



San Diego County
Local Agency Formation Commission
 Regional Service Planning | Subdivision of the State of California

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AGENDA REPORT
 Consent | Action

October 6, 2025

TO: Chair Whitburn and Commissioners
FROM: Keene Simonds, Executive Officer
SUBJECT: **Cost-of-Living Adjustments and Related Benefit Changes**

SUMMARY

The San Diego County Local Agency Formation Commission (LAFCO) will consider approving a compensation package consisting of cost-of-living adjustments and benefit enhancements consistent with recent County of San Diego actions. The proposed cost-of-living adjustments would provide 3.0% annual salary increases for all 8.0 budgeted positions across three fiscal years. The first adjustment would be effective for fiscal year 2025-2026, retroactive to June 27, 2025, with identical 3.0% increases in fiscal years 2026-2027 and 2027-2028. Additionally, flexible benefit plan allocations would increase annually for three consecutive years beginning January 1, 2026. The total estimated cost impact over the three-year period is \$148,000. LAFCO has sufficient budgeted funds to cover the first-year cost of \$48,000 without requiring a budget amendment. Recommendation to approve.

BACKGROUND

Adopted Compensation Policies

San Diego LAFCO's employee compensation policies establish that pay and benefits shall align with comparable County of San Diego positions to the extent possible. To implement this policy, LAFCO assigns job class designations to all employee positions that directly correspond to County job classifications with limited exceptions. These aligned classifications enable LAFCO to adopt changes in salary ranges, cost-of-living adjustments,

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and employee benefits in response to Board of Supervisors' actions to help ensure compensation parity and competitive positioning.

DISCUSSION

San Diego LAFCO will consider approving a three-year compensation package that includes annual cost-of-living adjustments and coordinated benefit enhancements, consistent with recent County of San Diego actions. The proposed changes are detailed below.

Cost-of-Living Adjustments

The proposed cost-of-living adjustments apply to all 8.0 budgeted positions:

Fiscal Year 2025-2026: 3.0% increase retroactive to June 27, 2025

Fiscal Year 2026-2027: 3.0% increase effective June 26, 2026

Fiscal Year 2027-2028: 3.0% increase effective June 25, 2027

Flexible Benefits Enhancement

Beginning January 1, 2026, the flexible benefit plan allocation will increase by 6% annually for three consecutive calendar years beginning January 1, 2026, providing enhanced healthcare and benefit options for all eligible employees.

ANALYSIS

The proposed changes align San Diego LAFCO's employee compensation with recent County of San Diego adjustments to help ensure LAFCO maintains competitive positioning for recruitment and retention of qualified staff. The phased implementation allows for budget planning while providing meaningful cost-of-living relief to employees given regional inflation pressures. The proposal is limited to these specific adjustments and does not include other County compensation actions, such as potential lump sum payments that may be contingent on future Board of Supervisors' decisions.

RECOMMENDATION

It is recommended San Diego LAFCO approve the proposed compensation changes as detailed. This recommendation is consistent with Alternative One in the proceeding section.

ALTERNATIVES FOR ACTION

The following alternatives are available to San Diego LAFCO:

Alternative One (recommended):

- (a) Approve cost-of-living adjustments of 3.0% effective June 27, 2025, for all budgeted positions, followed by 3.0% increases in fiscal years 2026-2027 and 2027-2028.

- (b) Approve flexible benefit plan credit increases consistent with County of San Diego actions approved June 9, 2025, based on established benefit code assignments.
- (c) Authorize the Executive Officer to adjust the salary range for any budgeted position necessary to implement the approved cost-of-living adjustments.

Alternative Two:

Continue to the next regular meeting and provide direction to staff as needed.

Alternative Three

Take no action.

PROCEDURES

This item has been placed on San Diego LAFCO's agenda as part of the consent calendar. A successful motion to approve the consent calendar will include taking affirmative action on the staff recommendation unless otherwise specified by the Commission.

Respectfully,



Keene Simonds
Executive Officer

Attachment:

- 1) County of San Diego, Adopted Ordinance, Amending Compensation Ordinance, June 24, 2025

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**AN ORDINANCE AMENDING
THE COMPENSATION ORDINANCE
CLEAN VERSION**

ORDINANCE NO _____ (NEW SERIES)

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING
COMPENSATION RELATING TO THE TENTATIVE AGREEMENTS WITH THE DDAA, PDA, SEIU, AND
ESTABLISHING COMPENSATION RELATING TO SPECIFIED UNREPRESENTED AND UNCLASSIFIED
EMPLOYEES

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

Section 1. Appendix One of the Compensation Ordinance shall be amended to establish an increase in compensation for bargaining units designated AM, AS, DA, PD, PM, CE, CEM, and MA as follows:

Fiscal Year 2025-2026: 3.00% wage increase effective June 27, 2025
 Fiscal Year 2026-2027: 3.00% wage increase effective June 26, 2026
 Fiscal Year 2027-2028: 3.00% wage increase effective June 25, 2027

Section 2. Appendix One of the Compensation Ordinance shall be amended to establish an increase in compensation for bargaining units designated EM, NA, NE, NM, NS, and UM, except for grades listed in Section 4 of this document.

Fiscal Year 2025-2026: 3.00% increase to salary grade effective June 27, 2025
 Fiscal Year 2026-2027: 3.00% increase to salary grade effective June 26, 2026
 Fiscal Year 2027-2028: 3.00% increase to salary grade effective June 25, 2027

Section 3. Appendix One of the Compensation Ordinance shall be amended to establish an increase in compensation for bargaining units designated AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW as follows:

Fiscal Year 2025-2026: 3.00% wage increase effective June 27, 2025
 Fiscal Year 2026-2027: 3.50% wage increase effective June 26, 2026
 Fiscal Year 2027-2028: 3.00% wage increase effective June 25, 2027

Section 4. Appendix One of the Compensation Ordinance shall amend the salary grades as reflected below.

Salary Grades	Effective Dates	Approx Annual Salary	
		Minimum	Maximum
UCE 003	June 27, 2025	\$77,147.20	\$133,473.60
	June 26, 2026	\$79,476.80	\$137,488.00
	June 25, 2027	\$81,868.80	\$141,627.20
UCE 004	June 27, 2025	\$77,147.20	\$148,595.20
	June 26, 2026	\$79,476.80	\$153,067.20
	June 25, 2027	\$81,868.80	\$157,664.00
NA 007	June 27, 2025	\$88,362.56	\$169,563.68
	June 26, 2026	\$92,780.69	\$178,041.86
	June 25, 2027	\$97,419.72	\$186,943.95
NA 011	June 27, 2025	\$118,164.80	\$223,641.60
	June 26, 2026	\$124,092.08	\$234,832.00

Salary Grades	Effective Dates	Approx Annual Salary	
		Minimum	Maximum
	June 25, 2027	\$130,312.00 - \$246,584.00	
NA 014			
	June 27, 2025	\$64,001.60 – \$215,779.20	
	June 26, 2026	\$67,204.80 - \$226,574.40	
	June 25, 2027	\$70,574.40 - \$237,910.40	
NE 006			
	June 27, 2025	\$291,824.00 – \$419,047.20	
	June 26, 2026	\$300,580.80 - \$431,618.62	
	June 25, 2027	\$309,608.00 - \$444,600.00	
NE 007			
	June 27, 2025	\$270,275.20 - \$353,704.00	
	June 26, 2026	\$283,795.20 - \$371,404.80	
	June 25, 2027	\$298,001.60 – \$389,979.20	
NE 009			
	June 27, 2025	\$267,987.20 – \$345,072.00	
	June 26, 2026	\$281,403.20 - \$362,336.00	
	June 25, 2027	\$295,484.80 - \$380,452.80	
NE 010			
	June 27, 2025	\$227,676.80 - \$290,076.80	
	June 26, 2026	\$239,075.20 - \$304,595.20	
	June 25, 2027	\$251,035.20 - \$319,841.60	
NE 013			
	June 27, 2025	\$250,452.80 – \$319,092.80	
	June 26, 2026	\$262,995.20 - \$335,067.20	
	June 25, 2027	\$276,161.60 - \$351,832.00	
NE 019			
	June 27, 2025	\$190,736.00 - \$250,307.20	
	June 26, 2026	\$196,476.80 - \$257,836.80	
	June 25, 2027	\$202,384.00- \$265,574.40	

Section 5. Appendix One of the Compensation Ordinance shall be amended for the following classifications for internal alignment compensation adjustments effective June 27, 2025, June 26, 2026, and June 25, 2027:

Job Code	Job Title	Alignment Adj.
005253	Protective Services Worker	0.40%
005800	Mitigation Specialist	1.59%
003615	Assistant Engineer	2.36%
005239	Adult Protective Services Supervisor	0.41%
005259	Protective Services Supervisor	0.12%
005203	Aging Program Specialist I	0.12%
005254	Senior Protective Services Worker	1.38%
004762	Senior Vector Control Technician	0.77%
005237	Adult Protective Services Specialist	2.49%
002777	Criminal Legal Secretary III	1.69%
006149	Telecommunications Technician III	1.99%
005235	Social Worker I	0.11%
005265	Social Worker II	0.11%
004016	Library Technician I	1.01%
005204	Aging Program Specialist II	1.57%
004765	Supervising Vector Ecologist	1.61%
002785	Legal Support Supervisor I	0.68%
002783	Legal Support Assistant II	0.87%
003942	Paralegal I	2.19%
005734	Supervising Criminalist	0.88%
005738	Criminalist I	1.15%
003507	Land Use/Environmental Planner I	0.79%
005238	Senior Adult Protective Svcs Specialist	1.37%
005736	Criminalist III	0.92%
005205	Aging Program Specialist III	0.10%

Section 6. Appendix One of the Compensation Ordinance shall be amended for the following classifications for internal alignment compensation adjustments effective June 27, 2025:

Job Code	Job Title	Alignment Adj.
002700	Office Assistant	3.5%
002715	Records Clerk	3.5%

Section 7. Appendix One of the Compensation Ordinance shall be amended by adding the 10% Protective Services Worker Classification premium into the base wage, effective June 27, 2025:

Job Code No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Step 6 Hrly Biwkly	Approx Annual Salary Minimum - Maximum
005253 – Protective Services Worker							
	34.45	36.18	37.98	39.89	42.32	44.43	\$71,660.16 – \$92,412.32
	2,756.16	2,894.32	3,038.64	3,190.88	3,385.36	3,554.32	

Section 8. Appendix One of the Compensation Ordinance shall be amended for the following classifications, effective June 27, 2025:

Job code no.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Step 6 Hrly Biwkly	Step 7 Hrly Biwkly	Step 8 Hrly Biwkly	Step 9 Hrly Biwkly	Approx Annual Salary Min - Max	Union Code
002387 – Quality Assurance Specialist											
	49.60	52.08	54.68	57.41	60.97	64.02				\$103,168.00 – \$133,161.60	RN
	3,968.00	4,166.40	4,374.40	4,592.80	4,877.60	5,121.60					
002601 – Asst. Procurement Specialist											
	26.84	28.18	29.59	31.07	33.00	34.65				\$55,827.20-\$72,072.00	
	2,147.20	2,254.40	2,367.20	2,485.60	2,640.00	2,772.00					
002610 – Procurement Specialist											
	30.64	32.17	33.78	35.47	37.67	39.55				\$63,731.20-\$82,264.00	
	2,451.20	2,573.60	2,702.40	2,837.60	3,013.60	3,164.00					
002618 – Senior Procurement Contracting Officer											
	50.00	52.50	55.13	57.89	61.48	64.55				\$104,000.00-\$134,264.00	
	4,000.00	4,200.00	4,410.40	4,631.20	4,918.40	5,164.00					
002622 – Procurement Contracting Officer											
	43.12	45.28	47.54	49.92	52.96	55.61				\$89,689.60-\$115,668.80	
	3,449.60	3,622.40	3,803.20	3,993.60	4,236.80	4,448.80					
002640 – Procurement Contracting Specialist											
	36.02	37.82	39.71	41.70	44.29	46.50				\$74,921.60-\$96,720.00	
	2,881.60	3,025.60	3,176.80	3,336.00	3,543.20	3,720.00					
003598 – Associate Air Pollution Control Engineer											
	45.26	47.52	49.90	52.40	55.65	58.43	61.35			\$94,140.80-\$127,608.00	
	3,620.80	3,801.60	3,992.00	4,192.00	4,452.00	4,674.40	4,908.00				
003693 - Assistant Air Pollution Control Engineer											
	40.64	42.67	44.80	47.04	49.91	52.41	55.03			\$84,531.20-\$114,462.40	
	3,251.20	3,413.60	3,584.00	3,763.20	3,992.80	4,192.80	4,402.40				
003696 – Assistant Meteorologist											
	38.95	40.90	42.95	45.10	47.85	50.24	52.75			\$81,016.00-\$109,720.00	
	3,116.00	3,272.00	3,436.00	3,608.00	3,828.00	4,019.20	4,220.00				
003697 – Associate Meteorologist											
	43.38	45.55	47.83	50.22	53.33	56.00	58.80			\$90,230.40-\$122,304.00	
	3,470.40	3,644.00	3,826.40	4,017.60	4,266.40	4,480.00	4,704.00				
003698 – Senior Meteorologist											

Job code no.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Step 6 Hrly Biwkly	Step 7 Hrly Biwkly	Step 8 Hrly Biwkly	Step 9 Hrly Biwkly	Approx Annual Salary Min - Max	Union Code
	49.98	52.48	55.10	57.85	61.44	64.51	67.74			\$103,958.40 \$140,899.20	
	3,998.40	4,198.40	4,408.00	4,628.00	4,915.20	5,160.80	5,419.20				
003713 – Senior Air Pollution Control Engineer											
	51.50	54.08	56.78	59.62	63.26	66.42	69.74			\$107,120.00- \$145,059.20	
	4,120.00	4,326.40	4,542.40	4,769.60	5,060.80	5,313.60	5,579.20				
003853 – Supervising Air Quality Inspector											
	45.13	47.39	49.76	52.25	55.49	58.26	61.17			\$93,870.40- \$127,233.60	
	3,610.40	3,791.20	3,980.80	4,180.00	4,439.20	4,660.80	4,893.60				
003854 – Air Quality Inspector II											
	38.91	40.86	42.90	45.04	47.83	50.22	52.73			\$80,932.80- \$109,678.40	
	3,112.80	3,268.80	3,432.00	3,603.20	3,826.40	4,017.60	4,218.40				
003855 – Air Quality Inspector I											
	33.58	35.26	37.02	38.87	41.24	43.30	45.47			\$69,846.40- \$94,577.60	
	2,686.40	2,820.80	2,961.60	3,109.60	3,299.20	3,464.00	3,637.60				
003856 – Air Quality Specialist											
	43.09	45.24	47.50	49.88	52.92	55.57	58.35	61.27		\$89,627.20- \$127,441.60	
	3,447.20	3,619.20	3,800.00	3,990.40	4,233.60	4,445.60	4,668.00	4,901.60			
004023 – Librarian III											
	39.26	41.22	43.28	45.44	48.21	50.62	53.15			\$81,660.80- \$110,552.00	
	3,140.80	3,297.60	3,462.40	3,635.20	3,856.80	4,049.60	4,252.00				
004024 – Librarian II											
	34.21	35.92	37.72	39.61	42.03	44.13	46.34			\$71,156.80- \$96,387.20	
	2,736.80	2,873.60	3,017.60	3,168.80	3,362.40	3,530.40	3,707.20				
004025 – Librarian I											
	30.94	32.49	34.11	35.82	38.04	39.94	41.94			\$64,355.20- \$87,235.20	
	2,475.20	2,599.20	2,728.80	2,865.60	3,043.20	3,195.20	3,355.20				
004246 – Clinical Pharmacist											
	68.33	71.75	75.34	79.11	84.02	88.22				\$142,126.40- \$183,497.60	
	5,466.40	5,740.00	6,027.20	6,328.80	6,721.60	7,057.60					
004250 – Pharmacist											
	61.98	65.08	68.33	71.75	76.20	80.01				\$128,918.40- \$166,420.80	
	4,958.40	5,206.40	5,466.40	5,740.00	6,096.00	6,400.80					

Job code no.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Step 6 Hrly Biwkly	Step 7 Hrly Biwkly	Step 8 Hrly Biwkly	Step 9 Hrly Biwkly	Approx Annual Salary Min - Max	Union Code
004260 – Pharmacy Technician											
	24.09	25.29	26.55	27.88	29.61	31.09				\$50,107.20-	
	1,927.20	2,023.20	2,124.00	2,230.40	2,368.80	2,487.20				\$64,667.20	
004914 – Peer Support Specialist											
	19.50	20.47	21.49	22.59	23.97	25.17				\$40,560.00-	
	1,560.00	1,637.60	1,719.20	1,807.20	1,917.60	2,013.60				\$52,353.60	
005045 – Clinical Psychologist											
			49.17	51.63	54.21	56.92				\$102,273.60-	
			3,933.60	4,130.40	4,336.80	4,553.60				\$118,393.60	
005087 – Senior Clinical Psychologist											
			52.15	54.76	58.15	61.06				\$108,472.00-	
			4,172.00	4,380.80	4,652.00	4,884.80				\$127,004.80	
005223 – Human Services Specialist											
	21.73	22.82	23.96	25.16	26.72	28.06	29.46	30.93	32.01	\$45,198.40-	
	1,738.40	1,825.60	1,916.80	2,012.80	2,137.60	2,244.80	2,356.80	2,474.40	2,560.80	\$66,580.80	
005397 – Senior Insect Detection Specialist											
	29.25	30.71	32.25	33.86	35.93	37.73				\$60,840.00-	
	2,340.00	2,456.80	2,580.00	2,708.80	2,874.40	3,018.40				\$78,478.40	
005399 – Insect Detection Specialist II											
	24.25	25.46	26.73	28.07	29.78	31.27				\$50,440.00-	
	1,940.00	2,036.80	2,138.40	2,245.60	2,382.40	2,501.60				\$65,041.60	
005400 – Insect Detection Specialist I											
	17.91	18.81	19.75	20.74	22.01	23.11				\$37,252.40-	
	1,432.80	1,504.80	1,580.00	1,659.20	1,760.80	1,848.80				\$48,068.80	
005401 – Pest Management Technician I											
	24.35	25.57	26.85	28.19	29.94	31.44				\$50,648.00-	
	1,948.00	2,045.60	2,148.00	2,255.20	2,395.20	2,515.20				\$65,395.20	
005402 – Pest Management Technician II											
	26.76	28.10	29.51	30.99	32.91	34.56				\$55,660.80-	
	2,140.80	2,248.00	2,360.80	2,479.20	2,632.80	2,764.80				\$71,884.80	
005480 – Recycling Specialist II											
	34.49	36.21	38.02	39.92	42.39	44.51				\$71,739.20-	
	2,759.20	2,896.80	3,041.60	3,193.60	3,391.20	3,560.80				\$92,580.80	
005481 – Recycling Specialist I											
	30.02	31.52	33.10	34.76	36.92	38.77				\$62,441.60-	
	2,401.60	2,521.60	2,648.00	2,780.80	2,953.60	3,101.60				\$80,641.60	

Job code no.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Step 6 Hrly Biwkly	Step 7 Hrly Biwkly	Step 8 Hrly Biwkly	Step 9 Hrly Biwkly	Approx Annual Salary Min - Max	Union Code
005745 – Latent Print Examiner											
	41.41	43.48	45.65	47.93	50.85	53.39				\$86,132.80- \$111,051.20	
	3,312.80	3,478.40	3,652.00	3,834.40	4,068.00	4,271.20					
005760 – Senior Latent Print Examiner											
	51.88	54.47	57.19	60.05	63.71	66.90				\$107,910.40- \$139,152.00	
	4,150.40	4,357.60	4,575.20	4,804.00	5,096.80	5,352.00					
005764 – Public Defender Investigator I											
	38.96	40.91	42.96	45.11	47.91	50.31				\$81,036.80- \$104,644.80	
	3,116.80	3,272.80	3,436.80	3,608.80	3,832.80	4,024.80					
005765 – Public Defender Investigator II											
	42.39	44.51	46.74	49.08	52.07	54.67				\$88,171.20- \$113,713.60	
	3,391.20	3,560.80	3,739.20	3,926.40	4,165.60	4,373.60					
005766 – Public Defender Investigator III											
	49.64	52.12	54.73	57.47	61.03	64.08				\$103,251.20- \$133,286.40	
	3,971.20	4,169.60	4,378.40	4,597.60	4,882.40	5,126.40					
005777 – Trial Support Specialist											
	39.70	41.68	43.76	45.95	48.80	51.24				\$82,576.00- \$106,579.20	
	3,176.00	3,334.40	3,500.80	3,676.00	3,904.00	4,099.20					
005800 – Mitigation Specialist											
	39.15	41.11	43.17	45.33	48.14	50.55				\$81,432.00- \$105,144.00	
	3,132.00	3,288.80	3,453.60	3,626.40	3,851.20	4,044.00					
005820 – Supervising Latent Print Examiner											
	57.05	59.90	62.90	66.05	70.08	73.58				\$118,664.00- \$153,046.40	
	4,564.00	4,792.00	5,032.00	5,284.00	5,606.40	5,886.40					

Section 9. Appendix One of the Compensation Ordinance shall be amended by changing the salary grades for the following job classifications in the Unclassified Service, effective June 27, 2025:

Job Code No.	Job Code Title	Approx Annual Salary Minimum Maximum	UCE Range
000317	Financial Planning and Policy Director	\$129,958.40 - \$257,067.20	17
000335	Clinical Director, Behavioral Health Services	\$240,136.00 – \$358,217.60	24
000340	Medical Director	\$203,403.20 - \$317,699.20	21
000376	Chief Medical Officer	\$240,136.00 – \$358,217.60	24

Job Code No.	Job Code Title	Approx Annual Salary		UCE Range
		Minimum	Maximum	
000987	Communications Systems Manager	\$93,225.60 - \$187,761.60		10
002156	Deputy Director/Inpatient/Res. Care Facility	\$112,944.00 – \$239,740.80		15
002221	Public Health Officer	\$240,136.00 – \$358,217.60		24
0004132	Sheriff's Chief Medical Officer	\$240,136.00 – \$358,217.60		24

Section 10. Appendix One of the Compensation Ordinance shall be amended by deleting the following job code/classifications in the classified service, effective June 27, 2025:

002339	Senior Risk and Insurance Analyst
002344	Insurance Coordinator
002441	Human Resources Support Supervisor
002443	ERP Systems Specialist (T)
002560	Departmental IT Coordinator (T)
003637	Supervising Deputy Public Administrator/Guardian (T)
003842	Air Pollution Test Technician (T)
004424	Pediatric Therapy Specialist Assistant (T)
004834	Mental Health Staff Development Coordinator (T)
civil005600	Deputy Public Administrator/Guardian (T)

Section 11. Appendix One of the Compensation Ordinance shall be amended by establishing the following classifications and compensation in the Unclassified Service, effective July 25, 2025:

Job Code No.	Job Code Title	Approx Annual Salary		Vari Entry	O/T	Rep Stat	Bene Prog
		Minimum	Maximum				
000381	Sheriff's Crime & Intel Analysis Admin	\$112,994.00 - \$239,740.80		Y	X	UM	UCL
000382	Sheriff's Communication & Engagement Officer	\$93,225.60 - \$182,000.00		Y	X	UM	UCL
000383	Sheriff's Re-Entry Services Admin	\$110,177.60 - \$225,347.20		Y	X	UM	UCL

Section 12. Appendix One of the Compensation Ordinance shall be amended to establish compensation based on market adjustments for job codes/classifications designated as CE, CEM, and MA as follows.

Fiscal Year 2025-2026:	1.49% market adjustment effective June 27, 2025
Fiscal Year 2026-2027:	1.49% market adjustment effective June 26, 2026
Fiscal Year 2027-2028:	1.49% market adjustment effective June 25, 2027

Section 13. Hereby amends Appendix Two of the Compensation Ordinance by establishing compensation based on market adjustments for job codes/classifications designated as AE, AM, AS, CL, DA, FS, HS, MM, PD, PM, PR, PS, RN, SS, and SW as listed in the attachment.

Section 14. Section 1.7.16 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.7.16: SHERIFF'S TRAINING PREMIUM.

- A. Sheriff's Dispatcher. Eligible employees shall be paid an additional ten percent (10%) of their regular base rate for time spent providing training to newly hired staff in the areas of telephone and radio communications in the Sheriff's

Communication Center. This type of training, which applies only to the Sheriff's Communication Center, is distinguished from what is considered typical training in that this training requires eligible employees to monitor trainees' work side-by-side on a telephone or radio console and prepare evaluations to be submitted to the Supervising Sheriff's Emergency Services Dispatcher in charge of training. This premium shall be paid for time worked only.

<u>Eligible Classes:</u>	
002821	Sheriff's Communications Dispatcher
002822	Sheriff's Emergency Services Dispatcher

- B. Sheriff's Licensing Clerk & Specialist. Employees in the classes listed below shall be paid an additional five percent (5%) of their regular base pay rate for time actually spent providing on the job training. This premium shall not apply towards paid time off or terminal payoff.

<u>Eligible Classes:</u>	
002733	Sheriff's Licensing Clerk I
002734	Sheriff's Licensing Clerk II
002735	Sheriff's Licensing Specialist

Section 15. Section 1.7.21 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.7.21 CHILD SUPPORT OFFICER LEAD PREMIUM. Eligible employees shall be paid ten percent (10%) of their base pay when assigned as a lead Child Support Officer responsible for leading a team and providing technical training guidance to other Child Support Officers. This premium shall be paid only for time worked in a lead worker position.

<u>Eligible Classes:</u>	
002941	Child Support Officer

Section 16. Section 1.7.38 of the Compensation Ordinance is hereby added to read as follows:

SECTION 1.7.38: AIR POLLUTION CONTROL DISTRICT AFTER-HOURS COMPLAINT PROGRAM PREMIUM. Eligible employees shall be paid a premium of ten percent (10%) of their base pay for standby time and time actually spent working on the After-Hours Complaint Program. This premium shall apply to time worked only and shall not apply toward paid time off or terminal payoff.

<u>Eligible Classes:</u>	
003853	Supervising Air Quality Inspector
003854	Air Quality Inspector II
003855	Air Quality Inspector I

Section 17. Section 1.7.39 of the Compensation Ordinance is hereby added to read as follows:

SECTION 1.7.39: FORENSIC CHEMICAL PREMIUM. This Premium for Crime Lab employees in classifications listed below whose principal assignment or primary responsibilities (not a collateral duty) is the analysis and identification of controlled substances in a laboratory setting only (where there is the potential exposure to hazardous chemicals and narcotics). These employees shall receive additional compensation at a rate approximately two and half percent (2.5%) above their regular base rate. This premium shall apply toward time worked and paid time off.

The selection and specific number of employees who received the Forensic Chemical Premium will be dependent on the organization's needs as determined by the appointing authority or designee.

<u>Eligible Classes:</u>	
005716	Forensic Evidence Technician
005719	Senior Forensic Evidence Technician

005734	Supervising Criminalist
005736	Criminalist III
005737	Criminalist II
005745	Latent Print Examiner
005760	Senior Latent Print Examiner
005820	Supervising Latent Print Examiner
005821	Supervising Forensic Evidence Technician

Section 18. Section 1.7.40 of the Compensation Ordinance is hereby added to read as follows:

SECTION 1.7.40: HOMELESS OUTREACH TEAM PREMIUM. Employees in eligible classifications shall be paid a three dollar (\$3.00) per hour premium for time actually spent working on the Homeless Outreach Team in Parks properties. This premium shall apply to time worked only and shall not apply toward paid time off or terminal payoff.

<u>Eligible Classes:</u>	
006332	Park Ranger
006342	Senior Park Ranger
006343	Supervising Park Ranger

Section 19. Section 1.7.41 of the Compensation Ordinance is hereby added to read as follows:

SECTION 1.7.41: COVERED HEALTHCARE WORKER PREMIUM. This premium is established in accordance with the state graduated minimum wage increase (SB 525) for covered healthcare workers at facilities that meet certain requirements. The Covered Healthcare Worker premium will ensure that each individual Covered Healthcare Worker meets that minimum wage requirement for all paid hours worked by paying them the necessary premium so that the worker meets the required minimum wage. This premium shall apply to time worked and shall not apply toward paid time off or to terminal payoff.

<u>Class:</u>	<u>Premium</u>
A	\$0.50 per paid hour worked. If the worker's minimum wage is between \$0.01 and \$0.50 below the required minimum wage, they will receive the Class A premium.
B	\$1.00 per paid hour worked. If the worker's minimum wage is between \$0.51 and \$1.00 below the required minimum wage, they will receive the Class B premium.
C	\$1.50 per paid hour worked. If the worker's minimum wage is between \$1.01 and \$1.50 below the required minimum wage, they will receive the Class C premium.
D	\$2.00 per paid hour worked. If the worker's minimum wage is between \$1.51 and \$2.00 below the required minimum wage, they will receive the Class D premium.
E	\$2.50 per paid hour worked. If the worker's minimum wage is between \$2.01 and \$2.50 below the required minimum wage, they will receive the Class E premium.
F	\$3.00 per paid hour worked. If the worker's minimum wage is between \$2.51 and \$3.00 below the required minimum wage, they will receive the Class F premium.
Eligible classes: classes designated as AE, CL, FS, HS, MM, PR, PS, RN, SS and SW.	

Section 20. Section 1.7.42 of the Compensation Ordinance is hereby added to read as follows:

SECTION 1.7.42: EMERGENCY RESPONSE PREMIUM. Employees in eligible classifications listed below whose principal assignment is working in the Emergency Response for the Child and Family Well-Being Department shall receive additional compensation of approximately five percent (5%) above their regular base pay. This premium shall not apply towards paid time off or terminal pay.

<u>Eligible Classes:</u>	
005253	Protective Services Worker
005254	Senior Protective Services Worker
005259	Protective Services Supervisor

Section 21. Section 1.7.43 of the Compensation Ordinance is hereby added to read as follows:

SECTION 1.7.43: CRIME SCENE PREMIUM. This premium pay will only be provided to those Crime Lab employees designated by the appointing authority. The Crime Scene Investigation (CSI) Premium is specifically designated to those employees whose principal assignment is responding to scene investigations. The duties of a Crime Lab employee assigned the CSI premium shall include conducting forensics at scene investigations (identification, collection, preservation and transportation of physical evidence from scene investigations).

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

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

<u>Eligible Classes:</u>	
005716	Forensic Evidence Technician
005719	Senior Forensic Evidence Technician
005734	Supervising Criminalist
005736	Criminalist III
005737	Criminalist II
005745	Latent Print Examiner
005760	Senior Latent Print Examiner
005820	Supervising Latent Print Examiner
005821	Supervising Forensic Evidence Technician

Section 22. Subsections (c), (d), and (f) of Section 1.8.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.2: WORK LOCATION PREMIUMS.

- (c) Employees in classes designated below who occupy positions which are assigned to institutional work locations and who are assigned to a work station located within the specified institution, facility, locked ward or unit, or other specifically identified site, as the employee's principal workstation, shall receive additional compensation of approximately ten percent (10%) above their regular base pay rate for such assignment. This premium shall apply to time worked and shall not apply toward paid time off or to terminal payoff.

Institutional Work Locations	Classes/Principal Work Therein	
Health & Human Services Agency		
Edgemoor	002387	Quality Assurance Specialist
	003046	Health Information Management Clerk
	004497	Assistant Director of Nursing
	004506	Director of Nursing
	004544	Supervising Nurse
	004615	Certified Nurse Assistant
	004625	Licensed Vocational Nurse
	006405	Food Services Supervisor
	007035	Health Care Agency Housekeeper
	007036	Sr. Health Care Agency Housekeeper
Polinsky Children's Center	005073	Residential Care Worker Trainee
	005074	Residential Care Worker I
	005072	Residential Care Worker II
	005075	Residential Childcare Specialist
	005091	Residential Care Worker Supervisor

- (d) Positions in Medical and Detention Facility Locations. Eligible employees assigned to work at a medical or detention facility as their primary work location shall be paid twenty-five cents (\$.25) per hour in addition to the salary prescribed for their class for each hour worked in the following locations.

Inpatient Units, Admissions and Screening:	
	San Diego County Psychiatric Hospital*
Initial Intake, Admissions and Screening of Kids:	
	Polinsky Children's Center
Medication Management:	
	Adult East County Mental Health Clinic
	Adult Forensic Evaluation Services
	Adult North Central Mental Health Clinic
	Grantville
	Southeast Mental Health Clinic Juvenile Forensic Services
	Rosecrans Health Services Complex
Jail Information	
	Booking Section
	Release Section
	Dispensary of the Sheriff's Department
	Psychiatric Security Unit at the Jail
	East Mesa Juvenile Detention Facility
	Rock Mountain Detention Facility
	Youth Transition Campus
	Jail Kitchens
	Sheriff's Central Production Center
	Sheriff's Central Laundry

*Effective June 27, 2025, a Pharmacy Technician (job code 004260) at San Diego County Psychiatric Hospital will no longer receive the \$0.25 per hour premium, though those Pharmacy Technicians located at other qualifying facilities as outlined in subsection (d) will remain eligible. Pharmacy Technicians at the San Diego County Psychiatric Hospital are entitled to a 5% premium for their work location as outlined in Section 1.8.10.

Eligible Classes:

002403	Accounting Technician
002430	Cashier
002493	Account Clerk
002494	Payroll Clerk
002510	Senior Account Clerk
002511	Senior Payroll Clerk
002513	Senior Cashier
002521	Account Clerk Specialist
002650	Stock Clerk
002655	Sr Storekeeper
002658	Storekeeper II (T)
002660	Storekeeper
002664	Pharmacy Stock Clerk
002700	Office Assistant
002706	Admissions Clerk
002707	Senior Admissions Clerk
002709	Departmental Clerk
002715	Records Clerk

Eligible Classes:

002729	Office Support Specialist
002730	Senior Office Assistant
002745	Supervising Office Assistant
002756	Administrative Secretary I
002757	Administrative Secretary II
003046	Health Information Management Clerk
003049	Health Information Management Technician
003055	Senior Health Information Management Technician
004260	Pharmacy Technician
006405	Food Services Supervisor
006410	Senior Cook
006411	Cook
006415	Food Services Worker
006530	Laundry Worker

- (f) Locked Facilities Premium. Eligible employees in the classes listed below shall be compensated an additional fifty cents (\$.50) per hour for each hour worked in a locked facility in the Sheriff's Office. This premium shall apply to time worked and shall not apply towards paid time off or to terminal payoff.

Eligible Classes:

002650	Stock Clerk
003001	Detentions Information Assistant
003002	Detention Processing Technician
005884	Building Maintenance Engineer
005885	Building Maintenance Supervisor
005905	Carpenter
005920	Electrician
005930	Mason
005940	Painter
005950	Plumber
005960	Air Conditioning & Refrigeration Mechanic
006161	Electronic Security & Systems Technician
006180	Welder
006200	Building Maintenance Assistant
006204	Carpenter Assistant
006224	Painter Assistant
006410	Senior Cook
006510	Senior Laundry Worker
007030	Senior Custodian
007099	Sheriffs Range Guard

- (g) Locked Facilities Premium. Eligible employees in the classes listed below shall be compensated an additional fifty cents (\$.50) per hour for each hour worked in a locked facility in the Probation Department. This premium shall apply to time worked and shall not apply towards paid time off or to terminal payoff.

Eligible Classes:

004835	Mental Health Case Management Clinician
005050	Correctional Counselor
005197	Alcohol and Drug Program Specialist

Section 23. Section 1.8.10 of the Compensation Ordinance is hereby amended to read as follows

SECTION 1.8.10: PSYCHIATRIC HOSPITAL LOCATION PREMIUM. Employees in classifications designated below whose principal assignment is to the psychiatric hospital shall receive additional compensation at a rate of five percent (5%) above their regular base rate for such assignment. This premium shall not apply towards paid time off or terminal payoff.

Eligible Classes:

002706	Admissions Clerk
002707	Senior Admissions Clerk
004162	Medical Consultant
004196	Psychiatrist
004198	Psychiatrist Resident
004199	Psychiatrist-Specialist
004260	Pharmacy Technician
004406	Recreational Therapy Aide
004407	Recreational Therapist
004533	Inservice Education Coordinator
004615	Certified Nurse Assistant
004839	Mental Health Aide
005102	Licensed Mental Health Clinician

Section 24. Section 1.8.11 of the Compensation Ordinance is hereby added:

SECTION 1.8.11: EMERGENCY PSYCHIATRIC UNIT PREMIUM. Employees assigned to the Emergency Psychiatric Unit (EPU) shall be paid a premium of ten percent (10%) of their regular base wage rate for time worked. This premium shall apply to time worked only and shall not apply toward paid time off or terminal payoff.

<u>Eligible Locations:</u>
San Diego County Psychiatric Hospital
Edgemoor

Section 25. Subsection (b)(2) of Section 1.13.3 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.13.3: CHARGES FOR MAINTENANCE. In the following cases where full or part time maintenance is furnished, employees shall be charged the following amounts:

(b) County Owned and Maintained Housing Facilities.

(2) Charges for specific living quarters shall be based upon a determination of the class in which each house, apartment, or room shall be included, made by resolution of the Board of Supervisors. Employees shall be charged at the biweekly rate; however, when computing the charges for a portion of a biweekly pay period, the daily rate shall be used. Charges for living quarters shall be paid by employees or deducted from employees' compensation at the end of the pay period for which the living quarters are furnished.

Class	Description	Biweekly Rate
1	1 BR/1 BA Mobile Home	\$62.46
2	2 BR/1 BA Mobile Home	75.03
3	2 BR/2 BA Mobile Home	87.49
4	1 BR/1 BA Apartment	62.46
5	2 BR/1 BA Apartment	86.38
6	3 BR/1 BA Apartment	87.49

Class	Description	Biweekly Rate
7	3 BR/1-1/2 – 2 BA Apartment	100.01
8	1 BR/1 BA House	75.03
9	2 BR/1 BA House	87.61
10	2 BR/2 BA House or 3 BR/1 BA House	100.01
11	3 BR/1-1/2 – 2 BA House	112.46
12	4 BR/2 BA House	287.41

Section 26. Section 1.13.10 of the Compensation Ordinance will be amended as follows:

SECTION 1.13.10: UNIFORM ALLOWANCE (INITIAL ISSUE AND MAINTENANCE / REPLACEMENT).

(a) Hard Toe Shoes/Non-slip Safety Shoes:

- (1) Employees in the following classes shall be reimbursed or issued a voucher for:

Three hundred dollars (\$300) for departmental approved, hard-toe shoes or non-slip safety shoes. If hard-toe shoes or non-slip safety shoes are deemed appropriate by the department for employees in other classes, these employees shall also be reimbursed or issued a voucher for three hundred dollars (\$300) for departmental approved hard-toe shoes. Employees may accrue up to three (3) years' worth of reimbursement for the purchase of safety footwear. Employees who do not spend three hundred dollars (\$300) in the previous fiscal year shall have up to six hundred dollars (\$600) available in the second year. Employees who do not spend three hundred dollars (\$300) in each of the two (2) previous fiscal years shall have up to nine hundred dollars (\$900) available in the third year. Maintenance after purchase and reimbursement will be the responsibility of the employee. A portion of the reimbursement allowance can also be used for shoe repair, and inserts.

Hard-Toe Shoes/Non-Slip Safety Shoes

Eligible Classes:

006035 Equipment Operator
006036 Sr Equipment Operator
006345 Sr Park Maintenance Worker
006347 Park Maintenance Worker
007030 Sr Custodian
007035 Healthcare Agency Housekeeper
007036 Sr Healthcare Agency Housekeeper
007070 Wastewater Plant Operator II
007071 Wastewater Plant Operator I
007515 Stores Delivery Driver
007540 Construction & Services Worker
and Classes designated: CR

- (2) Employees in the following classes shall be reimbursed:

Three hundred dollars (\$300) upon proof of purchase of departmental approved hard-toe shoes or non-slip safety shoes. If hard-toe shoes or non-slip safety shoes are deemed appropriate by the department for employees in other classes, these employees shall also be reimbursed. Classifications listed or employees deemed appropriate for shoes, may accrue up to three (3) years' worth of reimbursement for the purchase of safety footwear. Employees who do not spend three hundred dollars (\$300) in the previous fiscal year shall have up to six hundred dollars (\$600) available in the second year. Employees who do not spend three hundred

dollars (\$300) in each of the two (2) previous fiscal years shall have up to nine hundred dollars (\$900) available in the third year. Maintenance after purchase and reimbursement will be the responsibility of the employee. A portion of the reimbursement allowance can also be used for shoe repair or the purchase of inserts, insoles, conditioning products and laces.

(a) Hard Toe Shoes.

Eligible Classes:

002650 Stock Clerk
002655 Senior Storekeeper
002660 Storekeeper
002664 Pharmacy Stock Clerk (Jail)
002713 Sheriff's Property & Evidence Specialist II
003588 Code Enforcement Officer
003715 Building/Enforcement Supervisor
004260 Pharmacy Technician (Jail Pharmacies only)
005203 Aging Program Specialist I
005204 Aging Program Specialist II
005205 Aging Program Specialist III
005397 Senior Insect Detection Specialist
005399 Insect Detection Specialist II
005400 Insect Detection Specialist I
005401 Pest Management Technician I
005402 Pest Management Technician II
005404 Supervising Pest Management Technician
005700 Animal Care Attendant
005702 Supervising Animal Care Attendant
005703 Animal Control Officer
005711 Supervising Animal Control Officer
005726 Public Assistance Investigator Trainee
005727 Public Assistance Investigator I
005728 Public Assistance Investigator II
005729 Public Assistance Investigator Supervisor
005731 Public Defender Investigator Trainee
005748 Community Services Officer
005764 Public Defender Investigator I
005765 Public Defender Investigator II
005766 Public Defender Investigator III
005785 Sheriff's Property Investigators
005787 Sheriff's Property & Evidence Manager
005793 Sheriff's Property & Evidence Custodian
006019 Road Crew Supervisor
006332 Park Ranger
006342 Senior Park Ranger
006343 Supervising Park Ranger
006405 Food Services Supervisor
006410 Senior Cook
006411 Cook
006415 Food Services Worker
007068 Wastewater Facilities Supervisor
007069 Wastewater Plant Operator III
007083 Sewer Construction & Maintenance Worker

(b) Non-Slip Safety Shoes.

Eligible Classes:

004230 Veterinary Pathologist (T)
004317 Disease Research Scientist
004318 Histology Technician

004319 Senior Histology Technician
 005710 Registered Veterinary Technician
 006405 Food Services Supervisor
 006410 Senior Cook
 006411 Cook
 006415 Food Services Worker

And classes designated: AE, CL, FS, MM, PR or PS when deemed appropriate by the department.

Section 27. Section 1.14.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.14.2: CLASSIFICATION PREMIUM – 4%.

The following classifications shall be paid a premium of four percent (4%) above the employee's base pay. This premium shall apply to time worked only and shall not apply toward paid time off or terminal payoff.

<u>Eligible Classes:</u>	
004525	Psychiatric Nurse
004565	Public Health Nurse
004567	Senior Public Health Nurse
004570	Public Health Nurse Supervisor
005102	Licensed Mental Health Clinician

Section 28. Section 1.14.3 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.14.3: CLASSIFICATION PREMIUM – 3%.

The following classifications shall be paid a premium of three percent (3%) above the employee's base pay. This premium shall apply to time worked only and shall not apply toward paid time off or terminal payoff.

<u>Eligible Classes:</u>	
002941	Child Support Officer
002942	Supervising Child Support Officer
004108	Behavioral Health Program Manager
004538	Staff Nurse
005050	Correctional Counselor
005720	Public Assistance Investigator Manager
005726	Public Assistance Investigator Trainee
005727	Public Assistance Investigator I
005728	Public Assistance Investigator II
005729	Public Assistance Investigator Supervisor
006332	Park Ranger
006342	Sr. Park Ranger
006343	Supervising Park Ranger

Section 29. Section 1.14.9 of the Compensation Ordinance is hereby repealed:

Section 30. Sections 2.1.6, 2.1.7, 2.1.8 and 2.1.9 of the Compensation Ordinance is hereby repealed:

Section 31. Section 2.1.6 of the Compensation Ordinance is hereby added to read as follows:

SECTION 2.1.6: LUMP SUM PAYMENTS FOR FISCAL YEARS 2025-2028.

A one-time lump sum payment of \$1,000 (one thousand dollars) in year one (FY 2025-2026), \$500 (five hundred dollars) in year two (FY 2026-2027), and \$250 (two hundred fifty dollars) in year three (FY 2027-2028) will be paid to eligible employee's contingent upon a change to the County's Reserve Policy which provides additional one-time funds.

This payment will be for all eligible regular employees who have paid service during Fiscal Year 2024-2025. The first payment will be made within two pay periods after the effective date of the Board of Supervisors changed reserve policy. 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.

The second and third-year payments will be made in payroll 02 of that year. For 2026-2027, the second paycheck date is July 31, 2026. For 2027-2028, the second paycheck date is July 30, 2027. 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: AE, AM, AS, CE, CEM, CL, DA, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PR, PS, RN, SS, SW, and UM.

Section 32. Section 2.1.19 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 2.1.19: RETENTION INCENTIVE PROGRAM.

(a) Employees in classes designated DS or SM:

- (i) Effective June 21, 2019: all regular employees who have 20 years of service with the County of San Diego shall receive a 2.5% retention incentive premium.

Effective June 18, 2021: the retention incentive premium will be increased to 5%.

- (ii) 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.

(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.

(c) Employees in classes designated SO:

- (i) Effective September 22, 2023: all regular employees who have 20 years of service with the County of San Diego shall receive a 2.5% retention incentive premium.

(d) Employees in classes designated CC, CE, CEM, CM, CR, CS, EM, MA, NA, NE, NM, NR, or UM:

- (i) Effective July 1, 2022: all regular employees enrolled in General Tier D retirement who have 20 years of service with the County of San Diego shall receive a 5% retention incentive premium.

- (ii) Effective July 1, 2022: all regular employees enrolled in General Tier D retirement who have 25 years of service with the County of San Diego shall receive an increase of 5% to the retention incentive premium for a total of 10%.

- (iii) Effective for all “new members”, as defined by Government Code section 7522.04(f), hired into CC, CE, CEM, CM CR, CS, EM, MA, NA, NE, NM, NR, or UM bargaining units.

(e) Employees in classes designated AE, AM, AS, CL, DA, FS, HS, MM, PD, PM, PR, PS, RN, SS, or SW:

- (i) All employees enrolled in General Tier D retirement (established July 1, 2018), will receive a retention premium of 2.5% for 15 years of service with the County of San Diego and an additional 2.5% for 20 years

of service with the County of San Diego and an additional 5% for 25 years of service with the County of San Diego.

- (ii) Effective for all “new members”, as defined by Government Code section 7522.04(f), hired into AE, AM, AS, CL, DA, FS, HS, MM, PD, PM, PR, PS, RN, SS, or SW bargaining units.

Section 33. Section 3.5.4 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 3.5.4: SEVERANCE PAY. If terminated by the appointing authority, or where there is a resignation in lieu of termination, an employee in the Unclassified Service may be eligible to receive severance pay, upon approval of the Chief Administrative Officer or, in the case of Board appointed Executive Management positions, the Board of Supervisors; The severance benefits are conditioned on the employee entering into an enforceable and irrevocable general release in favor of the County and all affiliates within 30 days following the termination date. However, no severance pay may be offered or paid if termination, or where there is a resignation in lieu of termination, is for reasons of malfeasance in office or conviction of a crime involving moral turpitude.

Section 34. Section 3.6.2 of the Compensation Ordinance is hereby repealed:

Section 35. Subsections (h)(1), (h)(2) and (h)(3) of Section 4.2.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.2: SICK LEAVE.

(h) Conversion of Sick Leave Credits to Cash or Retirement at Termination

- (1) Except as otherwise provided, eligible employees, who have reached the age of fifty-five (55) (age fifty (50) for employees in classes designated SM or in classes 000260 and 000265) in the classes listed below, upon retirement, deferred retirement, disability retirement from County Service, or death, may elect to convert sick leave credits to cash or retirement service credit as follows:
 - (a) Eligible employees may convert all or a portion of their sick leave balance to cash at fifty percent (50%) of its value, except as otherwise provided in subsection 4.2.2(h)(2). One hundred percent (100%) of all sick leave credits that are paid to the employee in cash at fifty percent (50%) of their value will be removed from the employee’s sick leave balance.
 - (b) Eligible employees may, upon retirement, deferred retirement, disability retirement from County Service, or death, convert all or a portion of their sick leave balance into retirement service credits subject to the rules and regulations of the San Diego County Employees’ Retirement Association, provided that:
 - i. The employee has completed five (5) or more years of continuous service during that employee’s present employment; and
 - ii. The employee’s sick leave balance totals one hundred (100) hours or more.
 - (c) Eligible employees who have reached the age of fifty-five (55) (age fifty (50) for employees in the classes designated SM or in classes 000260 and 000265) but not satisfied (a) or (b) shall receive cash at fifty percent (50%) of the value of that employee’s accumulated sick leave credits. Employees in bargaining units EM, NA, NE, NM, and UM with 15 or more but less than 20 years of service, shall receive cash at seventy-five percent (75%) of the value of their accumulated sick leave credits. Employees in bargaining units EM, NA, NE, NM, and UM with 20 or more years of service shall receive one hundred percent (100%) of the value of their accumulated sick leave credits.

Eligible Classes: Classes designated EM, NA, NE, NM, SM, and UM

- (2) Eligible employees who have not reached the age of fifty-five (55) (age fifty (50) for employees in the classes designated SM or in classes 000260 and 000265) in the classes listed below, who retire, voluntarily terminate, or die, shall receive cash at fifty percent (50%) of the value of that employee’s accumulated sick leave credits. Employees in bargaining units EM, NA, NE, NM and UM with 15 or more but less than 20 years of service, shall receive cash at seventy-five percent (75%) of the value of their accumulated sick leave credits. Employees in bargaining units EM, NA, NE, NM, and UM

with 20 or more years of service shall receive one hundred percent (100%) of the value of their accumulated sick leave credits.

Eligible Classes: Classes designated EM, NA, NE, NM, SM, and UM

- (3) The entire amount of the advanced sick leave credits provided in section 4.2.2(c)(3) may not be eligible for retirement conversion upon separation from the County. Advanced sick leave hours will become convertible to cash pursuant to this section as they are earned under the provisions of 4.2.2(c).

Eligible Classes: Classes designated EM, NA, NE, NM, SM, and UM

Section 36. Section 4.2.21 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 4.2.21: PROFESSIONAL TIME OFF.

(a) Employees in Classes Designated PD and PM.

- (1) General. At the discretion of the Appointing Authority and in accordance with any guidelines the Appointing Authority may issue, an employee may be granted professional time off not to exceed a maximum of one hundred twenty (120) hours per fiscal year. The Appointing Authority's decision on whether to grant professional time off shall be based on an employee's overall workload associated with assigned projects and caseload.

(2) Use of Professional Time Off.

- (a) Must be approved by the Appointing Authority or the Appointing Authority's designee, either orally or in writing, prior to the commencement of the leave.
- (b) Shall be limited to a cumulative maximum of one hundred twenty (120) hours in a fiscal year.
- (c) Shall be limited to increments of eight (8) hours, which shall constitute a full workday.
- (d) Shall not accumulate or be earned as a matter of right.
- (e) Has no cash value and is ineligible for terminal payoff.

(b) Employees in Classes Designated CC and CS.

- (1) General. At the discretion of the County Counsel and in accordance with the standards issued on November 17, 2003, as interpreted by memoranda dated May 12, 2004 and April 18, 2005, an employee may be granted professional time off (PTO) not to exceed a maximum of one hundred twenty (120) hours per fiscal year. The decision on whether to grant Professional Time Off shall be based on the guidelines applicable to PTO, and shall take into account an employee's overall workload involving assigned projects and cases. In addition to the above referenced guidelines applicable to PTO, Professional Time Off is subject to the following conditions:

(2) Conditions.

- (a) Requests for PTO must be submitted on the Office's Leave of Absence slip and acted upon by the Appointing Authority (or his designee) prior to the commencement of the requested leave.
- (b) PTO shall be limited to a maximum of one hundred twenty (120) available hours each fiscal year.
- (c) PTO shall be limited to increments of full workdays.

(d) PTO has no cash value and is ineligible for terminal payoff.

(c) Employees in Classes Designated AM, AS, and DA.

(1) General. At the discretion of the Appointing Authority and in accordance with any guidelines the Appointing Authority may issue, an employee may be granted professional time off not to exceed a maximum of two hundred forty (240) hours per fiscal year. The Appointing Authority’s decision on whether to grant professional time off shall be based on an employee’s overall workload associated with assigned projects and caseload.

(2) Use of Professional Time Off.

(a) Must be approved by the Appointing Authority or the Appointing Authority’s designee, either orally or in writing, prior to the commencement of the leave.

(b) Shall be limited to a cumulative maximum of two hundred forty (240) hours in a fiscal year.

(c) Shall be limited to increments of eight (8) hours, which shall constitute a full workday.

(d) Shall not accumulate or be earned as a matter of right.

(e) Has no cash value and is ineligible for terminal payoff.

Section 37. Section 4.2.28 of the compensation ordinance is hereby added 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, CE, CEM, CL, DA, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PR, PS, RN, SS, SW, and UM

Section 38. 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.

(d) County Contributions Toward Flexible Benefit Plan. Insurance premium costs shall be borne by the employee excepting that the County shall make the following contribution toward the Flexible Benefits Plan (which includes health insurance). The employee’s insurance premium costs will be reduced by the amount the employee elects to distribute to their insurance premium costs from the County’s contribution toward the Flexible Benefits Plan. The County’s contribution toward the Flexible Benefits Plan shall be:

(1) Employees in classes designated EM, EO, NA, NE, NS, and UM under the UCL Benefit Program.

<u>Effective January 1, 2025:</u>	<u>Monthly</u>
Employee Only	\$ 1,048.00
Employee + 1 Dependent	1,523.00
Employee + 2 or More Dependents	2,132.00
 <u>Effective January 1, 2026 (6% increase):</u>	 <u>Monthly</u>
Employee Only	\$ 1,111.00
Employee + 1 Dependent	1,614.00
Employee + 2 or More Dependents	2,260.00

<u>Effective January 1, 2027 (6% increase):</u>	<u>Monthly</u>
Employee Only	\$ 1,178.00
Employee + 1 Dependent	1,711.00
Employee + 2 or More Dependents	2,396.00

<u>Effective January 1, 2028 (6% increase):</u>	<u>Monthly</u>
Employee Only	\$ 1,249.00
Employee + 1 Dependent	1,814.00
Employee + 2 or More Dependents	2,540.00

(2) Employees in classes designated CE under the CNM and CEM, and MA, under the MGT Benefit Programs.

<u>Effective January 1, 2025:</u>	<u>Monthly</u>
Employee Only	\$ 952.00
Employee + 1 Dependent	1,423.00
Employee + 2 or More Dependents	2,023.00

<u>Effective January 1, 2026 (6% increase):</u>	<u>Monthly</u>
Employee Only	\$1,009.00
Employee + 1 Dependent	1,508.00
Employee + 2 or More Dependents	2,144.00

<u>Effective January 1, 2027(6% increase):</u>	<u>Monthly</u>
Employee Only	\$1,070.00
Employee + 1 Dependent	1,598.00
Employee + 2 or More Dependents	2,273.00

<u>Effective January 1, 2028 (6% increase):</u>	<u>Monthly</u>
Employee Only	\$1,134.00
Employee + 1 Dependent	1,694.00
Employee + 2 or More Dependents	2,409.00

(3) Employees in classes designated CM or CR.

<u>Effective January 1, 2025:</u>	<u>Monthly</u>
Employee Only	\$ 872.00
Employee + 1 Dependent	1,323.00
Employee + 2 or More Dependents	1,925.00

(6) Employees in classes designated AM, AS and DA under the DA Benefit Program; PD and PM under the PD Benefit Program.

<u>Effective January 1, 2025:</u>	<u>Monthly</u>
Employee Only	\$ 898.00
Employee + 1 Dependent	1,323.00
Employee + 2 or More Dependents	1,906.00

<u>Effective January 1, 2026 (6% increase):</u>	<u>Monthly</u>
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Employee Only	\$ 952.00
Employee + 1 Dependent	1,402.00
Employee + 2 or More Dependents	2,020.00

Effective January 1, 2027 (6% increase): Monthly

Employee Only	\$ 1009.00
Employee + 1 Dependent	1,486.00
Employee + 2 or More Dependents	2,141.00

Effective January 1, 2028 (6% increase): Monthly

Employee Only	\$ 1,070.00
Employee + 1 Dependent	1,575.00
Employee + 2 or More Dependents	2,269.00

(9) Employees in classes designated AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW.

Effective January 1, 2025: Monthly

Employee Only	\$ 872.00
Employee + 1 Dependent	1,323.00
Employee + 2 or More Dependents	1,925.00

Effective January 1, 2026 (6% increase): Monthly

Employee Only	\$ 924.00
Employee + 1 Dependent	1,402.00
Employee + 2 or More Dependents	2,041.00

Effective January 1, 2027 (6% increase): Monthly

Employee Only	\$ 979.00
Employee + 1 Dependent	1,486.00
Employee + 2 or More Dependents	2,163.00

Effective January 1, 2028 (6% increase): Monthly

Employee Only	\$ 1,038.00
Employee + 1 Dependent	1,575.00
Employee + 2 or More Dependents	2,293.00

(10) Employees in classes designated NM under the MGT Benefit Program.

Effective January 1, 2025: Monthly

Employee Only	\$ 952.00
Employee + 1 Dependent	1,423.00
Employee + 2 or More Dependents	2,023.00

Effective January 1, 2026 (6% increase): Monthly

Employee Only	\$1,009.00
Employee + 1 Dependent	1,508.00
Employee + 2 or More Dependents	2,144.00

Effective January 1, 2027 (6% increase): Monthly

Employee Only \$1,070.00
Employee + 1 Dependent 1,598.00
Employee + 2 or More Dependents 2,273.00

Effective January 1, 2028 (6% increase): Monthly

Employee Only \$1,134.00
Employee + 1 Dependent 1,694.00
Employee + 2 or More Dependents 2,409.00

(11) Employees in classes designated CC and CS under the CC Benefit Program

Effective January 1, 2025: Monthly

Employee Only \$ 898.00
Employee + 1 Dependent 1,323.00
Employee + 2 or More Dependents 1,906.00

Section 39. Operative Dates. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Sections 1-5	6/27/25
	6/26/26
	6/25/27
Sections 6-10	6/27/25
Section 11	7/25/25
Sections 12-13	6/27/25
	6/26/26
	6/25/27
Sections 14-37	6/27/25
Section 38	1/1/26
	1/1/27
	1/1/28

APPROVED AS TO FORM AND LEGALITY

Claudia G. Silva, County Counsel

BY: Amanda Johnston, Senior Deputy County Counsel

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