

ORDINANCE NO. 11003 (NEW SERIES)

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING
COMPENSATION RELATING TO ADMINISTRATIVE ACTIONS AND THE RATIFIED TENTATIVE
AGREEMENT WITH THE SAN DIEGO COUNTY PROBATION OFFICERS' ASSOCIATION FOR THE PO
BARGAINING UNIT**

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

Section 1. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for job codes/classifications designated PO as follows:

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

Effective on June 26, 2026, a 5% top step will be added to the following classifications: Deputy Probation Officer (005065), and Senior Probation Officer (005090). All eligible employees that have over one year at the current top step (step anniversary date) will automatically move to the new top step.

Effective on June 23, 2028, a 5% top step will be added to the following classification: Senior Probation Officer (005090). All eligible employees that have over one year at the current top step (step anniversary date) will automatically move to the new top step.

Section 2. Appendix One of the Compensation Ordinance shall be amended to establish compensation based on market adjustments for job codes/classifications designated as PO:

Fiscal Year 2028-2029: 0.5% market adjustment effective June 23, 2028

Section 3. Appendix One of the Compensation Ordinance is hereby amended by amending certain characteristics of the following job classification in the Unclassified Service, effective July 10, 2026:

Job Code No.	Job Code Title	Vari Entry	O/T	Rep Stat	Bene Prog
000249	Special Assistant, County Assessor	Y	X	NE	UCL

Section 4. Appendix One of the Compensation Ordinance shall be amended the salary grades for the following job classifications in the Unclassified Service, effective June 26, 2026:

Job Code - Classification	Salary Grades	Effective Dates	Approx. Annual Salary Minimum - Maximum
000260 - Undersheriff	NE 009	June 26, 2026	\$289,432.00 - \$372,673.60

Section 5. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for job code/classification designated SO:

Effective on June 23, 2028, a 5% top step will be added to the following classification: Supervising Probation Officer (005115). All eligible employees that have over one year at the current top step (step anniversary date) will automatically move to the new top step.

Section 6. Subsection (g)(3)(c) and (d) of Section 1.6.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.6.2: OVERTIME AND FLSA/NON-FLSA COMPENSATORY TIME.

(g) Method of Calculation.

- (1) Recording and Authorization. Overtime shall be recorded in units of hours and tenths of hours. Overtime must be for work ordered or approved in advance by the appointing authority. The appointing authority shall keep current records of each instance of overtime worked, the reason therefore, by whom authorized, and the date and duration of compensatory time off allowed and/or cash compensation paid.
- (2) More Than One Class. Overtime earned by an employee who is employed in more than one class shall be computed in the manner provided in this section for each class separately.
- (3) Exclusion of Leave from Hours Actually Worked for Overtime Purposes.
 - (a) Classes Designated AE, CL, DI, DM, FS, HS, MM, PR, PS, RN, SW and SS. Any absence including, but not limited to, paid sick leave, disability leave, bereavement leave, vacation, holiday, jury duty, reporting for a draft board, compensatory time off or the investigation, preparation or presentation of a grievance, or other release time granted for an employee to engage in lawful employee organization activity, or unpaid work furlough or any other paid or unpaid time off which may be infrequent, sporadic or unpredictable, shall not be counted as hours actually worked during a work period when establishing eligibility for any type of overtime compensation. (MM classes listed in the chart above are eligible for Holidays to count as time worked (See chart: 1.6.2(g)(4)(f) below: Hours Counted as Hours Worked for Overtime Purposes Non-Exempt Employees.)
 - (b) Classes Designated CM and CR. Any absence including, but not limited to, paid sick leave, disability leave, bereavement leave, vacation, jury duty, reporting for a draft board, compensatory time off or the investigation, preparation or presentation of a grievance, or other release time granted for an employee to engage in lawful employee organization activity, or unpaid work furlough or any other paid or unpaid time off which may be infrequent, sporadic or unpredictable, shall not be counted as hours actually worked during a work period when establishing eligibility for any type of overtime compensation.
 - (c) Classes Designated PO. Any absence including, but not limited to, paid sick leave, disability leave, bereavement leave, vacation, jury duty, reporting for a draft board, compensatory time off, or unpaid work furlough or any other paid or unpaid time-off which may be infrequent, sporadic or unpredictable shall not be counted as hours actually worked during a work period when establishing eligibility for any type of overtime compensation.
 - (d) Classes Designated SO. Any absence including, but not limited to, paid sick leave, disability leave, bereavement leave, vacation, holiday, jury duty, reporting for a draft board, compensatory time off, or unpaid work furlough or any other paid or unpaid time-off which may be infrequent, sporadic or unpredictable shall not be counted as hours actually worked during a work period when establishing eligibility for any type of overtime compensation.

Section 7. Subsection 4 (b) and 4 (e) of Section 1.6.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.6.2: OVERTIME AND FLSA/NON-FLSA COMPENSATORY TIME.

- (4) Hours Counted as Time Worked for Overtime Purposes.
 - (a) For employees in classes designated CE, CEM, MA, NA, NS paid leave, holidays and compensatory time off shall count as hours worked for overtime purposes.
 - (b) For employees in classes designated PO, holiday, investigation, preparation or presentation of a grievance and authorized release time for negotiations shall count as hours worked for overtime purposes.
 - (c) For employees in classes designated SO, investigation, preparation or presentation of a grievance and authorized release time for negotiations shall count as hours worked for overtime purposes.

- (d) For employees in classes designated DS, sick leave, bereavement leave, vacation, and holidays, compensatory time off and any other paid time off shall count as hours worked for overtime purposes.
- (e) For employees in classes designated CM or CR, and for classes 7069 - Wastewater Plant Operator III, 5885 - Building Maintenance Supervisor, 5900 - Sheriff's Supervising Heli/Air Mechanic, 6163 - Sr. Electronic Security & Systems Technician, 6149 - Telecommunications Technician III, holidays shall count as hours worked for overtime purposes.
- (f) The following shall count as hours worked for overtime purposes for nonexempt employees in classes designated below:

Hours Counted as Time Worked for Overtime Purposes For Nonexempt Employees					
	PO	SO	CM	CR	MM (Designated Classed Only) 5885 Building Maintenance Supervisor 5900 Sheriff's Supv Heli/Air Mech 6163 Sr Electronic Security & Sys Tech 6149 Telecommunications Tech III 7069 Wastewater Plant Operator III
Holidays	√		√	√	√
Grievance (Investigation, Preparation, Presentation)	√	√			
Negotiations (Authorized Release Time)	√	√			

Section 8. Subsection 4 (i) of Section 1.6.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.6.2: OVERTIME AND FLSA/NON-FLSA COMPENSATORY TIME.

(i) Accrual Limits.

- (1) To the extent the appointing authority authorized overtime and an employee is allowed to accrue and accumulate compensatory time off, such accumulation shall be limited to the following maximum number of hours at the beginning of any biweekly pay period:

Maximum Accrual Limit				
Overtime Code	Eligible Classes	FLSA	Non-FLSA	Floating Holiday
Classes designated "N" Nonexempt (FLSA Overtime)	AE, CE, CEM ^(c) , CL, CM, CR, FS, HS, MA ^(c) , MM ^(c) , NA ^(c) , NS, PR ^(c) , PS, RN, SO, SS, SW	120	40	24
	PO	160	40	24
	MM Classes: 006342 (Sr Park Ranger), 006343 (Supv Park Ranger) and PS Class: 006332 (Park Ranger)	120	64	24
	DS	120	40	25.5
	DI, DM ^(a)	160		NA
Classes designated "E" Exempt (Straight Cash or Comp)	CEM ^(c) , MA ^(c) , MM ^(c) , PR ^(c)	N/A	40	24
	SM	N/A	N/A	25.5
	AM, AS, DA, PD, PM ^(b)	N/A	N/A	24
	CC, CS	N/A	200	24

Maximum Accrual Limit				
Overtime Code	Eligible Classes	FLSA	Non-FLSA	Floating Holiday
Classes designated "X" Exempt (Not Elig for Overtime)	CEM ^(c) , EM, MA ^(c) , NA ^(c) , NE, NM, UM	N/A	N/A	24
<u>Notes:</u> N/A = Classifications in that union code cannot accrue hours in that comp time bucket. (a) DI and DM have their comp time balances placed into a consolidated bucket which has a total limit of 160 Comp Time hours. Employees who have accumulated compensatory time off balances in excess of 160 hours shall be paid in cash for FLSA overtime actually worked in excess of the authorized 160 hours. (b) <u>Exception:</u> Classes designated AM, AS, DA, PD and PM were reassigned to OT Code "X" from "E" on July 1, 2001. Employees with existing (Non-FLSA) comp time balances at that time were allowed to retain their comp time hours. (c) Job Codes/Classifications in this Union Code may have an E, N, or X Overtime Code. You should verify you are using the correct row of information.				

(2) Balances Exceeding Compensatory Time Limits.

- (a) Balances at the beginning of any pay period which exceed the accrual limits above will automatically be reduced to the maximum accrual limit unless specified otherwise below or in Subsection 1.6.2(k) (Portability and Cash Pay Down of Compensatory Time Balances) below.
- (b) Notwithstanding the above, employees in classes designated AM, AS, DA, PD and PM shall retain all Compensatory Time balances earned prior to July 1, 2001.

(3) FLSA/Non-FLSA Overtime Hours.

- (a) Employees who have accumulated FLSA Compensatory time off that reach one hundred sixty (160) hours shall be paid cash for overtime actually worked over the maximum FLSA compensatory time balance of one hundred sixty (160) hours.

Eligible Classes: Classes designated PO.

- (b) Employees who have accumulated FLSA Compensatory time off that reach one hundred twenty (120) hours shall be paid cash for overtime actually worked over the maximum FLSA compensatory time balance of one hundred twenty (120) hours.

Eligible Classes: Classes designated AE, CL, CM, CR, DS, FS, HS, MM, PR, PS, RN, SO, SS and SW.

- (c) Employees who transfer for any reason other than discipline or demote in lieu of layoff to a classification whose maximum allowable accumulation of compensatory time off is less than one hundred twenty (120) FLSA hours and (40) Non-FLSA hours, such employee shall be given a one year period after such transfer or demotion to reduce accumulated FLSA compensatory time off to the lower accumulation, notwithstanding Subsection 1.6.2(k) (Portability and Cash Pay Down of Compensatory Time Balances) below.

Eligible Classes: Classes designated AE, CL, CM, CR, FS, HS, MM, PR, PS, RN and SS.

- (d) Non-FLSA Overtime Hours. When CC and CS employees in eligible classes are allowed to accumulate compensatory time off such accrual shall be limited to a maximum of two hundred (200) hours at the beginning of any payroll period. Balances which exceed two hundred (200) hours will automatically be reduced to two hundred (200) hours.

(j) Non-FLSA Compensatory Time Accumulation.

- (1) Employees in classes designated DS, AE, CE, CEM, CL, CM, CR, FS, HS, MA, MM, NA, PO, PR, PS, RN, SO, SS and SW, designated "N" can accumulate a maximum of forty (40) hours of non-FLSA compensatory time off. The employee shall not be required to take off or be paid for such hours. Any non-FLSA compensatory time accumulated shall be accounted for separately from FLSA compensatory time. For employees in classes designated DS who have been authorized to use compensatory time, the time off shall be deducted first from employee's non-FLSA compensatory time accumulation balances.
- (2) Employees in classes designated DS who have non-FLSA compensatory time in excess of the maximum allowable (40 hours) as of March 31, 2006, and classes designated AE, CE, CEM, CL, CM, CR, FS, HS, MA, MM, PO, PR, PS, RN, SO, SS and SW, shall have until June 30, 2008, to bring accumulation balances to forty (40) hours. Failure to do so will result in the loss of non-FLSA compensatory hours in excess of forty (40) hours.

Section 9. Section 1.7.32 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.7.32 ARMED UNIT DIFFERENTIAL.

(a) For eligible classes designated PO.

1. Eligible classes designated PO who are assigned to a position in an Armed Unit that requires the carrying of a firearm shall be paid five percent (5%) higher than their hourly rate. This premium shall be paid for time worked only and shall not apply towards terminal payoff.
2. Effective June 25, 2027, the former rate of five percent (5%) will increase to a total of six percent (6%).
3. Effective June 23, 2028, the former rate of six percent (6%) will increase to a total of seven- and one-half percent (7.5%).

Eligible Classes:

005065 Deputy Probation Officer
005090 Senior Probation Officer

(b) For eligible class designated SO.

1. Eligible class designated SO who are assigned to a position in an Armed Unit that requires the carrying of a firearm shall be paid five percent (5%) higher than their hourly rate. This premium shall be paid for time worked only and shall not apply towards terminal payoff.
2. Effective June 23, 2028, the former rate of five percent (5%) will increase to a total of six percent (6%).

Eligible Class:

005115 Supervising Probation Officer

- (c) These premiums are not compounded. Each percentage is applied to the employee's base hourly rate only on the effective date established above.

Section 10. Section 1.7.46 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.7.46: K9 PREMIUM. This premium will only be provided to employees assigned to the K9 unit as designated by the appointing authority. The K9 Premium is specifically designated for those employees whose principal assignment is the K9 unit.

1. **Eligible employees in bargaining unit DS.** These employees shall receive additional compensation at a rate of five percent (5%) above their regular base rate. This premium shall not apply toward terminal payoff. The premium provided to employees in the K9 unit shall not be considered a permanent form of additional compensation. The selection and specific number of K9 unit employees designated to receive the K9 Premium will be dependent on organizational needs as determined by the appointing authority or designee.
2. **Eligible employees in bargaining unit PO.** These employees shall receive additional compensation at a rate of two and a half percent (2.5%) above their regular base rate. This premium shall not apply toward terminal payoff. The

premium provided to employees in the K9 unit shall not be considered a permanent form of additional compensation. The selection and specific number of K9 unit employees designated to receive the K9 Premium will be dependent on organizational needs as determined by the appointing authority or designee.

Section 11. Section 1.9.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.9.2: BILINGUAL PREMIUMS.

- (a) **Bilingual Premium (General).** Upon assignment to a position which has been determined to require bilingual skills, a qualified employee is entitled to receive bilingual premium. On recommendation of the appointing authority, the Director may approve payment of Class A or Class B bilingual premium to an employee assigned to a position designated as requiring a Class A or Class B bilingual employee and where qualifications have been determined by the Director. Employees may only receive one bilingual premium at a time. In order to ensure adequate level of bilingual proficiency, the Department of Human Resources may require periodic evaluation of incumbents receiving bilingual premium.

Class A: The rate for Class A bilingual skill is sixty dollars (\$60) biweekly; seventy-five cents (\$0.75) per hour for eighty (80) hours of paid service – thereafter, the FLSA regular rate for overtime shall apply. To qualify for this rate, the employee must be assigned to a position designated as requiring bilingual skills fifty percent (50%) or more of the time or forty (40) hours or more in an eighty (80) hour biweekly pay period or to a position designated as requiring technical bilingual skills (reading, writing, translation). This fifty percent (50%) usage requirement shall mean the actual time spent conversing or interpreting in a second language.

Class B: The rate of Class B bilingual skills is thirty dollars (\$30) biweekly; thirty-seven and one-half cents (\$0.375) per hour for eighty (80) hours of paid service – thereafter, the FLSA regular rate for overtime shall apply. To qualify for this rate, the employee must be assigned to a position designated as requiring bilingual skills less than fifty percent (50%) of the time or thirty-nine (39) hours or less in an 80-hour biweekly pay period. This fifty percent (50%) or less usage requirement shall mean the actual time spent conversing or interpreting in a second language.

Eligible Classes:

Classes designated AE, CL, CM, CR, FS, MM, PR, PS, SS, HS, RN, and
005225 Human Services Control Specialist

For purposes of terminal pay, bilingual premium shall not be computed in the employee's base wage rate.

- (b) **Protective Services Supervisor (005259) Spanish Retention Bilingual Premium.**

- (1) The appointing authority may assign a Protective Services Supervisor to perform Spanish bilingual duties in child protective services positions in the Children's Services Bureau which have been identified and designated as requiring Spanish bilingual skills. The Health & Human Services Agency will recommend the effective date for Spanish bilingual pay as the date the employee is assigned such duties or passes the Spanish bilingual proficiency test, whichever is later. In order to ensure an adequate level of Spanish bilingual proficiency, the Director, Department of Human Resources, may require periodic evaluation of incumbents receiving the premium.

Class A: The rate for Class A Spanish bilingual skills is seventy-two dollars (\$72) biweekly; ninety cents (\$0.90) per hour for eighty (80) hours of paid service – thereafter, the FLSA regular rate for overtime shall apply. To qualify for this rate, the employee must be assigned to a position designated as requiring Spanish bilingual skills fifty percent (50%) or more of the time or forty (40) hours or more in an eighty (80) hour biweekly pay period, or to a position designated as requiring technical Spanish bilingual skills (reading, writing and translation). The fifty percent (50%) usage requirement shall mean the actual time spent conversing or interpreting in the Spanish language.

Class B: The rate of Class B Spanish bilingual skills is forty dollars (\$40) biweekly; fifty cents (\$0.50) per hour for eighty (80) hours of paid service – thereafter, the FLSA regular rate for overtime shall apply. To qualify for this rate, the employee must be assigned to a position designated as requiring Spanish bilingual skills less than fifty percent (50%) of the time or thirty-nine (39) or less hours in an eighty (80) hour biweekly pay period. This fifty percent (50%) usage requirement shall mean the actual time spent conversing or interpreting in the Spanish language.

Employees in designated classes eligible to receive this premium shall not also be eligible to receive the Bilingual Premium contained in (a) above.

For purposes of terminal pay, this Spanish bilingual premium shall not be computed in the employee's base wage rate.

- (c) **Retention/Recruitment Bilingual Premium (All languages).** The appointing authority may assign a qualified employee to perform bilingual duties in positions which have been identified and designated as requiring such bilingual skills. The Agency will recommend the effective date for bilingual pay as the date the employee is assigned such duties, or passes the bilingual proficiency test, whichever is later. In order to ensure an adequate level of bilingual proficiency, the Director, Department of Human Resources, may require periodic evaluation of incumbents receiving the premium.

Class A: The rate for Class A bilingual skills is ninety dollars (\$90) biweekly; one dollar and twelve and a half cents (\$1.125) per hour for eighty (80) hours of paid service - thereafter, the FLSA regular rate for overtime shall apply. To qualify for this rate, the employee must be assigned to a position designated as requiring bilingual skills fifty percent (50%) or more of the time or forty (40) hours or more in an 80-hour biweekly pay period, or to a position designated as requiring technical bilingual skills (reading, writing translation). The fifty percent (50%) usage requirement shall mean the actual time spent conversing or interpreting in a second language.

Class B: The rate of Class B bilingual skills is forty-five dollars (\$45) biweekly; \$0.5625 per hour for eighty (80) hours of paid service - thereafter, the FLSA regular rate for overtime shall apply. To qualify for this rate, the employee must be assigned to a position designated as requiring bilingual skills less than fifty percent (50%) of the time or thirty-nine (39) hours or less in an 80-hour biweekly pay period. This fifty percent (50%) usage requirement shall mean the actual time spent conversing or interpreting in a second language.

Eligible Classes:

005223	Human Services Specialist
004911	Social Services Aide
004913	Protective Services Assistant

For purposes of terminal pay, bilingual premium shall not be computed in the employee's base wage rate.

- (d) **Bilingual Premium (Protective Service Worker/Social Worker Recruitment/Retention).** The appointing authority may assign a qualified employee to perform bilingual duties in child welfare services and social worker positions which have been identified and designated as requiring bilingual skills. The Health & Human Services Agency will recommend the effective date for bilingual pay as the date the employee is assigned such duties or passes the bilingual proficiency test, whichever is later. In order to ensure an adequate level of bilingual proficiency, the Director, Department of Human Resources, may require periodic evaluation of incumbents receiving the premium.

Class A: The rate for Class A bilingual skills is one hundred thirty-five dollars (\$135) biweekly; \$1.6875 per hour for eighty (80) hours of paid service - thereafter, the FLSA regular rate for overtime shall apply. To qualify for this rate, the employee must be assigned to a position designated as requiring bilingual skills fifty percent (50%) or more of the time or forty (40) hours or more in an 80-hour biweekly pay period, or to a position designated as requiring technical bilingual skills (reading, writing and translation). The fifty percent

(50%) usage requirement shall mean the actual time spent conversing or interpreting in a second language.

Class B: The rate of Class B bilingual skills is sixty-seven dollars and fifty cents (\$67.50) biweekly; \$0.84375 per hour for eighty (80) hours of paid service - thereafter, the FLSA regular rate for overtime shall apply. To qualify for this rate, the employee must be assigned to a position designated as requiring bilingual skills less than fifty percent (50%) of the time or thirty-nine (39) or less hours in an 80-hour biweekly pay period. This fifty percent usage requirement shall mean the actual time spent conversing or interpreting in a second language.

Eligible Classes:

005254	Senior Protective Services Worker
005253	Protective Services Worker
005261	Health Services Social Worker
005260	Social Worker III
005265	Social Worker II
005235	Social Worker I

For purposes of terminal pay, this bilingual premium shall not be computed in the employee's base wage rate.

- (e) Deputy Sheriff Bilingual Premiums. For classes designated DS the appointing authority may require a qualified employee to perform bilingual duties in positions which have been identified and designated as requiring such bilingual skills. In order to ensure an adequate level of bilingual proficiency, the Director, Department of Human Resources, may require periodic evaluation of incumbents receiving bilingual premium.

Class A: The rate for Class A bilingual skills is \$100.00 biweekly, based on \$1.18/hour for an eighty-five (85) hour standard work period. Thereafter, the FLSA regular rate for overtime shall apply. To qualify for this rate, the employee must be assigned to a position designated as requiring bilingual skills.

For purposes of terminal pay, the bilingual premium shall not be computed in the employee's base wage rate.

- (f) District Attorney Investigator Bilingual Premiums. For employees in classes designated DI and DM, the appointing authority may require a qualified employee to perform bilingual duties in positions which have been identified and designated as requiring such bilingual skills. In order to ensure an adequate level of bilingual proficiency, the Director, Department of Human Resources may require periodic evaluation of incumbents receiving bilingual premium.

Class A: The rate for Class A bilingual skills is fifty dollars (\$50.00) biweekly; \$0.625 per hour for eighty (80) hours of paid service – thereafter, the FLSA regular rate for overtime shall apply. To qualify for this rate, the employee must be assigned to a position designated as requiring bilingual skills fifty percent (50%) or more of the time or forty (40) hours or more in an eighty (80) hour biweekly pay period or to a position designated as requiring technical bilingual skills (reading, writing, translation). This fifty percent (50%) usage requirement shall mean the actual time spent conversing or interpreting in a second language.

Class B: The rate for Class B bilingual skills is twenty-five dollars (\$25.00) biweekly; \$0.3125 per hour for eighty (80) hours of paid service – thereafter, the FLSA regular rate for overtime shall apply. To qualify for this rate, the employee must be assigned to a position designated as requiring bilingual skills less than fifty percent (50%) of the time or thirty-nine (39) hours or less in an eighty (80) hour biweekly pay period. This fifty percent (50%) or less usage requirement shall mean the actual time spent conversing or interpreting in a second language.

For purposes of terminal pay, bilingual premium shall not be computed in the employee's base wage rate.

- (g) Probation Officers Bilingual Premiums. For employees in classes designated PO, the appointing authority may require a qualified employee to perform bilingual duties in positions which have been identified and designated as requiring such bilingual skills. In order to ensure an adequate level of bilingual proficiency, the Director, Department of Human Resources may require periodic evaluation of incumbents receiving bilingual premium.

The rate for Class A bilingual skills is sixty-five dollars (\$65.00) biweekly.

For purposes of terminal pay, bilingual premium shall not be computed in the employee's base wage rate.

- (h) Other Bilingual Premiums. For employees in classes designated AM, AS, DA, PD, PM and any employee except employees in Class 5725, International Case Coordinator or those in classes designated in (a) (b), (c), (d), (e), (f), or (g) above, the appointing authority may require a qualified employee to perform bilingual duties in positions which have been identified and designated as requiring such bilingual skills. In order to ensure an adequate level of bilingual proficiency, the Director, Department of Human Resources may require periodic evaluation of incumbents receiving bilingual premium.

Class A: The rate for Class A bilingual skills is thirty-two dollars and thirty cents (\$32.30) biweekly. To qualify for this rate, the employee must be assigned to a position designated as requiring bilingual skills fifty percent (50%) or more of the time or forty (40) hours or more in an eighty (80) hour biweekly pay period or to a position designated as requiring technical bilingual skills (reading, writing, translation). This fifty percent (50%) usage requirement shall mean the actual time spent conversing or interpreting in a second language.

Class B: The rate for Class B bilingual skills is sixteen dollars and fifteen cents (\$16.15) biweekly. To qualify for this rate, the employee must be assigned to a position designated as requiring bilingual skills less than fifty percent (50%) of the time or thirty-nine (39) hours or less in an eighty (80) hour biweekly pay period. This fifty percent (50%) or less usage requirement shall mean the actual time spent conversing or interpreting in a second language.

Employees in positions designated as bilingual on or before June 28, 1979, shall continue to receive Class A bilingual premium while in that specific position. Employees assigned to positions June 29, 1979, or after, shall receive either Class A or Class B bilingual premium, as appropriate.

For purposes of terminal pay, bilingual premium shall not be computed in the employee's base wage rate.

Section 12. Section 1.13.9 (b) of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.9: UNIFORM ALLOWANCE (INITIAL ISSUE AND MAINTENANCE),

- (b) Probation Uniform Allowance.

- (1) Initial Issue. Employees in classes designated PO or SO, newly hired to the department or newly assigned to Work Project, East Mesa Juvenile Detention Facility, Work Furlough, Youth Transition Center Juvenile Detention Facility, Adult and Juvenile Supervision, or Armed Units shall be reimbursed for an amount not to exceed the following:

<u>Facilities</u>	<u>Classes Designated</u>	
	<u>PO</u>	<u>SO</u>
Work Project – DPO	\$800	-
Work Project – Senior Probation Officer	\$400	-
East Mesa Juvenile Detention Facility	\$400	\$400
Youth Transition Center Juvenile Detention Facility	\$400	\$400
Adult and Juvenile Supervision	\$400	
Armed Units	\$400	\$350
Work Furlough	\$400	

- (2) Special Qualifications.

- (a) Employees transferring from one work location to another work location where different uniforms are required, shall receive the initial uniform allowance described above.
 - (b) Employees who are separated during the probationary period are required to return all uniforms and patches for which reimbursement was paid or issued to a place designated by the Chief Probation Officer.
- (3) Maintenance. The appointing authority shall require employees to purchase and maintain uniforms and equipment as specified.
- (a) If an employee in an eligible class is on leave (paid or unpaid) during Payroll 04, and has sufficient hours in the previous year to qualify for a Uniform Allowance maintenance payment, that payment will be made when the employee returns to active County service. If an eligible employee is active in Payroll 04, but on leave (paid or unpaid) in Payroll 05, the maintenance payment will be made when the employee returns to active County service. If an employee is in an eligible class in Payroll 04, but terminates County service, transfers to an ineligible class in Payroll 05, or is on leave (paid or unpaid) for more than twelve (12) months, that employee is not entitled to receive the maintenance payment as that employee is no longer required to wear a uniform, or was not required to purchase and/or maintain uniforms and equipment during the 12 months or longer when they were on leave. Payment will be included in the paycheck issued on the payday of Payroll 05 of each fiscal year.

Eligible Classes: Classes designated PO and SO.

- (b) For purposes of computing the correct prorated payment amount, three-thirds (3/3) of the maintenance allowance is as follows:

<u>Facilities</u>	<u>Classes Designated</u>	
	<u>PO</u>	<u>SO</u>
Work Project – DPO	\$650	-
Work Project – Senior Probation Officer	\$400	-
East Mesa Juvenile Detention Facility	\$600	\$400
Youth Transition Center Juvenile Detention Facility	\$600	\$400
Adult and Juvenile Supervision	\$600	\$400
Armed Units	\$600	\$350
Work Furlough	\$600	\$350
Work Project	--	\$350

The amount of the allowance shall be computed on paid service as follows:

<u>% of Required Service in Paid Status</u>	<u>Allowance</u>
Over 75% through 100%	Three-thirds (3/3)
Over 50% through 75%	Two-thirds (2/3)
Over 25 % through 50 %	One-third (1/3)
25% or less	Zero (0/3)

Eligible Classes: Classes designated PO and SO.

Section 13. Section 2.1.7 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.7: LUMP SUM PAYMENTS FOR FISCAL YEARS 2026-2029

A one-time lump sum payment of \$1,000 (one thousand dollars) in year one (FY 2026-2027), \$500 (five hundred dollars) in year two (FY 2027-2028), and \$250 (two hundred fifty dollars) in year three (FY 2028-2029) will be paid to eligible employees.

Year one payment will be for all eligible regular employees who have paid service during Fiscal Year 2025-2026. The first payment will be made in payroll 02 of Fiscal Year 2026-2027 (paycheck date of July 31, 2026). 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.

Year two payment will be for all eligible regular employees who have paid service during Fiscal Year 2026-2027 and year three payment will be for all eligible regular employees who have paid service during Fiscal Year 2027-28. The second and third-year payments will be made in payroll 02 of that year. For 2027-2028, the second paycheck date is July 30, 2027. For 2028-2029, the second paycheck date is July 28, 2028. 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: DS, PO, SM, and SO.

Section 14. Subsection (b) of Section 2.1.19 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.19: RETENTION INCENTIVE PROGRAM.

(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.
- (ii) Effective June 25, 2027: all regular employees who have 15 years of service with the County of San Diego shall receive a two- and one-half percent (2.5%) retention incentive premium.
- (iii) Effective June 25, 2027: the former rate of two- and one-half percent (2.5%) will increase to a total of five percent (5%) for all regular employees who have 20 years of service with the County of San Diego. Employees will receive no more than 5% retention incentive who have 20 years of service.

Section 15. 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, DS, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PO, PR, PS, RN, SM, SO, SS, SW, and UM.

Section 16. 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.

- (4) Employees in classes designated PO under the PO Benefit Program.

Effective January 1, 2026:

Employee Only

Monthly
\$ 873.00

Employee + 1 Dependent	1,323.00
Employee + 2 or More Dependents	1,932.00
<u>Effective January 1, 2027 (6% increase):</u>	<u>Monthly</u>
Employee Only	\$ 925.00
Employee + 1 Dependent	1,402.00
Employee + 2 or More Dependents	2,048.00
<u>Effective January 1, 2028 (6% increase):</u>	<u>Monthly</u>
Employee Only	\$ 981.00
Employee + 1 Dependent	1,486.00
Employee + 2 or More Dependents	2,171.00
<u>Effective January 1, 2029 (6% increase):</u>	<u>Monthly</u>
Employee Only	\$ 1,040.00
Employee + 1 Dependent	1,575.00
Employee + 2 or More Dependents	2,301.00

Section 17. Effective Dates. Sections 1-2 and 4-16 shall take effect after adoption by the Board of Supervisors following the second reading. Section 3 shall take effect 30 days after 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 18. Operative Dates. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	June 26, 2026 June 25, 2027 June 23, 2028
Section 2	June 23, 2028
Section 3	July 10, 2026
Section 4	June 26, 2026
Section 5	June 23, 2028
Sections 6 -8	June 26, 2026
Section 9	June 25, 2027 June 23, 2028
Sections 10-13	June 26, 2026
Section 14	June 25, 2027
Section 15	June 26, 2026
Section 16	January 1, 2027 January 1, 2028 January 1, 2029

APPROVED AS TO FORM AND LEGALITY
Damon M. Brown, County Counsel

BY: Amanda Johnston, Supervising Deputy County Counsel

-PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 9th day of June 2026.



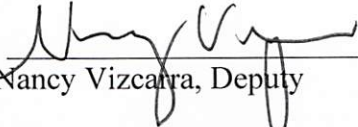
MONICA MONTGOMERY STEPPE
Vice-Chair, Board of Supervisors
County of San Diego, State of California

The above Ordinance was adopted by the following vote:

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

ATTEST my hand and the seal of the Board of Supervisors this 9th day of June 2026.

ANDREW POTTER
Clerk of the Board of Supervisors

By 
Nancy Vizcarra, Deputy



Ordinance No.: 11003 (N.S.)
Meeting Date: 06/09/2026 (14)