



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: January 28, 2026 and February 10, 2026

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TO: Board of Supervisors

SUBJECT

**AN ORDINANCE ESTABLISHING COMPENSATION (1/28/2026– First Reading;
2/10/2026– Second Reading, unless the ordinance is modified on second reading)
(DISTRICTS: ALL)**

OVERVIEW

The Compensation Ordinance, enacted by the Board of Supervisors, establishes procedures for compensating County of San Diego employees. The Department of Human Resources recommends updates based on organizational needs to attract and retain a skilled, adaptable, and diverse workforce. Today's proposed amendments support this goal.

Today's recommendations are for the Board to approve the introduction of the amendments to the Compensation Ordinance (first reading). If the Board takes action as recommended, then on February 10, 2026, staff recommends the Board adopt the ordinance (second reading). If the proposed ordinance is altered on February 10, 2026, then on that date a subsequent meeting date will be selected for the adoption of the ordinances.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

On January 28, 2026:

1. Approve the introduction of the Ordinances (first reading):

AN ORDINANCE ESTABLISHING COMPENSATION

If, on January 28, 2026 the Board takes action as recommended in item 1 above, then, on February 10, 2026:

2. Approve the adoption of the Ordinances (second reading):

AN ORDINANCE ESTABLISHING COMPENSATION

SUBJECT: AN ORDINANCE ESTABLISHING COMPENSATION (1/28/26 – First Reading; 2/10/26 – Second Reading, unless the ordinance is modified on second reading) (DISTRICTS: ALL)

If the proposed ordinance(s) are altered on February 10, 2026, then on that date a subsequent meeting date will be selected for adoption of the ordinance(s).

EQUITY IMPACT STATEMENT

The Department of Human Resources is committed to ensuring equity in classification and compensation. Today's recommended amendments to the Compensation Ordinance will help the County of San Diego attract, retain, and support a skilled, adaptable, and diverse workforce, enabling the delivery of efficient, high-quality services to residents and visitors.

SUSTAINABILITY IMPACT STATEMENT

The proposed amendments to the Compensation Ordinance support the County of San Diego's Sustainability Goals by promoting sustainable economic growth through just and equitable wages and benefits.

FISCAL IMPACT

There is no fiscal impact associated with these recommendations. 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

Today's recommendation amends the Compensation Ordinance to better support the County's organizational needs by adding a Deputy Chief Financial Officer and Sheriff's Senior Director of Management Services classifications, as well as retitling one existing Sheriff classification. In addition, the recommendation retitles an existing classification to County Pollution Crisis Chief to support the County's response efforts related to the Tijuana River Valley sewage crisis, June 24, 2025 (10).

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.

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Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Ebony N. Shelton', written in a cursive style.

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)