AN ORDINANCE
AMENDING THE COMPENSATION ORDINANCE SECTIONS
AND
ESTABLISHING COMPENSATION
STRIKEOUT VERSION

ORDINANCE NO_______(NEW SERIES)

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING COMPENSATION RELATING TO THE RATIFIED TENTATIVE AGREEMENT WITH THE SAN DIEGO COUNTY SUPERVISING PROBATION OFFICERS' ASSOCIATION FOR THE SO BARGAINING UNIT

The Board of Supervisors of the County of San Diego ordains as follows:

Section 1. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for job codes/classifications designated SO as follows:

Fiscal Year 2026-2027:	3% wage increase effective June 26, 2026
Fiscal Year 2027-2028:	3% wage increase effective June 25, 2027
Fiscal Year 2028-2029:	3% wage increase effective June 23, 2028

Section 2. Appendix One of the Compensation Ordinance shall be amended to establish compensation based on market adjustments for job code/classification designated as SO as follows:

Fiscal Year 2027-2028:	1% market adjustment effective June 25, 2027
Fiscal Year 2028-2029:	1% market adjustment effective June 23, 2028

Section 3. Section 1.7.32 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.7.32 ARMED UNIT DIFFERENTIAL.

(a) Eligible employees assigned to a position in an Armed Unit that requires the carrying of a firearm shall be paid five (5%) percent higher than their hourly rate. This premium shall be paid for time worked only and shall not apply towards terminal payoff. This premium shall be terminated on June 22, 2028, for eligible employees in the bargaining unit SO.

Eligible Classes:	
005065	Deputy Probation Officer
005068	Correctional Deputy Probation Officer I
005069	Correctional Deputy Probation Officer II
005090	Senior Probation Officer
005115	Supervising Probation Officer

(b) Effective June 23, 2028, eligible employees in the bargaining unit SO assigned to a position in an Armed Unit that requires the carrying of a firearm shall be paid six (6%) percent higher than their hourly rate and the employees in bargaining unit SO will no longer be eligible for the armed differential in section (a). This premium shall be paid for time worked only and shall not apply towards terminal payoff.

Eligible Class:	
005115	Supervising Probation Officer

Section 4. Section 1.8.4 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.4: PROBATION INSTITUTIONAL EMPLOYEES PREMIUM.

(b) Eligible employees with a normal full-time schedule of eighty (80) or eighty-four (84) working hours per biweekly pay period whose principal assignment is a twenty-four (24) hour institution shall be paid at a rate which is two and one-half percent (2.5%) higher than their hourly rate. This premium shall apply to time worked and shall not apply toward paid time off or to terminal pay. This premium rate shall be terminated on June 24, 2027.

Effective June 25, 2027, eligible employees with a normal full-time schedule of eighty (80) or eighty-four (84) working hours per biweekly pay period whose principal assignment is a twenty-four (24) hour institution shall be paid at a rate which is five percent (5%) higher than their hourly rate. This premium shall apply to time worked and shall not apply toward paid time off or to terminal pay. This premium rate shall be terminated on June 22, 2028.

Effective June 23, 2028, eligible employees with a normal full-time schedule of eighty (80) or eighty-four (84) working hours per biweekly pay period whose principal assignment is a twenty-four (24) hour institution shall be paid at a rate which is six percent (6%) higher than their hourly rate. This premium shall apply to time worked and shall not apply toward paid time off or to terminal pay.

Eligible Classes	
005115	Supervising Probation Officer

Section 5. Section 2.1.7 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.7: LUMP SUM PAYMENTS FOR FISCAL YEARS 2026-2029

A one-time lump sum payment of $1,000 (one thousand dollars) in year one (FY 2026-2027), $500 (five hundred dollars) in year two (FY 2027-2028), and $250 (two hundred fifty dollars) in year three (FY 2028-2029) will be paid to eligible employees.

Year one payment will be for all eligible regular employees who have paid service during Fiscal Year 2025-2026. The first payment will be made in payroll 02 of Fiscal Year 2026-2027 (paycheck date of July 31, 2026). An employee is not eligible to receive this one-time lump sum payment if they terminate before the first day of the payroll period in which this payment will be made. Part-time employees shall receive a pro-rated amount according to their standard hours. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.

Year two payment will be for all eligible regular employees who have paid service during Fiscal Year 2026-2027 and year three payment will be for all eligible regular employees who have paid service during Fiscal Year 2027-28. The second and third-year payments will be made in payroll 02 of that year. For 2027-2028, the second paycheck date is July 30, 2027. For 2028-2029, the second paycheck date is July 28, 2028. An employee is not eligible to receive this one-time lump sum payment if they terminate before the first day of payroll 02. Part-time employees shall receive a pro-rated amount according to their standard hours. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.

Eligible bargaining units: DS ~~and~~, SM, and SO.

Section 6. Subsection (a) of Section 2.1.19 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.19: RETENTION INCENTIVE PROGRAM.

(c) Employees in classes designated SO:

Effective June 26, 2026: all regular employees who have 15 years of service with the County of San Diego shall receive a 2.5% retention incentive premium

~~Effective September 22, 2023:~~ All regular employees who have 20 years of service with the County of San Diego shall receive 2.5% for a total of 5% retention incentive premium.

Section 7. Section 4.2.28 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.28: Paid Emergency Leave.

In the event of a natural disaster or other emergency, the Chief Administrative Officer (CAO) may authorize up to 80 hours of paid leave for employees directly impacted by the event. The CAO shall determine the conditions, eligibility, and method of payment for such leave.

Eligible bargaining units: AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DS, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PR, PS, RN, SM, SO, SS, SW, and UM.

Section 8. Subsection (d) of Section 5.1.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.6: FLEXIBLE BENEFITS PLAN. A flexible benefits plan, which is in accordance with Section 125 of the Internal Revenue Code, is authorized for eligible employees.

(4) Employees in classes designated SO under the SO Benefit Program.

~~Effective January 1, 2023:~~	~~Monthly~~
~~Employee Only~~	~~$ 863.00~~
~~Employee + 1 Dependent~~	~~1,291.00~~
~~Employee + 2 or More Dependents~~	~~1,836.00~~

~~Effective January 1, 2024:~~	~~Monthly~~
~~Employee Only~~	~~$ 906.00~~
~~Employee + 1 Dependent~~	~~1,356.00~~
~~Employee + 2 or More Dependents~~	~~1,928.00~~

~~Effective January 1, 2025:~~	~~Monthly~~
~~Employee Only~~	~~$ 951.00~~
~~Employee + 1 Dependent~~	~~1,424.00~~
~~Employee + 2 or More Dependents~~	~~2,024.00~~

Effective January 1, 2026:	Monthly
Employee Only	$ 999.00
Employee + 1 Dependent	1,495.00
Employee + 2 or More Dependents	2,125.00

Effective January 1, 2027 (6% increase):	Monthly
Employee Only	$1,059.00
Employee + 1 Dependent	1,585.00
Employee + 2 or More Dependents	2,253.00

Effective January 1, 2028 (6% increase):	Monthly
Employee Only	$1,123.00
Employee + 1 Dependent	1,680.00
Employee + 2 or More Dependents	2,388.00

Effective January 1, 2029 (6% increase):	Monthly
Employee Only	$1,190.00
Employee + 1 Dependent	1,781.00
Employee + 2 or More Dependents	2,531.00

Section 9. Effective Dates. Sections 1-8 shall take effect after adoption by the Board of Supervisors following the second reading. Within fifteen days after the date of adoption of this ordinance, a summary shall be published once with the name of those members voting for and against the same in the newspaper of general circulation published in the County of San Diego.

Section 10. Operative Dates. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	June 26, 2026 June 25, 2027 June 23, 2028
Section 2	June 25, 2027 June 23, 2028
Section 3	June 23, 2028
Section 4	June 25, 2027 June 23, 2028
Sections 5-7	June 26, 2026
Section 8	January 1, 2027 January 1, 2028 January 1, 2029

APPROVED AS TO FORM AND LEGALITY
Damon M. Brown, County Counsel

BY: Amanda Johnston, Supervising Deputy County Counsel