified in the California Health and Safety Code Section 130140 et seq. The California First 5 Commission has informed county commissions that they must comply with the new laws by July 1, 2006, in order to receive funding under the California Children and Families Program.

The County of San Diego Code of Administrative Ordinances (Ordinance), Article IIIp, Sections 84.100-84.111, effective December 8, 1998, establishes the First 5 Commission of San Diego (Commission), and requires in Section 84.110 – Staff Assistance, that the Director of the Health and Human Services Agency (HHSA) shall provide staff assistance to the Commission.

The Professional Services Memorandum of Understanding (MOU) between the County of San Diego (County) and the First 5 Commission of San Diego, entered into on June 13, 2000, provides that:

- The Commission shall operate with the personnel provided by the County, pursuant to County Administrative Code Section 84.110 and Articles 1 and 2 of the MOU, and take appropriate actions as are reasonably necessary to perform duties in accordance with the MOU (Article 1.3.1.)
- The County, through the Health and Human Services Agency, shall provide staff, services, and supplies to the Commission, pursuant to County Administrative Code 84.110 (Article 2.6.1.)
- Commission staff are employees of the County with all rights and privileges accorded said staff as for all County employees and subject to all employment conditions applicable to all County employees. Commission may employ such other individuals on a contractual basis who will be and remain professionally and economically independent of the Commission and County (Article 2.7.1.).

