

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, FEBRUARY 10, 2026**

MINUTE ORDER NO. 6

SUBJECT: ADOPT AN ORDINANCE TO ADD CHAPTER 28 TO DIVISION 1 OF TITLE 2 LICENSES, BUSINESS REGULATIONS, AND BUSINESS TAXES OF THE COUNTY CODE OF REGULATORY ORDINANCES RELATING TO IMPROVING SAFETY AND LABOR STANDARDS IN COUNTY PARKS (2/10/26 - FIRST READING; 3/3/26 - SECOND READING UNLESS ORDINANCE IS MODIFIED ON SECOND READING) (DISTRICTS: ALL)

OVERVIEW

On November 3, 2021 (05), the County of San Diego (County) Board of Supervisors (Board) adopted a Resolution requiring the County Department of Parks and Recreation (DPR) through existing reservation and event agreements, to ensure that all entertainment vendors at DPR facilities have completed the Entertainment Technician Certification Program (ETCP) and a 10-hour Occupational Safety and Health Administration (OSHA) safety awareness course or equivalent. Subsequently, on October 21, 2025 (21), the Board directed the Chief Administrative Officer (CAO) to explore the feasibility of establishing a local labor enforcement mechanism for higher impact events held on County-owned and leased park property, to support implementation and compliance with Board adopted labor standards, including minimum wage requirements, and to return to the Board within 120 days with a draft ordinance, through the Office of Labor Standards and Enforcement (OLSE).

This action is in response to a national trend in which large-scale commercial events held on public property generate economic activity but may also present heightened safety and labor compliance risks. Temporary and subcontracted workers, stagehands, and production crews often work in fast-paced environments with limited oversight. Without local enforcement, violations such as unpaid wages and unsafe conditions can go unaddressed, risking the safety and well-being of workers and attendees.

In partnership with organizations supporting entertainment professionals, OLSE identified measures the County could implement to ensure events held on County-owned and leased park property reflect the County's values, promote safe workplaces, and ensure responsible management of public spaces. The proposed ordinance establishes enforceable labor standards for high-impact events, including a \$25 minimum hourly wage for entertainment workers with annual cost-of-living adjustments based on state minimum wage increases. These requirements apply to technicians, stagehands, and other event-based workers engaged directly through subcontractors to perform setup, operation, or teardown of production elements such as staging, lighting, and sound as set forth by California State Labor Code Division 5, Part 14, Section 9251.

This ordinance would also authorize OLSE to investigate complaints, issue penalties, and promote compliance through education and outreach. Additionally, it establishes a dedicated staff position to ensure consistent enforcement and coordination between OLSE and DPR.

Today's request is for the Board to approve the introduction of an ordinance adding Chapter 28 to Division 1 of Title 2 Licenses, Business Regulations, and Business Taxes of the County Code of Regulatory Ordinances, establishing clear safety and labor standards for entertainment and live events

on County-owned and leased park property. If approved, the ordinance will be scheduled for adoption on March 03, 2026. If the proposed ordinance is modified on February 10, 2026, then, on that date, a subsequent meeting date will be selected for the ordinance's adoption.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

On February 10, 2026:

1. Consider the recommendation to approve the introduction of the Ordinance (first reading):
ADOPT AN ORDINANCE TO ADD CHAPTER 28 TO DIVISION 1 OF TITLE 2 LICENSES, BUSINESS REGULATIONS, AND BUSINESS TAXES OF THE COUNTY CODE OF REGULATORY ORDINANCES RELATING TO IMPROVING SAFETY AND LABOR STANDARDS IN COUNTY PARKS

If, on February 10, 2026, the Board takes action as recommended on item #1 above, then on March 03, 2026:

1. Consider and adopt the Ordinance (second reading):
ADOPT AN ORDINANCE TO ADD CHAPTER 28 TO DIVISION 1 OF TITLE 2 LICENSES, BUSINESS REGULATIONS, AND BUSINESS TAXES OF THE COUNTY CODE OF REGULATORY ORDINANCES RELATING TO IMPROVING SAFETY AND LABOR STANDARDS IN COUNTY PARKS
2. If the Board acts on Recommendation #1 above:
 - a. Refer to Fiscal Year (FY) 2026-27 budget deliberations the establishment of appropriations of \$165,000 in the Chief Administrative Office, Office of Labor Standards and Enforcement for one staff year (1.0 FTE) for administering and enforcing safety and labor standards at County-owned and leased park facilities based on General Purpose Revenue. Active enforcement of the ordinance and program implementation will be contingent upon the successful addition of the position in the Operational Plan.
3. Direct the Chief Administrative Officer to report back on the status of the Improving Safety and Labor Standards in County Parks Program established in the Office of Labor Standards and Enforcement, including development of regulations on how funds will be collected if penalties are administered.

EQUITY IMPACT STATEMENT

Improving safety and labor standards in County parks directly advances the County's commitment to equity, inclusion, and worker well-being. By setting clear minimum labor standards and requiring compliance with established safety practices, the proposed ordinance promotes equitable treatment across all event workers, regardless of employment status or employer type.

SUSTAINABILITY IMPACT STATEMENT

This action strengthens the long-term sustainability of the region's live events ecosystem by promoting responsible labor practices, community safety, and operational integrity within County-owned and leased park property. Sustainable governance is not only environmental but also includes ensuring that economic systems and workplaces function safely and equitably over time. By embedding fair labor standards and safety requirements into the administration of County-owned and leased park property, the County helps create a self-sustaining model in which event organizers, vendors, and workers all

benefit from predictable expectations and reduced risks. These measures contribute to a stable, skilled, and safety-conscious workforce, decreasing turnover and supporting the resilience of both the local events industry and the broader community that depends on it.

FISCAL IMPACT

There is no fiscal impact for FY 2025-26. If Recommendation 2a is approved on March 3, 2026, there will be ongoing costs and revenue of approximately \$165,000 that will be referred to FY 2026-27 budget deliberations in the Chief Administrative Office, Office of Labor Standards and Enforcement for one staff year for administering and enforcing safety and labor standards at County-owned and leased park facilities based on General Purpose Revenue. For the Department of Parks and Recreation, any decrease in special events could provide less revenue and potentially impact park operations and programming.

BUSINESS IMPACT STATEMENT

Today’s action establishes equitable standards for entertainment event vendors, and discourages unfair competition from low-road employers by setting clear and consistent safety and labor standards for County-owned and leased park properties. These standards promote responsible business practices that protect workers and ensure that all contractors operate under equitable conditions. By establishing a more predictable and transparent operating environment, the ordinance helps retain more of the economic impact generated from events on County-owned and leased park property within the local economy, supporting good jobs, fair wages, and a skilled entertainment workforce. In doing so, the County strengthens the regional events industry, fosters high-quality vendor performance, and reinforces its role as a fair and accountable public partner to the business community.

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 March 3, 2026.

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

NOES: Desmond

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