

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, AUGUST 26, 2025**

MINUTE ORDER NO. 17

**SUBJECT: ADMINISTRATIVE ITEM:
SECOND CONSIDERATION AND ADOPTION OF ORDINANCE:
ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND
ESTABLISHING COMPENSATION RELATING TO ADMINISTRATIVE
ACTIONS AND THE TENTATIVE AGREEMENT PENDING RATIFICATION
FOR THE EMPLOYEE BARGAINING UNITS - CM AND CR REPRESENTED
BY THE TEAMSTERS LOCAL 986 (TEAMSTERS) (7/22/25 - First Reading;
8/26/25 - Second Reading, unless the ordinance is modified on second reading)
(DISTRICTS: ALL)**

OVERVIEW

On July 22, 2025 (03), the Board of Supervisors took action to further consider and adopt the Ordinance on August 26, 2025.

Today's actions reflect the compensation changes that have been negotiated with TEAMSTERS and other compensation changes. The County reached a tentative agreement for a three-year Memorandum of Agreement (MOA) with the TEAMSTERS, which is currently undergoing the Union's ratification process.

Today's recommendations are for the Board to approve the introduction of the ordinance (first reading) to amend the Compensation Ordinance. If the Board takes the action as recommended, then on August 26, 2025, staff recommends the Board adopt the ordinance (second reading). If the proposed ordinance is altered on August 26, 2025, then on that date a subsequent meeting date will be selected for the adoption of the ordinance (second reading).

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

Approve the adoption of the Ordinance (second reading):

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND
ESTABLISHING COMPENSATION RELATING TO THE TENTATIVE AGREEMENT
WITH THE TEAMSTERS LOCAL 986.**

If the proposed ordinance(s) are altered on August 26, 2025, then on that date a subsequent meeting date will be selected for adoption of the ordinance(s).

EQUITY IMPACT STATEMENT

Today's actions reflect a strong partnership between the County and TEAMSTERS, demonstrating our shared commitment to equitable salaries, market adjustments, and fair compensation. These efforts support recruitment, retention and benefits for all employees.

SUSTAINABILITY IMPACT STATEMENT

The proposed action amending the Compensation Ordinance aligns with the County of San Diego's Sustainability Goals by promoting sustainable economic growth for our community. The proposed actions included in this letter provide just and equitable wages and benefits.

FISCAL IMPACT

Today's recommendations are estimated to result in ongoing costs and one-time costs as noted in the table below. The estimated fiscal impact is comprised of ongoing base salary and benefit increases, ongoing market and range increases, ongoing flex credit increases, and one-time monetary payments. Funding for ongoing costs is included in the Fiscal Year 2025-27 Operational Plan, supported by General Purpose Revenues and various program funding.

One-time lump sum payments are contingent upon a change to the County's Reserve Policy which provides additional one-time funds.

Also included in today's compensation ordinance amendment is a change to the Tier D retention premium. This change would result in future fiscal impacts and will be included in future Operational Plans.

<i>in millions</i>		FY25-26	FY26-27	FY27-28
A	Ongoing Base Salary and Benefit Increases	2.2	2.2	2.2
B	Ongoing Market & Range Increases	1.8	1.5	1.5
C	Ongoing Flex Credit Increases	0.3	0.5	0.5
D		4.3	4.2	4.2
(A+B+C)	Total Ongoing Cost (incremental)			
E	Total One-time Lump Sum Cost	1.0	0.5	0.2
F (D+E)	Total Cost	5.3	4.7	4.4

BUSINESS IMPACT STATEMENT

N/A

ACTION:

ON MOTION of Supervisor Anderson, seconded by Supervisor Aguirre, the Board of Supervisors took action as recommended, on Consent, adopting Ordinance No. 10949 (N.S) entitled: AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING COMPENSATION RELATING TO THE TENTATIVE AGREEMENT WITH THE TEAMSTERS LOCAL 986.

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

AUGUST 26, 2025