



Employers in San Diego County

Navigating Employment Laws and Responsibilities

As an employer, understanding wage and hour laws is essential for building a fair and compliant workplace. **The County of San Diego Office of Labor Standards and Enforcement (OLSE)** is here to support you in meeting your responsibilities and ensuring that your business follows labor standards.

Who We Are



The County Board of Supervisors established the Office of Labor Standards and Enforcement (OLSE) in 2021 as a vital resource for both workers and employers in San Diego. OLSE is dedicated to fostering labor standards through engaging with the community and businesses, strategic enforcement, innovative research, and thoughtful policy development.



Contact Us

Whether you're a small business or a larger company, schedule a one-on-one meeting to review the wage and hour laws that apply to your business, or request guides, fact sheets, and checklists outlining your responsibilities as an employer.

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Areas of Focus



- **Wage and Hour Law:** Obtain clear information about your responsibilities as an employer, including minimum wage, overtime, and proper record-keeping.
- **Workplace Compliance:** We offer the resources and tools designed to assist you compliance with state and local labor laws. This includes guidance on paid sick leave, distinguishing between consultants and employees, overtime, and meal and rest breaks.
- **Fair Chance Employment:** Understand how the San Diego Fair Chance Ordinance impacts your hiring practices and how to comply with fair hiring laws for individuals involved in the justice system.

Why Compliance Matters



- **Avoid Costly Penalties:** Staying compliant with wage and hour laws protects your business from potential fines, lawsuits, and penalties.
- **Build a Trustworthy Workplace:** Treating your employees fairly creates a positive working environment and strengthens employee loyalty.
- **Improve Operational Efficiency:** Clear and consistent wage practices streamline payroll processes, reduce disputes, and allow management to focus more on strategic growth rather than resolving conflicts.



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