

RESOLUTION NUMBER R- 315927

DATE OF FINAL PASSAGE DEC 09 2024

A RESOLUTION OF THE COUNCIL OF THE CITY OF  
SAN DIEGO ADOPTING AN AMENDED CONFLICT OF  
INTEREST CODE FOR THE HUMAN RESOURCES  
DEPARTMENT.

RECITALS

The Council of the City of San Diego (Council) adopts this Resolution based on the following:

A. California Government Code (Government Code) sections 87300 and 87302 require local agencies to adopt conflict of interest codes designating positions that involve the making, or participation in making, of decisions which may foreseeably have a material effect on an individual's financial interests, and for each position, the financial interests which are reportable.

B. In compliance with Government Code section 87306.5, the City of San Diego (City) is conducting a required City-wide biennial review of all conflict of interest codes for which the Council serves as the code-reviewing body.

C. By San Diego Resolution R-315625 (Jun. 11, 2024), the Council directed every City department, agency, board, and commission for which the Council serves as code-reviewing body to make biennial reports and to update their conflict of interest codes, as necessary.

D. As the City's code-reviewing body, the Council finds it in the public interest to adopt the standard conflict of interest code promulgated by the California Fair Political Practices Commission (FPPC) in Regulation 18730, and hereby declares its intention to incorporate by reference the terms of FPPC Regulation 18730, and any amendments to that regulation adopted by the FPPC, as part of each conflict of interest code for which the Council has responsibility.

E. By Resolution No. R-314494 (Dec. 6, 2022), the Council approved an amended Conflict of Interest Code for the Human Resources Department.

F. The Human Resources Department now seeks to amend its conflict of interest code to delete positions, add new positions, and revise the duties and titles of existing positions, all as detailed in Appendix A.

G. The Office of the City Attorney prepared this Resolution based on the information provided by City staff, with the understanding that this information is complete and accurate.

H. Government Code section 87303 provides that when a proposed conflict of interest code or amendment is approved by the code-reviewing body, it shall be deemed adopted and, accordingly, this Resolution is not subject to veto by the Mayor.

ACTION ITEMS

Be it resolved by the Council of the City of San Diego:

1. The Council adopts the Conflict of Interest Code for the Human Resources Department, consisting of standard language in title 2, section 18730 of the California Code of Regulations, and any amendments to that regulation adopted by the Fair Political Practices Commission, with Appendix A identifying the designated positions and their duties, and Appendix B identifying the applicable disclosure categories.

2. A copy of Appendix A and Appendix B to the Conflict of Interest Code for the Human Resources Department, as adopted, will be placed on file in the Office of the City Clerk as Document No. RR- 315927 .

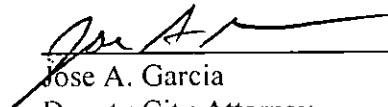
3. The persons whose positions are designated in the Conflict of Interest Code for the Human Resources Department shall file their statements of economic interest with the City Clerk in compliance with the schedule set forth in Government Code section 87302(b) and Fair

Political Practices Commission Regulation 18730, or any amendments thereto, which set forth the deadlines for the filing of initial statements, assuming office statements, annual statements, and leaving office statements.

4. The statements of economic interest filed by designated persons will be retained by the Office of the City Clerk and will be made available for public inspection and reproduction.

5. The Conflict of Interest Code for the Human Resources Department becomes effective upon the date of adoption of this Resolution.

APPROVED: MARA W. ELLIOTT, City Attorney

By   
Jose A. Garcia  
Deputy City Attorney

JAG:nsf  
November 12, 2024  
Or. Dept: Human Resources Department  
Doc. No.: 3873932

I certify that the Council of the City of San Diego adopted this Resolution at a meeting held on  
DEC 09 2024.

DIANA J.S. FUENTES  
City Clerk

By   
Deputy City Clerk

# HUMAN RESOURCES DEPARTMENT CONFLICT OF INTEREST CODE

## APPENDIX A

### DESIGNATED POSITIONS, DUTIES, AND CATEGORIES

<b>Position</b>	<b>Description</b>	<b>Category</b>
Human Resources Director	Oversee professional staff responsible for providing City-wide human resources services, training, labor/management guidance, volunteer coordination, ADA employment / hiring compliance, and unclassified hiring. Represent the City in all labor contract negotiations, administration of labor agreements, and resolutions of employee and union grievances and appeal. Responsible for the department's budget, establishing policies and procedures relating to all human resources matters.	1
Assistant Director	Supervises professional staff related to human resources, labor and employment matters. Represents the City in all formal labor contract negotiations and administration of labor agreements, meet and confers, and resolution of employee and union grievances and appeals. Provides day to day guidance to all City departments regarding all human resources issues, labor/management guidance, including MOU interpretation, training, unclassified hiring assistance, property right discipline, and employee relations issues. Oversees the review and approval of contracting out review requests related to services from a labor relations perspective to ensure compliance with the Meyers-Milias-Brown Act. Manages review and implementation of all City Administrative Regulations and oversees special projects regarding human resources, labor, and employment matters	1
Deputy Director	Supervises day to day operations of professional responsible for providing City-wide human resources services, training, labor/management guidance, volunteer coordination, ADA employment / hiring compliance, and unclassified hiring. Represents the City in all labor contract negotiations and administration of labor agreements, and resolutions of employee and union grievances and appeals. Oversees day to day guidance to all City departments regarding all human resources issues, including MOU interpretation, property right discipline, and employee relation issues.	1

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Supervising Human Resources Officer	Supervises professional staff related to human resources, labor and employment matters. Represents the City in all formal labor contract negotiations and administration of labor agreements, meet and confers, and resolution of employee and union grievances and appeals. Provides day to day guidance to all City departments regarding all human resources issues, labor/management guidance, including MOU interpretation, training, unclassified hiring assistance, property right discipline, and employee relations issues.	<b>1</b>
Senior Human Resources Officer	Represents the City in all labor relations matters, including formal negotiations and administration of labor agreements, policies and procedures, and resolution of employee and union grievances and appeals. Provides city-wide human resources services, day to day guidance to all City departments regarding all human resources issues, labor/management guidance including MOU interpretation, training, unclassified hiring assistance, property right discipline, and employee relations issues.	<b>2</b>
Human Resources Officer	Assists in representing the City in all labor relations matters, including formal negotiations and administration of labor agreements, policies and procedures, and resolution of employee and union grievances and appeals. Assists in providing city-wide human resources services, day to day guidance to all City departments regarding all human resources issues, labor/management guidance including MOU interpretation, training, unclassified hiring assistance, property right discipline, and employee relations issues.	<b>2</b>

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Integrated Disability Program Coordinator	Provides policy guidance and management of City-wide reasonable accommodation matters including hearings and administration of policies and procedures. Conducts interactive processes to determine appropriate employee and departments needs for ADA compliance. Makes recommendations on equipment sources and other technologies associated with making or assessing potential accommodations.	<b>2</b>
People and Organization Development Program Coordinator	Provides policy guidance, development, and management of the Citywide training efforts. The position oversees and coordinates city-wide committees and academies, makes recommendations on software and programs needed to fulfill training needs, as well as, determines and coordinates Citywide Training needs.	<b>2</b>

**HUMAN RESOURCES DEPARTMENT CONFLICT OF INTEREST CODE**

**APPENDIX A**

**DESIGNATED POSITIONS, DUTIES, AND CATEGORIES**

Human Resource Contracting Out Program Coordinator	Represents the City in labor relations matters, including intake, review and approval of Human Resources Contracting Out Review Requests.
Human Resources Administration/Special Projects Program Coordinator	Responsible for managing the City's Administrative Regulations, providing guidance and direction on changes and/or procedures on existing and new Administrative Regulations, manage the City's Rewards and Recognition Program, evaluating and making decision on program recommendations. Administration of the Medical Leave Sharing Plan and Catastrophic Leave Plan program, and administration of classified employee past due performance evaluation request. Represents the City in formal negotiations on any of the above subjects and provides day to day guidance on these subjects. Assists with Unclassified position recruitments, performs background checks, and prepares offer letters.

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### DESIGNATED POSITIONS, DUTIES, AND CATEGORIES

Associate Human Resources Analyst	Provides city-wide human resources services, day to day guidance to all City departments regarding all human resources issues, labor/management guidance including MOU interpretation, training, unclassified hiring assistance, property right discipline, and employee relations issues.	<b>2</b>
Consultant/New Position	Consultants and new positions shall be included in the list of designated employees and shall disclose pursuant to the broadest disclosure category in this code as described in Appendix B.	<b>3</b>
Employee Engagement Program Coordinator	The Employee Engagement Program Coordinator position oversees all aspects of the Citywide Employee Engagement Program and Administrative Regulation 95.91, EMPLOYEE REWARDS AND RECOGNITION PROGRAM. Acting independently the position designs and executes a comprehensive Employee Engagement Strategy based on industry best practices and employee data. The position develops effective strategies to increase employee retention and identifies ways to improve the overall employee experience. The position manages changes and improvements to Administrative Regulation 95.91 to aligns the program with strategic changes while satisfying meet and confer obligation with the City's Recognized Employee Organizations.	<b>2</b>
Volunteer and Work Readiness Program Manager	Position oversees all aspects the \$18.5 Million dollar grant awarded by the State of California. Develops effective strategies to create internship opportunities, recruit interns, and work with community stakeholders to remove barriers for program participants. A significant level of independent judgement, decision making, and political awareness is required for this position due to the community impact of the program.	<b>1</b>
Recruitment Program Manager	This position oversees the recruitment and staffing needs of the City of San Diego. This individual supervises and works collaboratively with other recruiters and directly engages with 40 diverse departments to attract, assess, and hire Unclassified top talent. Create and execute innovative sourcing strategies to attract a diverse pool of qualified candidates, including leveraging social media, professional networks, job fairs, and other channels.	<b>2</b>
Recruitment Program Coordinator	This position works collaboratively with other recruiters and directly engages with 40 diverse departments to attract, assess, and hire Unclassified top talent. Create and execute innovative sourcing strategies to attract a diverse pool of qualified candidates, including leveraging social media, professional networks, job fairs, and other channels.	<b>2</b>



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Veteran Engagement Program Coordinator	This position will serve as an internal and external liaison to San Diego's military and veteran communities. Internally, this position will support veteran employees and military spouses; externally, it will liaison to the local military community and lead recruitment of transitioning military personnel to the City workforce. The Program Coordinator will work closely with the Mayor's Community Engagement team, and Government Affairs and Personnel departments.	<b>2</b>
People and Organization Development Program Manager	Provides policy guidance, development, and management of the Citywide training efforts. The position oversees and coordinates city-wide committees and academies, makes recommendations on software and programs needed to fulfill training needs, as well as, determines and coordinates Citywide Training needs.	<b>2</b>
Volunteer and Work Readiness Program Coordinator	The position oversees a program which seeks to attract, employ, and empower the next generation of public servants through a robust youth internship and jobs program and develop volunteer opportunities to assist City programs.	<b>2</b>
Employee Compensation Program Manager	The Compensation Manager plans, develops, and implements new and revised compensation programs, policies, and procedures to align with the City's goals and compensation philosophy. This position is also responsible for ensuring that the City's compensation programs are consistently administered in compliance with internal policies and government regulations.	<b>1</b>
People Analytics and Process Improvement Program Manager	The Human Resources (HR) People Analytics team enables City leaders to develop data-driven insights to inform talent decisions, improve workforce processes and promote a positive employee experience through the collection and application of talent data. The People Analytics Manager partners with departments to identify, lead, and contribute to people, process, and technology projects. The position utilizes Lean methodologies, project management best practices, analytics, functional knowledge, and business acumen to improve critical workforce and business outcomes.	<b>2</b>

**HUMAN RESOURCES DEPARTMENT  
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**APPENDIX B DISCLOSURE**

**CATEGORIES**

CATEGORY	DESCRIPTION
1	<p>Investments and business positions in any firm or business entity located in or doing business with the City of San Diego.</p> <p>Income and gifts from sources located in or doing business with the City of San Diego.</p> <p>Interest in real property located in the City of San Diego, including property located within a two-mile radius of any property owned or used by the City.</p>
2	<p>Investments and business positions in any firm or business entity that supplies goods or services to the City, that is a tenant of the City, that is an adverse party to the City in a legal proceeding, or is granted authority by the City to use City facilities.</p> <p>Income and gifts from any person or business entity that supplies goods or services to the City, who is a tenant of the City, who is an adverse party to the City in a legal proceeding, or who is granted authority by the City to use City facilities.</p> <p>Interest in real property located in the City of San Diego, including property located within a two-mile radius of any property owned or used by the City.</p>
3	<p>Consultants and new positions shall be included in the list of designated employees and shall disclose pursuant to the broadest disclosure category in this code subject to the following limitations:</p> <p>The Department Director or Deputy Director may determine in writing that a particular consultant or new position, although a "designated position," is hired to perform a range of duties that is limited in scope and thus is not required to fully comply with the disclosure requirements in this section. Such written determination shall include a description of the consultant's or new position's duties and, based upon that description, a statement of the extent of disclosure requirements. The Department Director's or Deputy Director's determination is a public record and shall be retained for public inspection in the same manner and location as this Conflict of Interest Code.</p>

Passed by the Council of The City of San Diego on DEC 09 2024, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer Campbell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stephen Whitburn	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Henry L. Foster III	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marni von Wilpert	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kent Lee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Raul A. Campillo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vivian Moreno	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sean Elo-Rivera	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage DEC 09 2024

**(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)**

AUTHENTICATED BY:

TODD GLORIA  
Mayor of The City of San Diego, California.

(Seal)

DIANA J.S. FUENTES  
City Clerk of The City of San Diego, California.

By Connie Patterson, Deputy

Office of the City Clerk, San Diego, California  
Resolution Number R- 315927