



COUNTY OF SAN DIEGO

AGENDA ITEM

BOARD OF SUPERVISORS

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First District

JOEL ANDERSON
Second District

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Third District

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Fourth District

JIM DESMOND
Fifth District

DATE: August 26, 2025

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TO: Board of Supervisors

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

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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

ADVISORY BOARD STATEMENT

N/A

BACKGROUND

Article 4.7 (commencing with Section 1125), Chapter 1, Division 4, of the California Government Code prohibits County officers and employees from engaging in any outside employment or activity which is incompatible with the duties of their County office and authorizes the Board of Supervisors to adopt rules and regulations governing the application of this law.

On February 29, 1972, the Board of Supervisors enacted rules governing the application of incompatible activities law. The rules were amended on November 17, 1981; November 11, 1998; and July 31, 2001.

The recommended action would approve the revised Incompatible Activities Rules submitted by the Sheriff’s Office. The Rules submitted by the Sheriff’s Office have been reviewed by the Committee on Incompatible Activities comprised of a representative from the Chief Administrative Officer, County Counsel, Chief Financial Officer and the Department of Human Resources. The Committee did not have any concerns with the amended rules that were submitted by the Sheriff’s Office.

LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN

The adoption of Incompatible Activities Rules for the Sheriff’s Department will fulfill the goals of the County of San Diego 2025-2030 Strategic Plan by creating a workplace environment where accountability/transparency is a fundamental discipline.

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THE SHERIFF'S DEPARTMENT (DISTRICTS: ALL)**

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'E. Shelton', written in a cursive style.

EBONY N. SHELTON
Chief Administrative Officer

ATTACHMENT(S)

Attachment A – Sheriff's Office Letter of Intent