



COUNTY OF SAN DIEGO

AGENDA ITEM

BOARD OF SUPERVISORS

PALOMA AGUIRRE
First District

JOEL ANDERSON
Second District

TERRA LAWSON-REMER
Third District

MONICA MONTGOMERY STEPPE
Fourth District

JIM DESMOND
Fifth District

DATE: March 3, 2026 and March 24, 2026

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TO: Board of Supervisors

SUBJECT

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

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

On March 3, 2026:

1. Approve the introduction of the Ordinances (first 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

If, on March 3, 2026 the Board takes action as recommended in item 1 above, then, on March 24, 2026:

SUBJECT: 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)

2. 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

If the proposed ordinance(s) are altered on March 24, 2026, then on that date a subsequent meeting date will be selected for adoption of the ordinance(s).

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

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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

ADVISORY BOARD STATEMENT

N/A

BACKGROUND

Today’s actions proposed in this letter provides updates based upon the negotiated, tentative agreement with the Deputy Sheriffs’ Association of San Diego County for a three-year Memorandum of Agreement term and amending a salary grade. The attached Compensation Ordinance reflects the details of these changes.

LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN

These actions are aligned with the County of San Diego’s 2026-2031 Strategic Plan Initiatives of Sustainability, Community, Justice, Equity, and Empower. Approval of the recommendation allows the County to develop, maintain, and attract a skilled, adaptable, and diverse workforce dedicated to sustaining operational excellence and serving as enablers of these Strategic Initiatives.

Respectfully submitted,



EBONY N. SHELTON
Chief Administrative Officer

ATTACHMENT(S)

- Att 1 Executive Summary
- Att 2 Ordinance Amending Compensation (Clean Version)
- Att 3 Ordinance Amending Compensation (Strikeout Version)
- Att 4 Summary of Proposed Ordinance (Compensation Ordinance)