



# 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:** May 19, 2026 and June 9, 2026

# 14

**TO:** Board of Supervisors

### SUBJECT

**ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION RELATED TO TENTATIVE AGREEMENT PENDING RATIFICATION FOR THE EMPLOYEE BARGAINING UNITS – DI AND DM REPRESENTED BY DISTRICT ATTORNEY INVESTIGATORS’ ASSOCIATION (5/19/2026– First Reading; 6/9/2026– 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 District Attorney Investigators’ Association. The County of San Diego (County) reached a tentative agreement for a three-year Memorandum of Agreement (MOA) with District Attorney Investigators’ Association.

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 June 9, 2026, staff recommends the Board adopt the ordinance (second reading). If the proposed ordinance is altered on June 9, 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 May 19, 2026:**

1. Approve the introduction of the Ordinance (first reading):  
AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING COMPENSATION RELATING TO THE TENTATIVE AGREEMENT PENDING RATIFICATION WITH THE DISTRICT ATTORNEY INVESTIGATORS’ ASSOCIATION FOR THE DI AND DM BARGAINING UNITS

**If, on May 19, 2026 the Board takes action as recommended in item 1 above, then, on June 9, 2026:**

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

**SUBJECT:** ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION RELATED TO THE TENTATIVE AGREEMENT PENDING RATIFICATION FOR THE EMPLOYEE BARGAINING UNITS – DI AND DM REPRESENTED BY DISTRICT ATTORNEY INVESTIGATORS’ ASSOCIATION (5/19/2026– First Reading; 6/9/2026– Second Reading, unless the ordinance is modified on second reading) (DISTRICTS: ALL)

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING COMPENSATION RELATING TO THE TENTATIVE AGREEMENT PENDING RATIFICATION WITH THE DISTRICT ATTORNEY INVESTIGATORS’ ASSOCIATION FOR THE DI AND DM BARGAINING UNITS

If the proposed ordinance(s) are altered on June 9, 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 of San Diego and District Attorney Investigators’ Association, 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 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 are included in the Fiscal Year 2026-28 CAO Recommended Operational Plan, supported by General Purpose Revenues and various program funding.

<i>in millions</i>		<b>FY26-27</b>	<b>FY27-28</b>	<b>FY28-29</b>
A	Ongoing Base Salary and Benefit Increases	1.20	1.20	1.20
B	Ongoing Market & Range Increases	0.77	0.85	0.83
C	Ongoing Flex Credit Increases	0.07	0.14	0.14
<b>D</b> <b>(A+B+C)</b>	<b>Total Ongoing Cost (incremental)</b>	2.04	2.19	2.17
<b>E</b>	<b>Total One-time Cost</b>	0.22	0.11	0.05

**SUBJECT:** ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION RELATED TO THE TENTATIVE AGREEMENT PENDING RATIFICATION FOR THE EMPLOYEE BARGAINING UNITS – DI AND DM REPRESENTED BY DISTRICT ATTORNEY INVESTIGATORS’ ASSOCIATION (5/19/2026– First Reading; 6/9/2026– Second Reading, unless the ordinance is modified on second reading) (DISTRICTS: ALL)

<b>F (D+E)</b>	<b>Total Cost</b>	<b>2.26</b>	<b>2.30</b>	<b>2.23</b>
----------------	-------------------	-------------	-------------	-------------

**BUSINESS IMPACT STATEMENT**

N/A

**ADVISORY BOARD STATEMENT**

N/A

**BACKGROUND**

Today’s action proposed in this letter provides updates based upon the negotiated, tentative agreement with the District Attorney Investigators’ Association for a three-year Memorandum of Agreement term. The attached Compensation Ordinance reflects the details of these changes.

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

These actions are aligned with the County of San Diego’s 2026-2031 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 Summary of Proposed Ordinance (Compensation Ordinance)