AN ORDINANCE
AMENDING THE COMPENSATION ORDINANCE SECTIONS
AND
ESTABLISHING COMPENSATION
CLEAN VERSION

ORDINANCE NO_______(NEW SERIES)

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

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 DS or SM 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, and June 25, 2027, a 5% top step will be added to the following classifications: Deputy Sheriff (005746), Sheriff's Captain (005775), Sheriff's Commander (005778), Sheriff's Lieutenant (005780), Sheriff's Sergeant (005790).

Effective June 23, 2028, a 5% top step will be added to the following classifications: Dep Sheriff – Detentions/Court Services (005757), Sheriff's Detentions Lieutenant (005767), Sheriff's Sergeant Detentions (005781), and Sheriff's Detentions Captain (005783).

Section 2. Appendix One of the Compensation Ordinance shall be amended by changing the salary grade for the following job classification in the Unclassified Service, effective April 3, 2026:

Job Code No.	Job Code Title	Approx Annual Salary Minimum Maximum	UCE Range
002106	Chief Financial Officer	$250,224.00 - $395,678.40	25

Section 3. Section 1.7.12 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.7.12: IN-SERVICE SHERIFF'S TRAINING PREMIUM.

(a) A Deputy Sheriff or Deputy Sheriff-Detentions/Court Services, who has been designated by the Department as a Training Officer shall be compensated one hundred dollars ($100.00) biweekly, based on $1.18/hour for an eighty-five (85) hour standard work period in addition to the regular rate of pay. Thereafter, the FLSA regular rate for overtime shall apply.

(b) The premium bonus provided to Training Officers shall not be considered a permanent form of additional compensation. This bonus will only be provided to those officers actually designated by the appointing authority.

(c) This premium shall apply to paid leave, but shall not apply to terminal payoff.

Eligible Classes:	
005746	Deputy Sheriff
005757	Deputy Sheriff - Detentions/Court Services

Section 4. Section 1.7.45 of the Compensation Ordinance is hereby added to read as follows:

SECTION 1.7.45: MAJOR CRIMES PREMIUM. This premium will only be provided to deputies and sergeants assigned to major crimes as designated by the appointing authority. The Major Crimes Premium (MCP) is specifically designated to those employees whose principal assignment is responding to major crimes.

These employees shall receive additional compensation at a rate of approximately two and one half percent (2.5%) above their regular base rate. This premium shall not apply toward terminal payoff. The premium provided to employees in major crimes assignments shall not be considered a permanent form of additional compensation.

The selection and specific number of major crimes employees designated to receive the MCP will be dependent on organization needs as determined by the appointing authority or designee.

Eligible bargaining units: DS.

Section 5. Section 1.7.46 of the Compensation Ordinance is hereby added 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 premium is specifically designated for those employees whose principal assignment is the K9 unit.

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 premium will be dependent on organizational needs as determined by the appointing authority or designee.

Eligible bargaining units: DS.

Section 6. Subsection (e) of Section 1.9.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.9.2: BILINGUAL PREMIUMS.

(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.

Section 7. Section 2.1.7 of the Compensation Ordinance is hereby added 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 and SM.

Section 8. Subsection (a) of Section 2.1.19 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.19: <u>RETENTION INCENTIVE PROGRAM.</u>

(a) <u>Employees in classes designated DS or SM:</u>

(i) <u>Effective June 18, 2021</u>: all regular employees who have completed 20 years of service with the County of San Diego shall receive a total retention incentive of 5%.

<u>Effective June 25, 2027:</u> all regular employees who have completed 15 years of service with the County of San Diego shall receive a 2.5% incentive premium.

(ii) <u>For lateral deputies with prior public law enforcement service only:</u>

(a) <u>Effective June 26, 2026</u>: in recognition of time worked for a public law enforcement employer, "lateral deputies" will be credited for their time worked at the immediately prior public law enforcement employer to qualify for the retention incentive program. For lateral deputies with a combination of 20 years of service between the County of San Diego and time worked at the immediately prior public law enforcement employer, the retention incentive of 5% will apply.

<u>Effective June 25, 2027</u>: in recognition of time worked for a public law enforcement employer, "lateral deputies" will be credited for their time worked at the immediately prior public law enforcement employer to qualify for the retention incentive program. For lateral deputies with a combination of 15 years of service between the County of San Diego and time worked at the immediately prior public law enforcement employer, the retention incentive of 2.5% will apply.

(iii) <u>Safety Tier D employees</u>: Effective for all "new members", as defined by Government Code section 7522.04(f), hired into DS or SM bargaining units on or after implementation of Safety Tier D, shall receive an additional retention premium of 5% at 25 years of service with the County of San Diego.

Section 9. Section 4.2.28 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.28: <u>Paid Emergency Leave.</u>

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, PR, PS, RN, SM, SS, SW, and UM.

Section 10. Subsection (d) of Section 5.1.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 5.1.6: <u>FLEXIBLE BENEFITS PLAN</u>. 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 DS and SM under the SHRF Benefit Program.

Effective January 1, 2026:	Monthly
Employee Only	$873.00
Employee + 1 Dependent	1,323.00
Employee + 2 or More Dependents	1,932.00

Effective January 1, 2027 (6% increase):	Monthly
Employee Only	$925.00
Employee + 1 Dependent	1,402.00
Employee + 2 or More Dependents	2,048.00

Effective January 1, 2028 (6% increase):	Monthly
Employee Only	$981.00
Employee + 1 Dependent	1,486.00
Employee + 2 or More Dependents	2,171.00

Effective January 1, 2029 (6% increase):	Monthly
Employee Only	$1,040.00
Employee + 1 Dependent	1,575.00
Employee + 2 or More Dependents	2,301.00

Section 11. Effective Dates. Sections 1-10 shall take effect 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 12. 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	April 3, 2026
Sections 3 – 9	June 26, 2026
Section 10	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