

Executive Summary
May 19, 2026

Compensation Ordinance		
ACTION	SECTION	COMMENTS
AMENDS APPENDIX ONE	SECTION 1 Amends Appendix One of the Compensation Ordinance	This section is amended by establishing compensation which provides wage increases for DI and DM bargaining units: Across the board changes: Fiscal Year 2026-2027: 3% wage increase effective June 26, 2026 Fiscal Year 2027-2028: 3% wage increase effective June 25, 2027 Fiscal Year 2028-2029: 3% wage increase effective June 23, 2028
AMENDS APPENDIX ONE	SECTION 2 Amends Appendix One of the Compensation Ordinance	This action provides the job classes in DI and DM bargaining units with a 2% market adjustment effective June 25, 2027, and June 23, 2028.
AMENDS SECTION 1.6.2	SECTIONS 3 - 4 Amends Section 1.6.2	This action removes DI and DM bargaining units from the section, Exclusion of Leave from Hours Worked for Overtime Purposes. This action also establishes the bargaining unit DI and DM in the section, Hours Counted as Time Worked for Overtime Purposes.
ADDS SECTION 1.7.47	SECTION 5 Adds Section 1.7.47	This action provides an Environmental Prosecution Unit Premium of \$100.00 biweekly to employees above their regular base rate for eligible classes designated DI and DM.
AMENDS SECTION 1.9.2	SECTION 6 Amends Section 1.9.2	This action increases the bilingual premium for eligible employees in classes designated as DI and DM from \$50.00 biweekly to \$100.00 biweekly for Class A and \$25.00 biweekly to \$50.00 biweekly for Class B.
AMENDS SECTION 1.12.7	SECTION 7 Amends Section 1.12.7	This action increases the Education and POST Certificate Bonus from 9.5% to 11% above the base hourly wage rate for classes designated DI and DM.
AMENDS SECTION 2.1.7	SECTION 8 Amends Section 2.1.7	This action provides lump sum payments over three fiscal years for classes in bargaining units DI and DM.
AMENDS SECTION 2.1.19	SECTION 9 Amends Section 2.1.19	This action amends the Retention Incentive Program to add bargaining units DI and DM to provide a five percent (5%) retention premium to regular employees with 20 years of combined service with the County of San Diego and other public law enforcement agencies.

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ACTION	SECTION	COMMENTS
AMENDS SECTION 4.2.28	SECTION 10 Amends Section 4.2.28	This action amends Paid Emergency Leave for bargaining units designated as DI and DM.
AMENDS SECTION 5.1.6	SECTION 11 Amends Section 5.1.6	This action increases the flexible benefit plan for eligible classifications, effective January 1, 2027, January 1, 2028, and January 1, 2029.