



# **TERRA LAWSON-REMER**

## **CHAIR**

**SUPERVISOR, THIRD DISTRICT  
SAN DIEGO COUNTY BOARD OF SUPERVISORS**

### **AGENDA ITEM**

**DATE: June 25, 2026**

**16**

**TO: Board of Supervisors**

#### **SUBJECT**

**APPROVE ADJUSTMENT OF COMPENSATION FOR THE CHIEF ADMINISTRATIVE OFFICER (CAO), CLERK OF THE BOARD, AND PROBATION CHIEF AND A-72 WAIVER (DISTRICTS: ALL)**

#### **OVERVIEW**

The Board of Supervisors completed 2026 performance evaluations for the following Board appointed executives: Chief Administrative Officer (“CAO”), Clerk of the Board, Chief Probation Officer (“Probation Chief”), and In-Home Supportive Services Executive Director. Today's action approves a salary increase for the CAO, Clerk of the Board, and the Probation Chief. In accordance with the employment agreements, timely Board action is needed by June 26, 2026 to implement salary adjustments for the CAO, Clerk of the Board, and Probation Chief following completion of their 2026 performance evaluations.

#### **RECOMMENDATION(S)**

##### **CHAIR TERRA LAWSON-REMER**

1. Waive Board Policy A-72 Agenda and Related Process, Section 2.C.2.ii, which establishes required timelines for review when preparing a Board Letter.
2. Approve adjustments to the pay for the Chief Administrative Officer (CAO), Clerk of the Board, and Chief Probation Officer (Probation Chief). The compensation for the CAO is set at an hourly rate of \$207.39 effective June 26, 2026. Clerk of the Board is set at an hourly rate of \$119.23 effective June 26, 2026; and compensation for the Probation Chief is set at an hourly rate of \$144.49 effective June 26, 2026.

#### **EQUITY IMPACT STATEMENT**

This action is requested to compensate experienced leaders in their respective capacities as CAO, Clerk of the Board, and Probation Chief. The County of San Diego promotes a culture of equity, belonging, and racial justice. We serve the needs of communities with diverse groups including Black, Indigenous, people of Color, LGBTQIA+, people with disabilities, people of low-income,

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the young, the older, immigrants, refugees and communities that have historically faced inequality and inequity. In addition, the County centers its budgetary efforts on equity through the continued implementation and operationalization of the Budget Equity Assessment Tool. The tool ensures there is a framework to use an equity lens to evaluate the development of the County's budget.

**SUSTAINABILITY IMPACT STATEMENT**

The County of San Diego is building a sustainable future for all. The County's strategic plan guides County activities to ensure sustainability as it relates to the region's economy, climate, environment, and communities. These collective efforts strengthen communities, ensure accountability, and protect public resources by aligning available resources through services and initiatives.

**FISCAL IMPACT**

Funds associated with these requests are included in the Fiscal Year 2026-27 CAO Recommended Operational Plan. There will be no change in net General Fund cost and no additional staff years.

**BUSINESS IMPACT STATEMENT**

N/A

**ADVISORY BOARD STATEMENT**

N/A

**BACKGROUND**

Pursuant to section 501 of the County Charter, the Board of Supervisors is the appointing authority for the CAO, Clerk of the Board, and Probation Chief. As the appointing authority, the Board of Supervisors conducts their respective employee performance evaluation. Today's action approves the salary adjustment for the CAO, Clerk of the Board, and Probation Chief consistent with their respective 2026 evaluations.

**LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN**

Today's action supports the strategic initiative to Empower by compensating the CAO, Clerk of the Board, and Probation Chief for time served in that role and by investing in our workforce and operations by providing support services and excellent customer service to ensure continuity of operations remains at its best and keep the County employees positive and empowered.

Respectfully submitted,



TERRA LAWSON-REMER  
Supervisor, Third District

**ATTACHMENT(S)**

N/A