

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

On January 28, 2026 (11), the Board of Supervisors took action to further consider and adopt the Ordinance on February 10, 2026.

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**

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, adopting Ordinance No. 10973 (N.S.), entitled: AN ORDINANCE ESTABLISHING COMPENSATION.

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