

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
WEDNESDAY, JANUARY 28, 2026**

MINUTE ORDER NO. 11

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

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

ACTION:

ON MOTION of Supervisor Montgomery Steppe, seconded by Supervisor Aguirre, the Board of Supervisors took action as recommended, on Consent, and took action to further consider and adopt the Ordinance on February 10, 2026.

AYES: Aguirre, Lawson-Remer, Montgomery Steppe, Desmond

ABSENT: Anderson

State of California)
County of San Diego)

I hereby certify that the foregoing is a full, true and correct copy of the Original entered in the Minutes of the Board of Supervisors.

ANDREW POTTER
Clerk of the Board of Supervisors



Signed
by Andrew Potter