

**COUNTY OF SAN DIEGO  
BOARD OF SUPERVISORS  
TUESDAY, AUGUST 26, 2025**

**MINUTE ORDER NO. 18**

**SUBJECT: REVISED RULES GOVERNING INCOMPATIBLE ACTIVITIES OF THE  
SHERIFF'S OFFICE (DISTRICTS: ALL)**

**OVERVIEW**

The County's standards for incompatible activities are established by Board of Supervisors Resolution No. 01-207 and Government Code Section 1126. These provisions prohibit officers and employees from engaging in outside employment or activities that conflict with their official duties or the responsibilities of their appointing authority. The resolution requires each appointing authority to adopt rules specific to their department and outlines potential penalties for violations, reinforcing the expectation that County personnel prioritize the public interest over personal gain.

The recommended action would approve the revised Incompatible Rules submitted by the Sheriff's Office.

**RECOMMENDATION(S)**

**CHIEF ADMINISTRATIVE OFFICER**

Approve the revised Incompatible Activities Rules submitted by the Sheriff's Office.

**EQUITY IMPACT STATEMENT**

Today's proposed action outlines the process for the review and adoption of rules related to incompatible activities by appointing authorities. These rules help guide employee conduct and support consistency in County operations. The process includes oversight from a standing Committee on Incompatible Activities, which is composed of representatives from key County leadership, including the Chief Administrative Officer, Auditor and Controller, Director of Human Resources, and County Counsel, or their designees.

The policy ensures transparency, accountability, and procedural fairness by clearly defining what constitutes a conflict of interest and establishing consistent expectations for all County officers and employees. By requiring each appointing authority to adopt and apply department-specific rules, the framework ensures uniform standards and reduces the risk of arbitrary or biased enforcement. These provisions help maintain public trust by preventing the misuse of public office for personal gain and ensuring that all decisions and actions are made in the best interest of the community. Enforcement mechanisms and defined penalties further support accountability and uphold the integrity of County operations.

**SUSTAINABILITY IMPACT STATEMENT**

The structured process for reviewing and adopting rules on incompatible activities promotes equity by ensuring transparency, consistency, and inclusive participation across departments.

With oversight from a standing Committee on Incompatible Activities-including key County leadership-and centralized rule maintenance by the Clerk of the Board, the County ensures equitable access to policies and consistent application of standards.

These measures strengthen trust in County operations and support a fair, inclusive work environment, advancing the County's broader equity and governance goals.

**FISCAL IMPACT**

There is no fiscal impact associated with this recommendation. There will be no change in general Fund cost and no additional staff years.

**BUSINESS IMPACT STATEMENT**

N/A

**ACTION:**

ON MOTION of Supervisor Anderson, seconded by Supervisor Aguirre, the Board of Supervisors took action as recommended, on Consent.

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