



# COUNTY OF SAN DIEGO

## AGENDA ITEM

### BOARD OF SUPERVISORS

VACANT  
First District

JOEL ANDERSON  
Second District

TERRA LAWSON-REMER  
Third District

MONICA MONTGOMERY STEPPE  
Fourth District

JIM DESMOND  
Fifth District

**DATE:** July 22, 2025 and August 26, 2025

**03**

**TO:** Board of Supervisors

### SUBJECT

**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

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

**On July 22, 2025:**

1. Approve the introduction of the Ordinance (first reading):

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

**If, on July 22, 2025, the Board takes action as recommended in item 1 above, then, on August 26, 2025:**

2. Approve the adoption of the Ordinance (second reading):

**SUBJECT:** 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)

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>		<b>FY25-26</b>	<b>FY26-27</b>	<b>FY27-28</b>
	Ongoing Base Salary and Benefit	2.2	2.2	2.2
A	Increases			
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
<b>(A+B+C) Total Ongoing Cost (<i>incremental</i>)</b>				
E	<b>Total One-time Lump Sum Cost</b>	1.0	0.5	0.2

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<b>F (D+E) Total Cost</b>	5.3	4.7	4.4
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**BUSINESS IMPACT STATEMENT**  
N/A

**ADVISORY BOARD STATEMENT**  
N/A

**BACKGROUND**

Today’s actions proposed in this letter provide for changes to the Compensation Ordinance which include deletion of a terminal class, internal alignments, extending voluntary time off and incentives for hard to recruit job classifications, other administrative changes, wage increases for the Park Attendant (Seasonal), and providing updates based upon the negotiated, tentative agreement with the TEAMSTERS for a three-year MOA term. The attached Compensation Ordinance reflects the details of these changes.

**LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN**

These actions are aligned with the County of San Diego’s 2025-2030 Strategic Plan Initiatives of Sustainability, Community, Justice, Equity, and Empower. Approval of the recommendation allows the County to develop, maintain, and attract a skilled, adaptable, and diverse workforce dedicated to sustaining operational excellence and serving as enablers of these Strategic Initiatives.

Respectfully submitted,



EBONY N. SHELTON  
Chief Administrative Officer

**ATTACHMENT(S)**

- Att 1 Executive Summary
- Att 2 Ordinance Amending Compensation (Clean Version)
- Att 3 Ordinance Amending Compensation (Strikeout Version)
- Att 4 Summary of Proposed Ordinance (Compensation Ordinance)
- Att 5 Appendix Two Market Adjustments