

**COUNTY OF SAN DIEGO  
BOARD OF SUPERVISORS  
TUESDAY, MAY 05, 2026**

**MINUTE ORDER NO. 6**

**SUBJECT: ADMINISTRATIVE ITEM:  
SECOND CONSIDERATION AND ADOPTION OF ORDINANCES:  
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**

On April 21, 2026 (11), the Board of Supervisors took action to further consider and adopt the Ordinances on May 5, 2026.

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**

Approve the adoption of the Ordinances (second reading):

**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

**ACTION:**

ON MOTION of Supervisor Desmond, seconded by Supervisor Aguirre, the Board of Supervisors took action as recommended, on Consent, adopting Ordinance No. 10991 (N.S), entitled: AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION; and, Ordinance No. 10992 (N.S), entitled: AN ORDINANCE AMENDING ADMINISTRATIVE CODE SECTIONS.

AYES: Aguirre, Anderson, Lawson-Remer, Desmond

ABSENT: Montgomery Steppe

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