

# Board of Supervisors

Meeting Time: 06-25-26 09:00

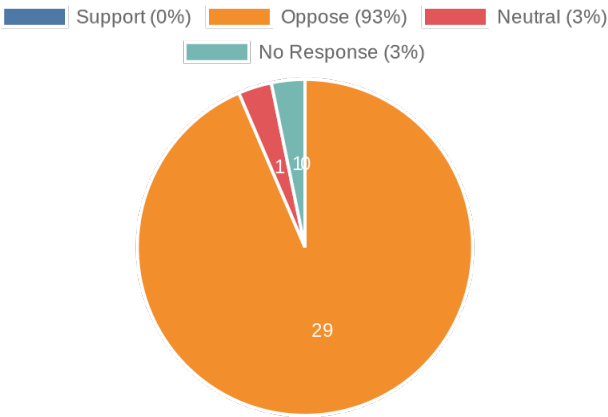
## eComments Report

| Meetings             | Meeting Time   | Agenda Items | Comments | Support | Oppose | Neutral |
|----------------------|----------------|--------------|----------|---------|--------|---------|
| Board of Supervisors | 06-25-26 09:00 | 27           | 31       | 0       | 29     | 1       |

### Sentiments for All Meetings

The following graphs display sentiments for comments that have location data. Only locations of users who have commented will be shown.

#### Overall Sentiment

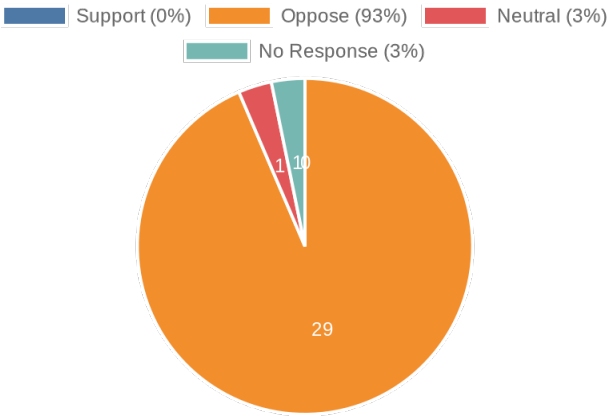


| Agenda Name                                                                                                                                | Comments | Support | Oppose | Neutral |
|--------------------------------------------------------------------------------------------------------------------------------------------|----------|---------|--------|---------|
| 16. APPROVE ADJUSTMENT OF COMPENSATION FOR THE CHIEF ADMINISTRATIVE OFFICER (CAO), CLERK OF THE BOARD, AND PROBATION CHIEF AND A-72 WAIVER | 31       | 0       | 29     | 1       |

Sentiments for All Agenda Items

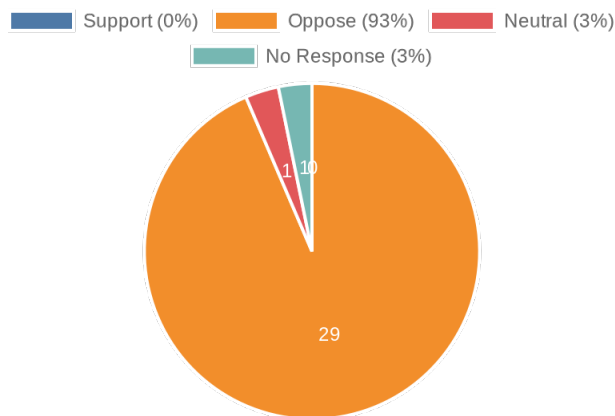
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Overall Sentiment



Agenda Item: eComments for 16. APPROVE ADJUSTMENT OF COMPENSATION FOR THE CHIEF ADMINISTRATIVE OFFICER (CAO), CLERK OF THE BOARD, AND PROBATION CHIEF AND A-72 WAIVER

## Overall Sentiment



### Guest Anon

Location:

Submitted At: 1:16pm 06-25-26

Her 20 years experience as a DEI hire have brought NOTHING to the Probation Dept. She has successfully driven the department into the mud. At the "Meet with the Chief" meetings she has told officers to "stop asking questions" when asked about staffing shortages & officer safety. Multiple resolutions have been brought to her by officers & she has never been willing to try anything new. Her concerns are NOT about the employees, they are selfishly motivated by her ego & unwillingness to admit she doesn't know what she is doing. She wouldn't survive a day in the detention facilities under her own "great ideas." She's delusional and dangerous to have as a Chief. Instead of getting a raise, give her a DEI gold star and get her out of the department. Hire someone who has MEANINGFUL experience, listens to the people who actually do the job, and can focus on fixing Tamika's mess (bless her heart).

### Amber Recklau

Location: 91935, Jamul

Submitted At: 10:10am 06-25-26

No pay raises! You all need pay cuts! You guys didn't even know about the PRD program yesterday!!!!

### Anonymous Guest

Location:

Submitted At: 9:16am 06-25-26

This request to provide a raise for the Chief Probation Officer is more than tone deaf, it is absolutely unethical. Chief Nelson has run this department into the ground. Budget cuts, staffing shortages and lack of vision are all that she has done and to ask for more money in this time of crisis is ridiculous. She has been promoted beyond her capacity and should step down and let a seasoned professional do the job. Vehemently oppose and I will be writing an email to my elected supervisor.

### Guest Guest

Location:

Submitted At: 7:12am 06-25-26

Please reconsider a raise for the Chief of Probation. She has been a disappointment in leadership and ethical decision-making. She supports a retaliatory and bullying culture that in no way embodies the values of the County of San Diego. It is time for real change, not a time for rewarding dysfunction. If her staff did not fear negative repercussions, they would be lined up by the hundreds asking for her replacement. Enough is enough! Our county employees and citizens served by the Probation Department deserve better!

### **Guest Guest**

Location:

Submitted At: 10:28pm 06-24-26

If voting even matters.

### **Stephen Wilson**

Location: 92071, Santee

Submitted At: 7:27pm 06-24-26

The county denies giving their hard working employees proper compensation when negotiating with our unions. Meanwhile, not creating a fair compensation to counter inflation and cost of living expenses. Furthermore, providing themselves and their higher earning positions better wage increases. I strongly oppose a raise for them, especially our Chief.

### **Guest H**

Location:

Submitted At: 4:38pm 06-24-26

Ineffective non-leader!

### **Anonymous Anonymous**

Location:

Submitted At: 9:31pm 06-23-26

Oppose. The Chief is in over her head managing this department. Chronic low morale and persistent staffing shortages have left both institutions struggling to maintain adequate staffing levels. These problems have continued under her leadership, with little evidence of effective solutions or improvement. The 5% increase can be met by the chief working any one of the many vacant shifts at EMJDF or YTC. This would allow her some insight on what institutional staff go through on a daily basis and how they are asked to continue to do more with less resources.

### **Concerned Citizen**

Location:

Submitted At: 8:44pm 06-23-26

I definitely oppose this. We do not have the funds to support this. As well, what have they actually done to merit this increase?

### **Retired Retiree**

Location:

Submitted At: 8:34pm 06-23-26

But retirees were cut due to the budget....

### **Concerned Guest**

Location: 92115 , San diego

Submitted At: 8:34pm 06-23-26

We all should oppose the probation chief getting a raise. She is ineffective, relies on friends to make decisions rather than officers who do the work, goes against policy whenever it suits her or her friends in upper management. Instead more funds should be used to enhance the quality of the workplace which will then benefit the community

**C Guest**

Location:

Submitted At: 8:31pm 06-23-26

Oppose! The line staff, (DPO/SrPO's/SPO) should get raises not the chief not executives. We are TOP heavy with executives, DC's included and raises should not be given to the chief at all. Oppose, please.

**Unknown Unknown**

Location:

Submitted At: 8:18pm 06-23-26

We can't order basic supplies due to the budget but the chief needs a raise?

Does the public know we retire and have to pay for health insurance after protecting the public and putting our lives at risk?

**Concerned Citizen**

Location:

Submitted At: 4:47pm 06-23-26

The whole purpose of these meetings is to address budgets and overspending.

But I guess that does not apply to department executives.

**F L**

Location:

Submitted At: 3:25pm 06-23-26

Nope. Re-evaluate next year.

**Guest Guest**

Location:

Submitted At: 9:22am 06-23-26

I oppose the Chief of Probation any adjustment of compensation. This chief is not an effective leader who taking a step back and allowing her officers in the institution to get injured by young adults.

**Guest Guest**

Location:

Submitted At: 8:52pm 06-22-26

I find this item on the agenda to be insulting. At a time when the County is facing a major budget crisis, where the probation department is making cuts left and right and officers are being tasked with doing more work with less resources, less support, and poor pay and the chief, who has been a poor leader wants more? That money should be used to provide additional resources to the department to better serve the community. The morale of the officers in the department is at an all time low, which is a direct result of the leadership.

**Guest Guest**

Location:

Submitted At: 5:13pm 06-22-26

This increase in pay comes at time of positions being cut in the Probation Department and sworn and non-sworn staff are being asked to do more with less resources. It seems inappropriate and distasteful that when the employees under her are having to do more work, the Chief takes home more pay that could otherwise be used to support her staff. The wellness of her staff has not been increased and yet is being diminished with being asked to do more. No Chief should be receiving more when those that work under them are working harder. Oppose.

**Lynne Malinowski**

Location: 92028, Fallbrook

Submitted At: 1:40pm 06-22-26

Please steer the money into increased quantity of probation officers and services to benefit the people who are served by the department.

**Guest Guest**

Location: 91978, Spring Valley  
Submitted At: 8:26am 06-21-26

Staff work under terrible conditions. She does not provide adequate support for what she demands. She only cares about what HER public image is. Public safety is no longer the priority of this county board or this chief. I stopped riding public transportation to work, the trolley, due to not feeling safe.

**Guest Guest**

Location: 91978, San Diego  
Submitted At: 6:33pm 06-19-26

If the officers under her are expected to do more with less  
She doesn't need more

**Guest Guest**

Location: 91978, San Diego  
Submitted At: 6:33pm 06-19-26

If the officers under her are expected to do more with less  
She doesn't need more

**JoAnn Sanchez**

Location:  
Submitted At: 1:33pm 06-19-26

Oppose

**Guest Unknown**

Location:  
Submitted At: 11:51am 06-19-26

I do not support a salary increase for the Chief of Probation at this time. Leadership compensation should reflect measurable improvements within the department, employee support, morale, retention, and operational effectiveness. Many officers feel that their concerns have gone unaddressed and that there have been few meaningful improvements to working conditions, staffing challenges, or employee development under the current administration. Until there is clear evidence of positive outcomes and stronger support for the employees who carry out the department's mission, a salary increase is not warranted.

**Eli Martin**

Location:  
Submitted At: 7:09am 06-19-26

Oppose

**Guest Guest**

Location:  
Submitted At: 7:08am 06-19-26

Do not pay them more

**Guest Guest**

Location:  
Submitted At: 7:06am 06-19-26

No comment

**Guest User**

Location:  
Submitted At: 6:12am 06-19-26

The Chief Probation Officer does not deserve a 5% raise. She cannot manage to do her job without an assistant and a Chief of Staff. Three executives to do the job many better Chiefs have done alone. Her cooperation with CLERB has been terrible and her staff are miserable. Who does she work for? Clearly not the community and not

her staff. Time to get rid of her, not give her a raise.

### **Guest Comment**

Location:

Submitted At: 8:59pm 06-18-26

The probation department is undergoing staff realignment due to "budget issues." They are having to do more with less, yet there is an excess of executive staff. Their executive staff are also housed in a building they pay high monthly rent on when they could be at a county site for free. In addition, that building is only 3/4 used and most of them work remotely. This does not send a positive message to their officers who are doing the daily hard work. This absolutely needs to be opposed.

### **Paul Henkin**

Location: 91902, Bonita

Submitted At: 8:58pm 06-18-26

Apart from the fact that you are in a budget crunch,

The way you keep piling on things to do for our CAO, and she's performing pretty well, she deserves a raise.

But as I said yesterday, Since Andrea Ebbing was jailed for a misdemeanor without bail and families are still being torn apart without good reason, no to the Chief Probation Officer.

### **Granicus User**

Location:

Submitted At: 8:49pm 06-18-26

The probation department is already top heavy, while the department/line staff are understaffed & overworked. The staffing numbers do not support the workload in multiple capacities & overtime is necessary daily in different assignments (juvenile & adult). The overtime memos were even renamed / the process changed to conceal the amount of overtime available. Additional funds should be allocated to additional positions/staffing, not more to executives. In the event condensing Division Chiefs and higher positions are done, perhaps staff would be more supportive of wage increases for the Chief or Executives, but when the entire department is expected to do more with less that should start at the very top! Oppose.