

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

**MINUTE ORDER NO. 13**

**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 UNITS - DS  
AND SM REPRESENTED BY DEPUTY SHERIFFS' ASSOCIATION OF SAN  
DIEGO COUNTY AND AMENDING A SALARY GRADE (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 (08) 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 Deputy Sheriffs' Association of San Diego County and amending a salary grade. The County of San Diego reached a tentative agreement for a three-year Memorandum of Agreement (MOA) with Deputy Sheriffs' Association of San Diego County

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 DEPUTY SHERIFFS' ASSOCIATION OF SAN DIEGO COUNTY FOR THE DS AND  
SM BARGAINING UNITS AND AMENDING A SALARY GRADE.**

**EQUITY IMPACT STATEMENT**

Today's actions reflect a strong partnership between the County and Deputy Sheriffs' Association of San Diego County, 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 action of amending the Compensation Ordinance aligns with the County'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	18.2	18.2	18.2
B	Ongoing Market & Range Increases	11.7	11.9	7.1
C	Ongoing Flex Credit Increases	1.2	2.4	2.4
D (A+B+C)	Total Ongoing Cost (incremental)	31.1	32.5	27.7
E	Total One-time Cost	4.5	2.2	1.1
F (D+E)	Total Cost	35.6	34.7	28.8

**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. 10988 (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