



# COUNTY OF SAN DIEGO

## AGENDA ITEM

### BOARD OF SUPERVISORS

PALOMA AGUIRRE  
First District

JOEL ANDERSON  
Second District

TERRA LAWSON-REMER  
Third District

MONICA MONTGOMERY STEPPE  
Fourth District

JIM DESMOND  
Fifth District

**DATE:** August 26, 2025 and September 9, 2025

**13**

**TO:** Board of Supervisors

### SUBJECT

**ORDINANCES AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION RELATING TO ADMINISTRATIVE ACTIONS AND THE TENTATIVE AGREEMENT PENDING RATIFICATION FOR THE EMPLOYEE BARGAINING UNITS – CC AND CS REPRESENTED BY THE SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION (SDDCCA) AND AMENDING SECTIONS 492, 493.1 AND 495 OF THE ADMINISTRATIVE CODE (8/26/25 – First Reading; 9/9/25 – Second Reading, unless the ordinance is modified on second reading) (DISTRICTS: ALL)**

### OVERVIEW

Today's actions reflect the compensation ordinance and administrative code changes that have been negotiated with SDDCCA and other compensation changes. The County reached a tentative agreement for a three-year Memorandum of Agreement (MOA) with the SDDCCA, which is currently undergoing the Union's ratification process.

Today's recommendations are for the Board to approve the introduction of the ordinances (first reading) to amend the Compensation Ordinance and Administrative Code. If the Board takes the action as recommended, then on September 9, 2025, staff recommends the Board adopt the ordinance (second reading). If the proposed ordinance is altered on September 9, 2025, 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 August 26, 2025:**

1. Approve the introduction of the Ordinances (first reading):

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING COMPENSATION RELATING TO THE TENTATIVE AGREEMENT WITH THE SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION**

**SUBJECT:** ORDINANCES AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION RELATING TO ADMINISTRATIVE ACTIONS AND THE TENTATIVE AGREEMENT PENDING RATIFICATION FOR THE EMPLOYEE BARGAINING UNITS – CC AND CS REPRESENTED BY THE SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION (SDDCCA) AND AMENDING SECTIONS 492, 493.1 AND 495 OF THE ADMINISTRATIVE CODE (8/26/25 – First Reading; 9/9/25 – Second Reading, unless the ordinance is modified on second reading) (DISTRICTS: ALL)

AN ORDINANCE AMENDING ADMINISTRATIVE CODE SECTIONS 492, 493.1 AND 495

**If, on August 26, 2025, the Board takes action as recommended in item 1 above, then, on September 9, 2025:**

2. Approve the adoption of the Ordinances (second reading):

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING COMPENSATION RELATING TO THE TENTATIVE AGREEMENT WITH THE SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION

AN ORDINANCE AMENDING ADMINISTRATIVE CODE SECTIONS 492, 493.1, AND 495

If the proposed ordinance(s) are altered on September 9, 2025, 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 SDDCCA, 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 actions amending the Compensation Ordinance and Administrative Code align with the County of San Diego'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 is included in the Fiscal Year 2025-27 Operational Plan, supported by General Purpose Revenues and various program funding.

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One-time payments are contingent upon a change to the County’s Reserve Policy which provides additional one-time funds.

Included in today’s compensation ordinance amendment is a change to the Tier D retention premium. This change would result in future fiscal impacts and will be included in future Operational Plans.

| <i>in<br/>millions</i> |                                                | <b>FY25-26</b> | <b>FY26-27</b> | <b>FY27-28</b> |
|------------------------|------------------------------------------------|----------------|----------------|----------------|
| A                      | Ongoing Base Salary and Benefit Increases      | 0.75           | 0.95           | 0.95           |
| B                      | Ongoing Market & Range Increases               | 1.29           | 1.35           | 1.34           |
| C                      | Ongoing Flex Credit Increases                  | 0.05           | 0.10           | 0.10           |
| <b>D<br/>(A+B+C)</b>   | <b>Total Ongoing Cost (<i>incremental</i>)</b> | 2.09           | 2.40           | 2.39           |
| <b>E</b>               | <b>Total One-time Cost</b>                     | 0.15           | 0.07           | 0.04           |
| <b>F (D+E)</b>         | <b>Total Cost</b>                              | 2.24           | 2.47           | 2.43           |

#### **BUSINESS IMPACT STATEMENT**

N/A

#### **ADVISORY BOARD STATEMENT**

N/A

#### **BACKGROUND**

Today’s recommendations include changes to the Compensation Ordinance and Administrative Code by developing and updating attorney job classifications and salaries for the Offices of County Counsel, Child Support Services and Medical Examiner, retitling two classifications and identifying two additional classes as terminal for the Sheriff’s Office, and providing updates based upon the negotiated, tentative agreement with the SDDCCA for a three-year MOA term. The attached Compensation Ordinance and Administrative Code reflect the details of these changes.

#### **LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN**

**SUBJECT:** ORDINANCES AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION RELATING TO ADMINISTRATIVE ACTIONS AND THE TENTATIVE AGREEMENT PENDING RATIFICATION FOR THE EMPLOYEE BARGAINING UNITS – CC AND CS REPRESENTED BY THE SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION (SDDCCA) AND AMENDING SECTIONS 492, 493.1 AND 495 OF THE ADMINISTRATIVE CODE (8/26/25 – First Reading; 9/9/25 – Second Reading, unless the ordinance is modified on second reading) (DISTRICTS: ALL)

These actions are aligned with the County of San Diego’s 2025-2030 Strategic Plan Initiatives of Sustainability, Community, Justice, Equity, and Empower. Approval of the recommendation allows the County to develop, maintain, and attract a skilled, adaptable, and diverse workforce dedicated to sustaining operational excellence and serving as enablers of these Strategic Initiatives.

Respectfully submitted,



EBONY N. SHELTON  
Chief Administrative Officer

**ATTACHMENT(S)**

- Att 1 Executive Summary
- Att 2 Ordinance Amending Compensation (Clean Version)
- Att 3 Ordinance Amending Compensation (Strikeout Version)
- Att 4 Ordinance Amending Administrative Code (Clean Version)
- Att 5 Ordinance Amending Administrative Code (Strikeout Version)
- Att 6 Summary of Proposed Ordinance (Compensation Ordinance)
- Att 7 Summary of Proposed Ordinance (Administrative Code)