

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
THURSDAY, JUNE 25, 2026**

MINUTE ORDER NO. 16

SUBJECT: APPROVE ADJUSTMENT OF COMPENSATION FOR THE CHIEF ADMINISTRATIVE OFFICER (CAO), CLERK OF THE BOARD, AND PROBATION CHIEF AND A-72 WAIVER (DISTRICTS: ALL)

OVERVIEW

The Board of Supervisors completed 2026 performance evaluations for the following Board appointed executives: Chief Administrative Officer (“CAO”), Clerk of the Board, Chief Probation Officer (“Probation Chief”), and In-Home Supportive Services Executive Director. Today's action approves a salary increase for the CAO, Clerk of the Board, and the Probation Chief. In accordance with the employment agreements, timely Board action is needed by June 26, 2026 to implement salary adjustments for the CAO, Clerk of the Board, and Probation Chief following completion of their 2026 performance evaluations.

RECOMMENDATION(S)

CHAIR TERRA LAWSON-REMER

1. Waive Board Policy A-72 Agenda and Related Process, Section 2.C.2.ii, which establishes required timelines for review when preparing a Board Letter.
2. Approve adjustments to the pay for the Chief Administrative Officer (CAO), Clerk of the Board, and Chief Probation Officer (Probation Chief). The compensation for the CAO is set at an hourly rate of \$207.39 effective June 26, 2026. Clerk of the Board is set at an hourly rate of \$119.23 effective June 26, 2026; and compensation for the Probation Chief is set at an hourly rate of \$144.49 effective June 26, 2026.

EQUITY IMPACT STATEMENT

This action is requested to compensate experienced leaders in their respective capacities as CAO, Clerk of the Board, and Probation Chief. The County of San Diego promotes a culture of equity, belonging, and racial justice. We serve the needs of communities with diverse groups including Black, Indigenous, people of Color, LGBTQIA+, people with disabilities, people of low-income, the young, the older, immigrants, refugees and communities that have historically faced inequality and inequity. In addition, the County centers its budgetary efforts on equity through the continued implementation and operationalization of the Budget Equity Assessment Tool. The tool ensures there is a framework to use an equity lens to evaluate the development of the County's budget.

SUSTAINABILITY IMPACT STATEMENT

The County of San Diego is building a sustainable future for all. The County's strategic plan guides County activities to ensure sustainability as it relates to the region's economy, climate, environment, and communities. These collective efforts strengthen communities, ensure accountability, and protect public resources by aligning available resources through services and initiatives.

FISCAL IMPACT

Funds associated with these requests are included in the Fiscal Year 2026-27 CAO Recommended Operational Plan. There will be no change in net General Fund cost and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

ACTION:

Noting for the record that Clerk of the Board of Supervisors Andrew Potter and Chief Administrative Officer Ebony Shelton were not present at the dais for this item; and noting for the record that, prior to the Board taking action, the Assistant Clerk of the Board of Supervisors read a statement into the record regarding the summary of recommendations on the salary and compensation paid in the form of fringe benefits for the Chief Administrative Officer, Clerk of the Board of Supervisors, and Probation Chief; ON MOTION of Supervisor Montgomery Steppe, seconded by Supervisor Lawson-Remer, the Board of Supervisors took action as recommended, on Consent.

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