



LOCAL 221

Service Employees International Union, CLC

March 21, 2026

Meeting Date: March 24, 2026

Agenda Item No. 23

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Batch No. 02

Dear Chair Lawson-Remer and the Board of Supervisors,

SEIU Local 221 is encouraged by the direction the County of San Diego is taking as it prepares for the transition to a new IT&T contract structure, and we commend the Board and County staff for commissioning the independent Avasant assessment. We think the moment is right for the County to act on two of the report's key recommendations: that the County "consider direct ownership of key platforms to ensure IP retention," and that it explore "areas where county ownership of platforms and tools may create more value."

As the County of San Diego prepares for the end of its current IT&T agreement, which expires on December 31, 2028, and prepares changes to the structure of the new contract, SEIU Local 221 offers the following suggested amendments (bolded and underlined below) to the recommendations of the Chief Administrative Officer in the memo "Providing Direction on the Future of County Technology" dated for item number 23 on the March 24, 2026 agenda:

Recommendation 1: Approve the proposed changes to the contract duration, network infrastructure, and applications framework structures for the new Information Technology & Telecommunications contract.

Recommendation 2: Authorize the Director, Department of Purchasing and Contracting to issue a competitive solicitation or solicitations for a new Information Technology Services Provider and Data Network Services Provider, by (1) identifying qualified vendors through a Request for Statement of Qualifications process, and thereafter (2) issuing one or more Requests for Proposals to those potential prime contractors found to be qualified, **provided that all Requests for Proposals shall include:**

(a) a requirement that bidders propose a minimum insourcing plan identifying positions to be performed by or transitioned to County employees, with priority given to steady-state operational roles;

(b) evaluation criteria that meaningfully score and incentivize bids that include robust County employee participation in the IT&T program, incorporate comprehensive training programs for County staff, and demonstrate a credible plan to ensure that County employees can assume roles currently held by vendor personnel — including timelines, training materials, and supervision structures; and

(c) a requirement that bidders commit to the transition of a defined number of FTE positions to County employment by the end of each contract year, with progress reported to the Board annually.

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(d) identification of areas where county ownership of platforms and tools may create more value

Recommendation 3: County staff shall return a recommended RFP to the board for input and approval no longer than six months from this meeting prior to opening up the RFP to bidders

~~Upon successful negotiations and determination of fair and reasonable price, the Chief Administrative Officer will return to the Board of Supervisors with recommendations on award of contract(s) for the provision of technology services.~~

Thank you again for your engagement on this important issue.

Sincerely,

Crystal Irving

Crystal Irving
President, SEIU 221