

**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE
CLEAN VERSION**

ORDINANCE NO _____(NEW SERIES)

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

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

Section 1. Appendix One of the Compensation Ordinance shall be amended to establish an increase in compensation for job codes/classifications designated CC and CS represented by the San Diego Deputy County Counsels Association as follows:

Fiscal Year 2025-2026: 3.00% wage increase effective September 19, 2025
Fiscal Year 2026-2027: 3.00% wage increase effective June 26, 2026
Fiscal Year 2027-2028: 3.00% wage increase effective June 25, 2027

Section 2. Appendix One of the Compensation Ordinance shall be amended by establishing the following classifications and compensation, effective October 17, 2025:

		Approx Annual Salary				Rep Stat	Bene Prog
Job Code No.	Job Code Title	Minimum	Maximum	Vari Entry	O/T		
003945	Principal Deputy County Counsel	\$177,528.00 - \$215,800.00		Y	X	CC	CC
003946	Supervising Deputy County Counsel	\$198,536.00 - \$241,300.80		Y	X	CS	CC

Section 3. Appendix One of the Compensation Ordinance shall be amended for the following classification:

		Approx Annual Salary				Rep Stat	Bene Prog
Job Code No.	Job Code Title	Minimum	Maximum	Vari Entry	O/T		
003904	Sr. Deputy County Counsel	\$150,051.20 - \$182,416.00		Y	X	CC	CC

Section 4. Appendix One of the Compensation Ordinance shall be amended for the following classifications, effective September 19, 2025, October 17, 2025, June 26, 2026, and June 25, 2027 as listed below:

Job Code No.	Min Hrly Biwkly	Mid Hrly Biwkly	Max Hrly Biwkly	Approx. Annual Salary
County Counsel				
003904 – Sr Deputy County Counsel				
Eff. Sep. 19, 2025	71.69	91.66	111.64	\$149,115.20 – \$232,211.20
	5,735.20	7,332.80	8,931.20	
Eff. Oct. 17, 2025	72.14	79.92	87.70	\$150,051.20- \$182,416.00
	5,771.20	6,393.60	7,016.00	
Eff. June 26, 2026	74.78	82.84	90.90	\$155,542.40 – \$189,072.00
	5,982.40	6,627.20	7,272.00	
Eff. June 25, 2027	77.51	85.33	94.22	\$161,220.80 - \$195,977.60
	6,200.80	6,826.02	7,537.60	
003945 – Principal Dep County Counsel				
Eff. October 17, 2025	85.35	94.55	103.75	\$177,528.00-\$215,800.00
	6,828.00	7,564.00	8,300.00	
Eff. June 26, 2026	92.16	102.09	112.02	\$191,692.80 – \$233,001.60
	7,372.80	8,167.20	8,961.60	

Job Code No.	Min Hrly Biwkly	Mid Hrly Biwkly	Max Hrly Biwkly	Approx. Annual Salary
Eff. June 25, 2027	99.50	110.23	120.95	\$206,960.00 - \$251,576.00
	7,960.00	8,818.00	9,676.00	
003946 – Supv Dep County Counsel				
Eff. October 17, 2025	95.45	105.73	116.01	\$198,536.00 - \$241,300.80
	7,636.00	8,458.40	9,280.80	
Eff. June 26, 2026	102.31	113.34	124.36	\$212,804.80 - \$258,668.80
	8,184.80	9,066.80	9,948.80	
Eff. June 25, 2027	109.67	121.49	133.31	\$228,113.60 – \$277,284.80
	8,775.20	9,719.20	10,664.80	

Job Code No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Approx. Annual Salary
Child Support						
003915 – Child Support Program Atty I						
Eff. Sep 19, 2025		44.23	46.44	48.76	51.20	\$91,998.40 – \$106,496.00
		3,538.40	3,715.20	3,900.80	4,096.00	
Eff. June 26, 2026		47.50	49.87	52.36	54.98	\$98,800.00 - \$114,358.40
		3,800.00	3,989.60	4,188.80	4,398.40	
Eff. June 25, 2027		51.00	53.55	56.23	59.04	\$106,080.00 – \$122,803.20
		4,080.00	4,284.00	4,498.40	4,723.20	
003916 – Child Support Program Atty II						
Eff. Sep 19, 2025		59.24	62.20	65.31	68.58	\$123,219.20 – \$142,646.40
		4,739.20	4,976.00	5,224.80	5,486.40	
Eff. June 26, 2026		63.76	66.95	70.30	73.81	\$132,620.80 – \$153,524.80
		5,100.80	5,356.00	5,624.00	5,904.80	
Eff. June 25, 2027		68.62	72.05	75.65	79.43	\$142,729.60 – \$165,214.40
		5,489.60	5,764.00	6,052.00	6,354.40	
003917 – Child Support Program Atty III						
Eff. Sep 19, 2025	72.14	75.75	79.54	83.52	87.70	\$150,051.20 – \$182,416.00
	5,771.20	6,060.00	6,363.20	6,681.60	7,016.00	
Eff. June 26, 2026	74.78	78.52	82.45	86.57	90.90	\$155,542.40 – \$189,072.00
	5,982.40	6,281.60	6,596.00	6,925.60	7,272.00	
Eff. June 25, 2027	77.51	81.39	85.46	89.73	94.22	\$161,220.80 – \$195,977.60
	6,200.80	6,511.20	6,836.80	7,178.40	7,537.60	
003923 – Child Support Program Atty IV						
Eff. Sep 19, 2025	85.35	89.62	94.10	98.81	103.75	\$177,528.00 – \$215,800.00
	6,828.00	7,169.60	7,528.00	7,904.80	8,300.00	

Job Code No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Approx. Annual Salary
Eff. June 26, 2026	92.16	96.77	101.61	106.69	112.02	\$191,692.80 – \$233,001.60
	7,372.80	7,741.60	8,128.80	8,535.20	8,961.60	
Eff. June 25, 2027	99.50	104.48	109.70	115.19	120.95	\$206,960.00 – \$251,576.00
	7,960.00	8,358.40	8,776.00	9,215.20	9,676.00	
003924 – Child Support Program Atty V						
Eff. Sep 19, 2025	95.45	100.22	105.23	110.49	116.01	\$198,536.00 – \$241,300.80
	7,636.00	8,017.60	8,418.40	8,839.20	9,280.80	
Eff. June 26, 2026	102.31	107.43	112.80	118.44	124.36	\$212,804.80 – \$258,668.80
	8,184.80	8,594.40	9,024.00	9,475.20	9,948.80	
Eff. June 25, 2027	109.67	115.15	120.91	126.96	133.31	\$228,113.60 - \$277,284.80
	8,773.60	9,212.00	9,672.80	10,156.80	10,664.80	

Job Code No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Approx. Annual Salary
004307 - Toxicologist I						
Eff. Sep 19, 2025	49.55	52.02	54.62	57.35	60.85	\$103,054.55 – \$126,558.55
	3,963.64	4,161.45	4,369.45	4,587.64	4,867.64	
Eff. June 26, 2026	51.27	53.84	56.53	59.35	62.97	\$106,647.27 – \$130,983.27
	4,101.82	4,306.91	4,522.18	4,748.36	5,037.82	
Eff. June 25, 2027	52.82	55.45	58.23	61.14	64.86	\$109,861.82 – \$134,916.36
	4,225.45	4,436.36	4,658.18	4,890.91	5,189.09	
004305 - Toxicologist II						
Eff. Sep 19, 2025	54.50	57.22	60.08	63.08	66.93	\$113,360.00 – \$139,214.40
	4,360.00	4,577.60	4,806.40	5,046.40	5,354.40	
Eff. June 26, 2026	56.40	59.22	62.18	65.29	69.27	\$117,312.00 – \$144,081.60
	4,512.00	4,737.60	4,974.40	5,223.20	5,541.60	
Eff. June 25, 2027	58.10	61.00	64.05	67.25	71.35	\$120,848.00 – \$148,408.00
	4,648.00	4,880.00	5,124.00	5,380.00	5,708.00	
004306 - Toxicologist III						
Eff. Sep 19, 2025	59.95	62.94	66.09	69.39	73.62	\$124,696.00 – \$153,135.84
	4,796.00	5,035.36	5,287.04	5,551.04	5,889.84	
Eff. June 26, 2026	62.04	65.14	68.40	71.82	76.20	\$129,043.20 – \$158,489.76
	4,963.20	5,211.36	5,471.84	5,745.52	6,095.76	
Eff. June 25, 2027	63.91	67.10	70.46	73.98	78.49	\$132,932.80 – \$163,248.80
	5,112.80	5,368.00	5,636.40	5,918.00	6,278.80	

Section 5. Appendix One of the Compensation Ordinance is hereby amended by retitling the following classifications, effective October 17, 2025:

	Job Code No.	Job Code Title
From:	002804	Sheriff's Records & Identification Manager
To:	002804	Sheriff's Operations Support Manager
From:	002722	Sheriff's Detention Processing Assistant Manager
To:	002722	Sheriff's Operations Support Assistant Manager

Section 6. Appendix One of the Compensation Ordinance is hereby amended by designating the following job codes/classifications as "Terminal" effective October 17, 2025:

Job Code No.	Job Code Title
002737	Sheriff's Licensing Manager (T)
002727	Sheriff's Detention Processing Manager (T)

Section 7. Appendix Two of the Compensation Ordinance shall be amended to adjust compensation for job codes/classifications listed in Attachment A for market adjustments.

Upon adoption of this ordinance by the Board of Supervisors, in lieu of reissuing pay warrants a one-time payment shall be issued to employees representing the identified market adjustments for the period of June 27, 2025 through September 18, 2025. This one-time payment shall be issued within two pay periods of adoption of this ordinance by the Board of Supervisors.

Section 8. Section 1.4.14 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.4.14: SALARY ADVANCEMENT WITHIN RANGE FOR DEPUTY COUNTY COUNSEL CLASSES

(a) Annual Salary Advancement Based Upon Performance Standards.

- (1) The appointing authority will determine, on an annual basis, whether to grant an hourly wage rate increased based upon the demonstrated satisfactory performance and achievement of goals of employees in the Deputy County Counsel, Senior Deputy County Counsel, Principal Deputy County Counsel, and Supervising Deputy County Counsel classes.
- (2) An employee in the above listed classifications shall be eligible, on an annual basis, for the appointing authority to determine whether to grant a five percent (5%) hourly wage rate increase not to exceed the maximum rate within the range of this classification.

(b) Salary Increases Based Upon Demonstrated Merit

- (1) Eligibility for Meritorious Salary Adjustment. An employee serving in any of the classifications named in (a) (1) above is eligible for consideration of a meritorious salary adjustment increase in their hourly rate, not to exceed the maximum wage rate set for the salary range for the respective classification as described in the Salary Schedule
- (2) Performance Based Standards Applicable to Meritorious Salary Adjustment.
 - (a) The amount of a meritorious-based salary adjustment will be determined by the appointing authority based upon the employee's performance and achievement of goals pursuant to the Performance Based Criteria established by the appointing authority. This determination will be based upon a review of the employee's performance appraisals, established goals, legal professional experience, and type of duties assigned to the employee. The type of duties will include consideration of the difficulty of assignments/cases, team leader duties, and supervisory/management responsibilities.
 - (b) The appointing authority shall consider recommendations for a Meritorious Salary Adjustment made directly by the employee, the employee's immediate supervisor, or other supervisor in their reporting relationship to the appointing authority after completion of the annual performance appraisal. The appointing authority may also consider recommendations for Meritorious Salary Adjustments at other times during the year.
 - (c) The appointing authority shall notify employees of the names and dates of the employees receiving Meritorious Salary Adjustments at or about the time of the adjustment. At the

request of the employee, the appointing authority will meet with the employee to discuss the reasons why they did not receive such an adjustment.

Section 9. Section 2.1.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.6: LUMP SUM PAYMENT FOR FISCAL YEARS 2025-2028.

A one-time lump sum payment of \$1,000 (one thousand dollars) in year one (FY 2025-2026), \$500 (five hundred dollars) in year two (FY 2026-2027), and \$250 (two hundred fifty dollars) in year three (FY 2027-2028) will be paid to eligible employee's contingent upon a change to the County's Reserve Policy which provides additional one-time funds.

This payment will be for all eligible regular employees who have paid service during Fiscal Year 2024-2025. The first payment will be made within two pay periods after the effective date of the Board of Supervisors changed reserve policy. 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.

The second and third-year payments will be made in payroll 02 of that year. For 2026-2027, the second paycheck date is July 31, 2026. For 2027-2028, the second paycheck date is July 30, 2027. 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: AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PR, PS, RN, SS, SW, and UM.

Section 10. Subsection (d) and (e) of Section 2.1.19 of the Compensation Ordinance is hereby amended to read as follows:

Section 2.1.19: RETENTION INCENTIVE PROGRAM.

(a) Employees in classes designated DS or SM:

- (i) Effective June 21, 2019: all regular employees who have 20 years of service with the County of San Diego shall receive a 2.5% retention incentive premium.

Effective June 18, 2021: the retention incentive premium will be increased to 5%.

- (ii) Effective for all "new members", as defined by Government Code section 7522.04(f), hired into DS or SM bargaining units on or after implementation of Safety Tier D, shall receive an additional retention premium of 5% at 25 years of service with the County of San Diego.

(b) Employees in classes designated PO:

- (i) Effective September 8, 2023: all regular employees who have 20 years of service with the County of San Diego shall receive a 2.5% retention incentive premium.

(c) Employees in classes designated SO:

- (i) Effective September 22, 2023: all regular employees who have 20 years of service with the County of San Diego shall receive a 2.5% retention incentive premium.

(d) Employees in classes designated CE, CEM, EM, MA, NA, NE, NM, NR or UM:

- (i) Effective July 1, 2022: all regular employees enrolled in General Tier D retirement who have 20 years of service with the County of San Diego shall receive a 5% retention incentive premium.

- (ii) Effective July 1, 2022: all regular employees enrolled in General Tier D retirement who have 25 years of service with the County of San Diego shall receive an increase of 5% to the retention incentive premium for a total of 10%.
- (iii) Effective for all “new members”, as defined by Government Code section 7522.04(f), hired into CE, CEM, EM, MA, NA, NE, NM, NR or UM bargaining units.
- (e) Employees in classes designated AE, AM, AS, CC, CL, CM, CR, CS, DA, FS, HS, MM, PD, PM, PR, PS, RN, SS, or SW:
 - (i) All employees enrolled in General Tier D retirement (established July 1, 2018), will receive a retention premium of 2.5% for 15 years of service with the County of San Diego and an additional 2.5% for 20 years of service with the County of San Diego and an additional 5% for 25 years of service with the County of San Diego.
 - (ii) Effective for all “new members”, as defined by Government Code section 7522.04(f), hired into AE, AM, AS, CC, CL, CM, CR, CS, DA, FS, HS, MM, PD, PM, PR, PS, RN, SS, or SW bargaining units.

Section 11. Section 3.54 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 3.5.4: SEVERANCE PAY. An employee in the Unclassified Service may be eligible to receive severance pay, upon approval of the Chief Administrative Officer or, in the case of Board appointed Executive Management positions, the Board of Supervisors where the Chief Administrative Officer or the Board, where it involves a Board appointed Executive Manager, determine it is in the County’s best interest or where the employment is terminated by the County and the employee resigns in lieu of termination. The severance benefits are conditioned on the employee entering into an enforceable and irrevocable general release in favor of the County and all affiliates within 30 days following the end of the employee’s employment with the County. However, no severance pay may be offered or paid if terminated, or where there is a resignation in lieu of termination, is for reasons of malfeasance in office or conviction of a crime involving moral turpitude.

Section 12. Subsection (b) of Section 4.2.21 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.21: PROFESSIONAL TIME OFF.

- (b) Employees in Classes Designated CC and CS.
 - (1) General. At the discretion of the County Counsel and in accordance with the standards issued on November 17, 2003, as interpreted by memoranda dated May 12, 2004 and April 18, 2005, an employee may be granted professional time off (PTO) not to exceed a maximum of two hundred and forty (240) hours per fiscal year. The decision on whether to grant Professional Time Off shall be based on the guidelines applicable to PTO, and shall take into account an employee’s overall workload involving assigned projects and cases. In addition to the above referenced guidelines applicable to PTO, Professional Time Off is subject to the following conditions:
 - (2) Conditions.
 - (a) Requests for PTO must be submitted on the Office’s Leave of Absence slip and acted upon by the Appointing Authority (or his designee) prior to the commencement of the requested leave.
 - (b) PTO shall be limited to a maximum of two hundred and forty (240) available hours each fiscal year.
 - (c) PTO shall be limited to increments of full workdays.
 - (d) PTO has no cash value and is ineligible for terminal payoff.

Section 13. 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, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PR, PS, RN, SS, SW, and UM.

Section 14. Subsection (d) of Section 4.3.11 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.3.11: VOLUNTARY TIME OFF.

- (a) Definition. Notwithstanding any other provision of this article, the appointing authority may for good cause grant an eligible permanent or probationary employee a voluntary leave of absence without pay with right to return to the same position. The employee's request for voluntary time off pursuant to this section shall be for the personal reasons of the employee to handle his or her personal affairs.
- (b) Conditions. Voluntary time off (VTO) is subject to the following conditions:
 - (1) Shall be taken in increments of one full-hour for all eligible employees.
 - (2) Credits toward sick leave, vacation, retirement, and holiday eligibility shall accrue as though the employee were on paid status. With respect to employees eligible to receive retirement benefits under Tier I, Tier II, Tier A and Tier B, credits toward retirement shall accrue as though the employee were on paid status. The County shall pay for each employee the required retirement contribution consisting of the County's required contribution and the employee's required contribution. The County's payment of the employee's required contribution shall include the County's retirement contribution offset calculated pursuant to the provisions of Article 5.6 of the County Compensation Ordinance. Employees eligible to receive retirement benefits under Tier C (County Compensation Ordinance Section 5.6.1(3)(g)) shall not accrue retirement credits while on VTO.
 - (3) Shall apply toward time in service for step advancement, completion of probation, and toward seniority for purposes of layoff.
 - (4) Shall be granted without requiring employees to first use accumulated vacation and compensatory time off.
 - (5) Shall be available only to employees who are on paid status the entire workday immediately before as well as immediately after time taken off.
 - (6) Shall not be available to employees on other leave without pay, nor shall it be used in combination with paid leave which must be exhausted prior to commencing other leave without pay.
 - (7) Voluntary time off authorized per biweekly pay period shall not exceed one-half of the employee's total number of authorized hours for the biweekly pay period and, VTO shall not be used in more than two consecutive pay periods at a time.
- (c) Eligibility. Employees in classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, DS, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PO, PR, PS, RN, SM, SO, SS, SW and UM are eligible for participation in this program of voluntary time off.
- (d) Duration. This section shall only be operative through:
 - (1) June 24, 2028 for classes designated AE, AM, AS, CC, CE, CEM, CL, CM, CR, CS, DA, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PR, PS, RN, SO, SS SW and UM;
 - (2) June 23, 2026 for classes designated DI, DM, DS, PO, SM, and SO.

at that time, is repealed unless otherwise extended by ordinance action of the Board of Supervisors.

Section 15. 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.

- (d) County Contributions Toward Flexible Benefit Plan. Insurance premium costs shall be borne by the employee excepting that the County shall make the following contribution toward the Flexible Benefits Plan (which includes health insurance). The employee's insurance premium costs will be reduced by the amount the employee elects to distribute to their insurance premium costs from the County's contribution toward the Flexible Benefits Plan. The County's contribution toward the Flexible Benefits Plan shall be:

- (11) Employees in classes designated CC or CS under the CC Benefit Program.

<u>Effective January 1, 2025:</u>	<u>Monthly</u>
Employee Only	\$ 898.00
Employee + 1 Dependent	1,323.00
Employee + 2 or More Dependents	1,906.00
<u>Effective January 1, 2026 (6% increase):</u>	<u>Monthly</u>
Employee Only	\$ 952.00
Employee + 1 Dependent	1,402.00
Employee + 2 or More Dependents	2,020.00
<u>Effective January 1, 2027 (6% increase):</u>	<u>Monthly</u>
Employee Only	\$ 1,009.00
Employee + 1 Dependent	1,486.00
Employee + 2 or More Dependents	2,141.00
<u>Effective January 1, 2028 (6% increase):</u>	<u>Monthly</u>
Employee Only	\$ 1,070.00
Employee + 1 Dependent	1,575.00
Employee + 2 or More Dependents	2,269.00

Section 16. Effective Dates. Sections 1-15 shall take effect upon 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 17. Operative Dates. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	September 19, 2025 June 26, 2026 June 25, 2027
Sections 2-3	October 17, 2025
Section 4	September 19, 2025 October 17, 2025 June 26, 2026 June 25, 2027
Sections 5-6	October 17, 2025
Section 7	October 17, 2025 June 26, 2026

	June 25, 2027
Sections 8-14	September 19, 2025
Section 15	January 1, 2026 January 1, 2027 January 1, 2028

APPROVED AS TO FORM AND LEGALITY

David J. Smith, Acting County Counsel

BY: Heather Murray, Senior Deputy County Counsel