

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, MARCH 24, 2026**

MINUTE ORDER NO. 14

**SUBJECT: ADMINISTRATIVE ITEM:
SECOND CONSIDERATION AND ADOPTION OF ORDINANCE:
AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND
ESTABLISHING COMPENSATION RELATED TO THE RATIFIED
TENTATIVE AGREEMENT FOR THE EMPLOYEE BARGAINING UNIT - SO
REPRESENTED BY SAN DIEGO COUNTY SUPERVISING PROBATION
OFFICERS' ASSOCIATION (3/3/2026- First Reading; 3/24/2026- Second Reading,
unless the ordinance is modified on second reading) (DISTRICTS: ALL)**

OVERVIEW

On March 3, 2026 (09) the Board of Supervisors took action to further consider and adopt the Ordinance on March 24, 2026.

Today's actions reflect the compensation changes that have been negotiated with San Diego County Supervising Probation Officers' Association. The County of San Diego (County) reached a ratified tentative agreement for a three-year Memorandum of Agreement (MOA) with San Diego County Supervising Probation Officers' 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 March 24, 2026, staff recommends the Board adopt the ordinance (second reading). If the proposed ordinance is altered on March 24, 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

Approve the adoption of the Ordinances (second reading):

**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.**

If the proposed ordinance(s) are altered on March 24, 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 San Diego County Supervising Probation Officers' 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 will be included in the Fiscal Year 2026-28 CAO Recommended Operational Plan, supported by General Purpose Revenues and various program funding.

in millions		FY26-27	FY27-28	FY28-29
A	Ongoing Base Salary and Benefit Increases	0.56	0.56	0.56
B	Ongoing Market & Range Increases	0.38	0.36	0.30
C	Ongoing Flex Credit Increases	0.04	0.08	0.08
D (A+B+C)	Total Ongoing Cost (incremental)	0.98	1.00	0.94
E	Total One-time Cost	0.13	0.07	0.03
F (D+E)	Total Cost	1.11	1.07	0.98

BUSINESS IMPACT STATEMENT

N/A

ACTION:

ON MOTION of Supervisor Anderson, seconded by Supervisor Montgomery Steppe, the Board of Supervisors took action as recommended, on Consent, adopting Ordinance No. 10989 (N.S), entitled: AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING COMPENSATION.

AYES: Aguirre, Anderson, Lawson-Remer, Montgomery Steppe, Desmond

State of California)
County of San Diego) §

I hereby certify that the foregoing is a full, true and correct copy of the Original entered in the Minutes of the Board of Supervisors.

ANDREW POTTER
Clerk of the Board of Supervisors



Signed
by Andrew Potter

MARCH 24, 2026