



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: April 21, 2026 and May 5, 2026

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TO: Board of Supervisors

SUBJECT

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE, ESTABLISHING COMPENSATION AND AMENDING VARIOUS SECTIONS OF THE ADMINISTRATIVE CODE (4/21/2026– First Reading; 5/5/2026– Second Reading, unless the ordinance is modified on second reading) (DISTRICTS: ALL)

OVERVIEW

The Compensation Ordinance, enacted by the Board of Supervisors (Board), 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 and the Administrative Code (first reading). If the Board takes action as recommended, then on May 5, 2026, staff recommends the Board adopt the ordinances (second reading). If the proposed ordinances are altered on May 5, 2026, then on that date a subsequent meeting date will be selected for the adoption of the ordinances.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

On April 21, 2026:

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

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION

AN ORDINANCE AMENDING ADMINISTRATIVE CODE SECTIONS

If, on April 21, 2026 the Board takes action as recommended in item 1 above, then, on May 5, 2026:

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

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AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION

AN ORDINANCE AMENDING ADMINISTRATIVE CODE SECTIONS

If the proposed ordinance(s) are altered on May 5, 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 and Administrative Codes 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 and Administrative Code 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 today’s actions. There will be no change in net General Fund costs and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

ADVISORY BOARD STATEMENT

N/A

BACKGROUND

Today’s recommendations include changes to the Compensation Ordinance by consolidating the Assistant Chief Administrative Officer (ACAO) and Chief Financial Officer (CFO) classifications, retitling various classifications, amending the Crime Scene Premium, updating the bi-weekly rate for County owned and maintained housing facilities, and renaming a holiday (March 24, 2026 (29)). Today’s recommendations also include amending the language in the Administrative Code to address the consolidation of the ACAO and CFO classifications and the renaming of a holiday.

LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN

These actions are aligned with the County of San Diego’s (County) 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

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diverse workforce dedicated to sustaining operational excellence and serving as enablers of these Strategic Initiatives.

Respectfully submitted,



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 Ordinance Amending Administrative Code (Clean Version)
- Att 5 Ordinance Amending Administrative Code (Strikeout Version)
- Att 6 Summary of Proposed Ordinance (Compensation Ordinance)
- Att 7 Summary of Proposed Ordinance (Administrative Code)