

**COUNTY OF SAN DIEGO  
BOARD OF SUPERVISORS  
TUESDAY, MARCH 03, 2026**

**MINUTE ORDER NO. 8**

**SUBJECT: AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION RELATED TO THE RATIFIED TENTATIVE AGREEMENT FOR THE EMPLOYEE BARGAINING UNITS - DS AND SM REPRESENTED BY DEPUTY SHERIFFS' ASSOCIATION OF SAN DIEGO COUNTY AND AMENDING A SALARY GRADE (3/3/2026- First Reading; 3/24/2026- Second Reading, unless the ordinance is modified on second reading) (DISTRICTS: ALL)**

**OVERVIEW**

Today's actions reflect the compensation changes that have been negotiated with Deputy Sheriffs' Association of San Diego County and amending a salary grade. The County of San Diego reached a tentative agreement for a three-year Memorandum of Agreement (MOA) with Deputy Sheriffs' Association of San Diego County

Today's recommendations are for the Board of Supervisors (Board) to approve the introduction of the ordinance (first reading) to amend the Compensation Ordinance. If the Board takes the action as recommended, then on March 24, 2026, staff recommends the Board adopt the ordinance (second reading). If the proposed ordinance is altered on March 24, 2026, then on that date a subsequent meeting date will be selected for the adoption of the ordinance (second reading).

**RECOMMENDATION(S)**

**CHIEF ADMINISTRATIVE OFFICER**

**On March 3, 2026:**

1. Approve the introduction of the Ordinances (first reading):  
AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING COMPENSATION RELATING TO THE RATIFIED TENTATIVE AGREEMENT WITH THE DEPUTY SHERIFFS' ASSOCIATION OF SAN DIEGO COUNTY FOR THE DS AND SM BARGAINING UNITS AND AMENDING A SALARY GRADE.

**If, on March 3, 2026 the Board takes action as recommended in item 1 above, then, on March 24, 2026:**

2. Approve the adoption of the Ordinances (second reading):  
AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING COMPENSATION RELATING TO THE RATIFIED TENTATIVE AGREEMENT WITH THE DEPUTY SHERIFFS' ASSOCIATION OF SAN DIEGO COUNTY FOR THE DS AND SM BARGAINING UNITS AND AMENDING A SALARY GRADE.

If the proposed ordinance(s) are altered on March 24, 2026, then on that date a subsequent meeting date will be selected for adoption of the ordinance(s).

### **EQUITY IMPACT STATEMENT**

Today’s actions reflect a strong partnership between the County and Deputy Sheriffs’ Association of San Diego County, demonstrating our shared commitment to equitable salaries, and fair compensation. These efforts support recruitment, retention and benefits for all employees.

### **SUSTAINABILITY IMPACT STATEMENT**

The proposed action of amending the Compensation Ordinance aligns with the County’s Sustainability Goals by promoting sustainable economic growth for our community. The proposed actions included in this letter provide just and equitable wages and benefits.

### **FISCAL IMPACT**

Today’s recommendations are estimated to result in ongoing costs and one-time costs as noted in the table below. The estimated fiscal impact is comprised of ongoing base salary and benefit increases, ongoing market and range increases, ongoing flex credit increases, and one-time monetary payments. Funding for ongoing costs will be included in the Fiscal Year 2026-28 CAO Recommended Operational Plan, supported by General Purpose Revenues and various program funding.

in millions		FY26-27	FY27-28	FY28-29
A	Ongoing Base Salary and Benefit Increases	18.2	18.2	18.2
B	Ongoing Market & Range Increases	11.7	11.9	7.1
C	Ongoing Flex Credit Increases	1.2	2.4	2.4
D (A+B+C)	Total Ongoing Cost (incremental)	31.1	32.5	27.7
E	Total One-time Cost	4.5	2.2	1.1
F (D+E)	Total Cost	35.6	34.7	28.8

### **BUSINESS IMPACT STATEMENT**

N/A

#### **ACTION:**

Noting for the record that, prior to the Board taking action, the Clerk of the Board of Supervisors read a statement into the record regarding the summary of recommendations on the salary and compensation paid in the form of fringe benefits for the Chief Financial Officer; ON MOTION of Supervisor Montgomery Steppe, seconded by Supervisor Aguirre, the Board of Supervisors took action as recommended, on Consent, and took action to further consider and adopt the Ordinance on March 24, 2026.

AYES: Aguirre, Anderson, Lawson-Remer, Montgomery Steppe, Desmond

State of California)  
County of San Diego) §

I hereby certify that the foregoing is a full, true and correct copy of the Original entered in the Minutes of the Board of Supervisors.

ANDREW POTTER  
Clerk of the Board of Supervisors



**Signed**  
**by** Andrew Potter