

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, APRIL 21, 2026**

MINUTE ORDER NO. 11

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):
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 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 Ordinances on May 5, 2026.

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