

**CLERK OF THE BOARD OF SUPERVISORS
EXHIBIT/DOCUMENT LOG**

MEETING DATE & AGENDA NO. 04/09/2024 #28

STAFF DOCUMENTS (Numerical)

No.	Presented by:	Description:
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1.

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PUBLIC DOCUMENTS (Alphabetical)

No.	Presented by:	Description:
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A.	Public	3 page document
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B.	Purita Javier	4 page document
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C.	Lisa Garcia	34 page document
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OFFICIAL RECORD
Clerk of the Board of Supervisors
County of San Diego

Exhibit No. A

Meeting Date: 4/9/24 Agenda No. #28

Presented by: Public



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TO: County of San Diego Board of Supervisors

FROM: Enrique Lopezlira, Ph.D.,
Director, Low-wage Work Program
UC Berkeley Labor Center

Savannah Hunter, Ph.D.
Research Associate, Low-Wage Work Program
UC Berkeley Labor Center

DATE: April 3, 2024

SUBJECT: Recommendation to use cost of living differential in San Diego county
compensation study

SEIU 221 asked the UC Berkeley Labor Center to provide guidance on compensation study methodology; particularly whether a cost of labor or a cost of living differential was the most appropriate for benchmarking San Diego county occupations to local governments in other counties in the State. This memo briefly outlines our recommendation that San Diego county use a cost of living differential in its compensation study.

Best Practices for Compensation Studies in the Public Sector:

Compensation studies are crucial in the public sector for ensuring salaries and benefits are set at levels that allow the recruitment and retention of talent while promoting transparency and responsible resource management. Given the complexity of public sector work and the diversity of occupations, careful methodological approaches are essential (ICMA 2010; Schroeder 2023; Thom and Reilly 2015). To address these complexities, compensation studies should prioritize comparability, selecting appropriate benchmarks, and ensuring close alignment in job duties, experience, and productivity when comparing compensation (Bender and Heywood 2010; Risher 2012; Thom and Reilly 2015).

Using Cost of Labor versus Cost of Living Differentials For Benchmarking Across Geographies

When comparing salaries across different geographic regions, researchers may opt for either cost of labor or cost of living differentials. Cost of labor differentials adjust comparator salaries based on market rates for all jobs in a local labor market, aiming to maintain competitiveness without overpaying. Conversely, cost of living differentials adjust salaries to reflect comparable purchasing power across different regions, considering factors like food, housing, and transportation costs (Ulibarri and Mason 2009).

Only Using Cost of Labor Differentials in Public Sector Compensation Studies May Not Align with Best Practices in Research

For public sector compensation studies comparing salaries across geographic regions, relying solely on cost of labor differentials may pose challenges. Unlike the private sector, public sector salary adjustments are influenced by budget constraints, revenue availability, and labor union negotiations rather than market competition alone (Risher 2012). Moreover, public sector employment dynamics, including lagging wage growth compared to the private sector and disparities in compensation based on educational levels for public sector workers relative to counterparts in the private sector, suggest that cost of labor differentials may not accurately capture public sector salary realities (BLS 2023; Maciag 2022; Allegretto and Keefe 2010; Bender and Heywood 2010; Munnell et al. 2011; Rhee 2021; Rhee 2023). The constrained nature of public sector compensation indicates that using cost of labor differentials may not be appropriate for accurate benchmarking.

Using Cost of Living Differential in Public Sector Compensation Studies is Straightforward and Aligns with Public Sector Values

In contrast, employing cost of living differentials in public sector compensation studies offers a more straightforward approach that aligns with best practices and public sector values. This method adjusts salaries based on purchasing power, ensuring equitable comparisons across different geographic contexts. Given the merit-based nature of public sector employment and the emphasis on equitable compensation, cost of living differentials provide a clearer understanding of salary comparability across regions (Ulibarri and Mason 2009). Utilizing tools like the MIT Living Wage Calculator¹ can allow for accurate assessment of cost of living differences and supports meaningful salary adjustments leading to valid comparisons (MIT 2024).

¹ The MIT Living Wage Calculator is a robust source of data regarding cost of living for state, county, and metro areas and represents basic needs including food, housing, healthcare, internet and mobile, childcare, transportation, taxes, and other expenses.

Conclusion

Public sector compensation studies should prioritize valid methodological comparisons. Using a cost of living differential ensures salary comparisons reflect the same standard of living – particularly important for public sector studies where salary realities differ from the private sector and the focus on salary equity is paramount.

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County of San Diego

Exhibit No. B

Meeting Date: 4/9/24 Agenda No. # 28

Presented by: Purita Javier

APRIL 9, 2024

TO THE HONORABLE BOARD OF SUPERVISORS:

THE COUNTY AND CITY OF SAN DIEGO HAVE THE POWER TO COLLECT REVENUE, AMONG OTHERS SUCH AS FEES FROM PERMIT OF LAND USE OR VARIANCE, ENVIRONMENT AND HEALTH, AND AIR POLLUTION CONTROL DISTRICT ALL RELATED TO ENSURING THAT PROJECTS AND BUSINESSES ARE IN ACCORD WITH HEALTH, SAFETY , AND PUBLIC WELFARE.

THE REGULATORY STANDARD AND POWER IN THE COUNTY IS HANDLED BY LAND USE AND ENVIRONMENT GROUP CALLED LUEG; AND AT THE CITY LEVEL IT IS THE BLUE OR BUILDING LAND USE AND ENVIRONMENT. THESE ARE THE MAIN AGENCIES OR PLAYERS CRAFTING AND LEGISLATING THE LAWS, CODES, RULES, AND ORDINANCES. THE COUNTY BOARD OF SUPERVISORS AND THE CITY COUNCIL, FOR FORMALITY, APPROVE IT.

GOVERNMENT COUNTY AND CITY TREASURY OFFICES HAVE NO REGULATORY POWER. RESPECTIVELY, IT ONLY ISSUES GUIDELINES WHAT PERMITS THE BUSINESS REQUIRES; ACCEPTS APPLICATIONS AND COLLECTS FEES WHICH REPRESENT PERMIT/LICENSE TO OPERATE.

LUEG OF APCD RESPONDED HAVING JURISDICTION(AS REFERRED TO BY CITY CODE ENFORCEMENT DIVISION) TO OUR REPORT BEGINNING JUNE 13, 2021 OF TOXICITY OR GAS POISONING IN OUR COMMUNITY DESIGNATED AS RESIDENTIAL ZONE NEIGHBORHOOD, HAS NO VIOLATION CITING COUNTY MUNICIPAL CODE RULE ELEVEN (11) EXEMPTING CERAMIC'S KILN WITH FUEL WOOD, GAS, OR ELECTRIC FROM PERMIT.

IN OUR CONTINUED REPORTING TO COMPLIANCE, APCD OF THE HEALTH AND SAFETY IMPACTS, THE AGENCY ADVISED US TO CALL WHEN THE KILN OPERATES SO THEY CAN INVESTIGATE. AIR POLLUTION SPECIALISTS CAME 3 TIMES BUT NO INVESTIGATION EVER CONDUCTED SUCH AS READING AMOUNT OF TOXIC PARTICULATES OR CONTAMINANTS. ANOTHER RESPONSE WAS THAT AIR POLLUTION GENERATED FROM KILN INDUSTRIAL OPERATION IS NEGLIGIBLE AT REGIONAL LEVEL. ANOTHER SPECIALIST SUGGESTED TO INVESTIGATE WHAT

CHEMICALS AND MATERIALS THE CERAMICS BUSINESS IS USING BUT NEVER MATERIALIZED.

WE VICTIMS IN ATTENDANCE, DIRECTOR PAULA FORBIS OF APCD DECLARED IN JANUARY'S ,2024 AIR COMMISSION BOARD MEETING THAT THE CASE OF TOXICITY AS A NUISANCE IS UNDERGOING INVESTIGATION. SINCE THEN WE HAVE BEEN ATTENDING THE MEETING IF ONLY TO STOP POISONING THE AIR WE BREATH .

THE HOME BUSINESS, CERAMICS AND KILN OPERATION IN OUR NEIGHBORHOOD IS IN VIOLATION OF THE FOLLOWING LAWS, CODES, RULES, ORDINANCE:


- 1. CALIFORNIA LAND USE AND PLANNING LAWS ON THE USE OF LAND OR VARIANCE WHICH PROVIDES THAT BUSINESS OR PROJECTS MUST BE IN ACCORD WITH HEALTH, SAFETY, AND PUBLIC WELFARE; NO SPECIAL PRIVILEGE. THE OWNER OF THE CERAMICS AND KILN BUSINESS DID NOT GET ZONING OR VARIANCE PERMITFROM THE COUNTY BECAUSE OF COUNTY MUNICIPAL CODE RULE ELEVEN. THIS IS THE KEY REQUIREMENT FOR THE ISSUANCE OF BUSINESS TAX OR PERMIT TO OPERATE IT BEING AN INDUSTRIAL.**
- 2. CALIFORNIA ENVIRONMENT AND LAND USE LAWS ON NUISANCE. THE REPETITIVE CYCLE OF HEATING CLAY MIXED WITH CHEMICALS AND METAL MATERIAL LIKE LEAD AND SYLICA PRODUCES, GENERATES, EMITS TOXICITY HARMING THE AIR WE BREATH. INHALATION OF POISON GASES AND /OR INGESTION OF TOXIC AIRORNE PARTICULATES WILL LEAD TO RESPIRATORY DISEASES SUCH AS ASTHMA AND LUNG CANCER. WE EXPERIENCED THE SYMPTOMS SUCH AS SNEEZING, COUGHING, DIZZENESS, HEAD ACHE, TEARY EYES.**
- 3. CITY HOME OCCUPATION RULING OF JULY 2020 ON NUISANCE SUCH AS ODOR, SMOKE, FUMES AND THE LIKES.**
- 4. SOCIAL JUSTICE. THE APPLICANT OWNER, WHO IS A MEMBER ARTIST OF THE SAN DIEGO POTTERY GUILD , IN HIS PRACTICE OF CERAMICS VOCATION WITH INTENT CONSTRUCTED HIS INDUSTRIAL VERSION OF KILN AND SET UP A CERAMICS MANUFACTURING RIGHT IN THE HEART OF OUR RESIDENTIAL**

ZONE NEIGHBORHOOD WITHOUT CONSIDERING THE OPINION OR
CONCENT OF THE PROXIMATE RESIDENTS ; AND FOREMOST THE FAULTY
INTERPRETATION OF ORDINANCE EXEMPTING CERAMICS KILN FROM
PERMIT. IT IS UNFAIR AND UNJUST THAT \$38 WORTH OF BUSINESS TAX
PERMIT/LICENSE PREVENTS THE POLICE, FIRE, HASMAT, ENVIRONMENT,
LAND USE AND CODE ENFORCEMENT IN THE CONDUCT OF INVESTIGATION.

WE HAVE BEEN REFERRING THIS CASE OF TOXICITY TO THE LUEG OF APCD AND
COUNTY GOVERNMENT BECAUSE OF THE HEALTH IMPACT AS DIAGNOSED BY
OUR MEDICAL PROVIDERS WITH ALL HOPE TO VALIDATE, AMMEND, AND
/REPEAL THE COUNTY MUNICIPAL CODE ELEVEN(11) EXEMPTING CERAMICS KILN
FROM PERMIT. THE PERMIT MUST SPECIFY THE ZONING OR SAFE SITE SUCH AS
INDUSTRIAL ZONE. ALSO, TO STOP AND ABATE THE HOME BUSINESS AT 5238
STREAMVIEW DRIVE, SAN DIEGO, CA 92105 OPERATING SINCE 1984.

MUNICIPAL CODE RULE ELEVEN (11) OF THE COUNTY IS THE EXACT COPY THE
CITY HAS WITH THE SAME REVISION AND ADOPTATION IN 2021 AND 2022,
RESPECTIVELY DELETING ONLY THE WORD WOOD AS FUEL.

VULNERABLE SENIOR CITIZENS AND TAXPAYERS:


CESAR B. JAVIER

PURITA A. JAVIER

ADDRESS: 5232 STREAMVIEW DRIVE, SAN DIEGO, CA 92105

EMAIL:cesarjavier079@gmail.com

CELL: 619-200-8762

(v) Any oven used exclusively for heat treating glass or metal if the materials are not heated to a molten state, and the oven is heated exclusively by natural gas, liquefied petroleum gas, and/or electricity.

(vi) Atmosphere generators and vacuum producing devices used in connection with metal heat treating processes.

(vii) Die casting machines.

(viii) Kilns used exclusively for firing ceramic ware, heated exclusively with natural gas, liquefied petroleum gas, and/or electricity.

(9) ABRASIVE BLASTING EQUIPMENT

The exemptions listed in this Subsection (d)(9) shall not apply to any combustion equipment associated with abrasive blasting equipment unless the associated combustion equipment is also exempt pursuant to Subsection (d)(2) of this rule.

(i) Abrasive blasting equipment using a suspension of abrasive in water.

(ii) Abrasive blasting cabinets that are vented through a control device into the building where such cabinets are located.

(iii) Robotically-operated enclosed abrasive blasting equipment that emits less than 5 pounds of particulate matter per day, operates at a negative pressure, and is vented through a control device into the building where it is located.

(iv) Abrasive blasting equipment or pots with a manufacturer's sand capacity rating of less than 100 pounds (45.4 kg), or 1 cubic foot or less. This exemption does not apply to pots used in an abrasive blasting room or booth, or to abrasive blasting cabinets.

(10) MACHINING EQUIPMENT

(i) Equipment used for buffing, polishing, carving, cutting, deburring, drilling, machining, routing, shearing, sanding, sawing, surface grinding, or turning of ceramic artwork, ceramic precision parts, glass, leather, metal, rubber, fiberboard, masonry, or non-fiberglass reinforced plastic. This exemption does not apply to tire buffers.

(ii) Wet-jet devices used to cut fiberglass reinforced plastic.

(iii) Portable handheld equipment used for buffing, polishing, carving, cutting, drilling, machining, routing, sanding, sawing, surface grinding, or turning of fiberglass reinforced plastic, when not used at a designated workstation, booth, or room.

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County of San Diego

Exhibit No. C

Meeting Date: 4/9/24 Agenda No. #28

Presented by: Lisa Garcia



Calling for cost of living to be central in the Equity Study

TO: The County of San Diego and the County Board of Supervisors
FROM: County workers and those we serve

San Diego is the most expensive U.S. place to live in 2023-'24, according to U.S. News and World report, and yet our wages aren't keeping up. Places like Los Angeles, San Francisco and New York City are paying more for the same jobs and are ranked lower for cost of living. Inflation is eating into what we can buy, with prices for food and shelter taking up a larger portion of what we earn. We are passionate about the people and communities we serve, but ultimately passion doesn't pay the bills. Without relief, many of us will be forced to look elsewhere for a lower cost of living and/or higher pay and benefits.

That is why we are urging the Equity Study prioritize cost of living. We cannot allow lagging pay and benefits to leave our workforce and communities behind.

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Calling for cost of living to be central in the Equity Study

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 Martinez Moreno, Itzel
 Osmara
 Branes, Denise
 Prokesch, Monica
 White, Dashawn
 Powers, Cameron
 Grooms, Crystal
 Rubin, Joanna
 Frank- Gunnarsson, Sara
 Alvarado, Cesia
 Ramirez-Duran, Flora
 Hernandez, lana



Calling for cost of living to be central in the Equity Study

Moyeda, Angel
Saldana, Michele
Lopez, Jessica
Jimenez, Berta
Cuevas, Aida
Carter, Ann Marie
Cruz, Jillian
Grefaldon, Maricel
Whiteford, Hannah
Quintana, Hilary
Douglas, Malia
Mead, John
Wall, Michael
Baez, Roxanne
Roman, Mercedes
Zepeda, Daniel
Miller, Camilla
Espinoza, Camilo
Coomenero, Alphonso
shen, xiaochuan
Brewer, Georgina
Pinka, lesley
Wilkins, Dionisio
Alvarez, Liliana
Gonzalez, Vanessa
Gall, Jessica



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TO: The County of San Diego and the County Board of Supervisors
FROM: County workers and those we serve

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FULL NAME

SIGNATURE

WORK LOCATION

JOB TITLE

Destiny Edwards		PRC Oceanside	SSS
Nayel Reyes		Edgemoor hospital	CNA
Vicki Bynum		Hybrid	QI Specialist
Aspen Martini		LA MESA	SSS
Emeka Ekunnu		SDPCH	NURSE SUP.
Karinna Alvarez		El Cajon	Records Clerk
Tyler Zabrowski		carlsbad	Animal care
Amalia Brandon		Chula vista	Assessment Clerk
Oscar Amaechi		Santee San Diego	Assessment Clerk
Maria Angelica Nelson		Casa De Oro	Library Technician I

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FULL NAME	SIGNATURE	WORK LOCATION	JOB TITLE
Alanna Abel		Polinsky	PCW II
Andrea Cason		FRC oceanside	\$ SSS
Lakemh Antez		East County	MYHEM
Alejandra Dominguez		San Diego	Admin Analyst
Luz Adriana Guzman		Escondido	HSS

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FULL NAME	SIGNATURE	WORK LOCATION	JOB TITLE
Jessica Sabory		SEFRC	HSS
Dianira Vera		SEFRC	HSS
SERGIO GONZALEZ		SEFRC	HSS
Nayeli Santacruz		SEFRC	HSS
PEJMAN ADAMI		SEFRC	HSS
Arvin Dagoc		SEFRC	OA/Clerical
Teresita Sanchez		SEFRC	OA/Clerical
Abraham Udarbe		SEFRC	OA/Clerical
Carmen Willis		SEFRC	HSS
Michelle Green		SEFRC	HSS
Teresa Watson		SELWC	BH PM

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FULL NAME	SIGNATURE	WORK LOCATION	JOB TITLE
MANA Christina Diaz		SEFRC	HSS
IRIS Magaña		SEFRC	HSS
ARTHUR Marzan		SEFRC	HSS
VALENTINA HEATHER Valentin		SEFRC	SWII
Karina Escano		SEFRC	SWII

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FULL NAME	SIGNATURE	WORK LOCATION	JOB TITLE
ROSALINDA CHANDRUS		CAC	Sr. TIC Analyst
May Cohen		VD	MENTAL HEALTH CLINIC
Jeff O'SADONT		COC	Probation Aide
Aldo Mendez		ROU	Staff Dev. Splist
GENY Campes		ROU	EPT
Kathryn Vargas		COC	Sr. Acct
IMELDA DE GUZMAN		COC	Acting Tech
JaJa Reynolds		COC	Staff Accountant
Gemechu Buchi		COC	Asst Acct
			lw

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FULL NAME	SIGNATURE	WORK LOCATION	JOB TITLE
Anna Kremen		COC	env. health specialist

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FULL NAME	SIGNATURE	WORK LOCATION	JOB TITLE
Dan Castillo		EQSP	OA
Sidney Herrera		TTC	Specialist
Kimberly McLean		TTC	Specialist
Elaine Castro		TTC	Specialist
WAH CABRERA		TTC	SPECIALIST
MAX KORNBLUTH		TTC	SPECIALIST Specialist
ANASTASIA WONG		TTC	SPECIALIST
LIZBET McLENNAN		COC	CASHIER
Evangelina Pedraza		COC	LVN
Ruth de la Rosa		COC	LUEPITT

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FULL NAME	SIGNATURE	WORK LOCATION	JOB TITLE
Bill Goswami		ROV	SOA
Adelaida Vazquez		ACC	ADMIN ANALYST
Aramine Magan		ACC	Admin Analyst I
KARL SHAFER		SPW	Senior Civil Engineer
Christine DeJesus		ORR	ORR Officer

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FULL NAME	SIGNATURE	WORK LOCATION	JOB TITLE
CIELO	[Signature]	SDCPH	RN
Dainelle Emberson	[Signature]	SDCPH	RN
Clarence Benjamin	[Signature]	SDCPH	RN
Spencer Neal	[Signature]	SDCPH	RN
Ma Davis	[Signature]	SDCPH	RN
Fatima Fuentes	[Signature]	SDCPH	RN
Derek Madayag	[Signature]	SDCPH	RN
Quyen Nguyen	[Signature]	SDCPH	RN
Susana Cortes	[Signature]	SDCPH	Admission Clerk
Andres Pizarro	[Signature]	SDCPH	Admission Clerk

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FULL NAME	SIGNATURE	WORK LOCATION	JOB TITLE
Seene Gomez	<i>[Signature]</i>	SDCPH	RN
Robin Ymex	<i>[Signature]</i>	SDCPH	RN
Charmaine Solmerano	<i>[Signature]</i>	SDCPH	RN
Milcah Penamora, RN	<i>[Signature]</i>	SDCPH	RN
Abbey Mason	<i>[Signature]</i>	SDCPH	RT
Lauren Lopez	<i>[Signature]</i>	SDCPH	RT
Zulema Raygoza	<i>[Signature]</i>	SDCPH	RTA
Jason Boyer	<i>[Signature]</i>	SDCPH	RT
Alejandro Romero	<i>[Signature]</i>	SDCPH	RN
Christopher Tijerina	<i>[Signature]</i>	SDCPH	RN

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FULL NAME	SIGNATURE	WORK LOCATION	JOB TITLE
JUAN F. ARCE		# SDCPH	MHA.
Angela D. Mendoza		SDCPH	MHA
JOSHUA D FAULKNER		SDCPH	RN
Andrew Nx		SDCPH	RN
Ronalyn Alapitan		SDCPH	RN
LISA PHAN		SDCPH	RN
SAMANTHA GONZALEZ		SDCPH	MHA
GLADY ESTEBAN		SDCPH	RN
Cynthia Bliss		SDCPH	RN
Roberta Westervelt		SDCPH	RN

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FULL NAME	SIGNATURE	WORK LOCATION	JOB TITLE
Patricia Sere		SDCPH	RN
DAGY CONGIN		SDCPH	RN
Angela Bayner		SDCPH	RA
David Swartz		SDCPH	RN
Raymond Arco		SDPH	LVN
Jasmine Noordefoss		SDCPH	RN
Jayree Catulos		SDCPH	RN
Grace Howard		SDCPH	RN
Elizabeth Escobar		SDCPH	RA
Glenda Rubio		SDCPH	MHA

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FULL NAME	SIGNATURE	WORK LOCATION	JOB TITLE
Francisco Aguiar		SDCPH	RN
Rashed Karram		SDCPH	RN
Natalie Valdez		SDCPH	Sr. Admissions Clerk
JOANNE JUTHEVICS		SDCPH	RN
Chetiv Felarcan		SDCPH	RN Supervisory Nurse
Jeffrey Remigio RN		SDCPH	RN
NAISHA CHERRY		SDCPH	Pharmacy Tech
Chamroenn Kim		SDCPH	RPh
Carolyn Flaggstad		SDCPH	Pharmacy tech.
NERIZANYN GARCIA		SDCPH	PHARMACY TECH.

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FULL NAME	SIGNATURE	WORK LOCATION	JOB TITLE
KHANH HUYNH		SDCPH	Pharmacist
Rabie N Abasi		SDCPH	Pharmacist
Margaret Vazquez		SDCPH	Pharmacist Tech
Anthony Clark		SDCPH	Pharmacist
Susanna Gamble		SDCPH	RN Psych
Christopher Hurley		SDCPH	RN Psych.
Sharon Abaerto		SDCPH	CNA
Teresa Hernandez		SDCPH	RTA
Victor M. Ortiz		SDCPH	RTA
Maxim Maningas		SDCPH	SW

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FULL NAME	SIGNATURE	WORK LOCATION	JOB TITLE
Christine Guianne Ramos		SDCPH	SW
Joanna Abhay		SDCPH	SW
Jesus Gonzalez		SDCPH	MHA
Georgene Casares		SDCPH	RN
Sheila Campbell		SDCPH	RN
Joel Garcia		SDCPH	MHA
Matthew Contreras		SDCPH	RN
Thany Pham		SDCPH	RL
Matthew Davis		SDCPH	RN
Ariane Malaluan		SDCPH	RN

Day 2

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FULL NAME	SIGNATURE	WORK LOCATION	JOB TITLE
Gerda Andaya	<i>[Signature]</i>	SDCPH	RN
Mince Alcorin-Shaw	<i>[Signature]</i>	SDCPH	RN
Sophia Agre	<i>[Signature]</i>	SDCPH	RN
Leticia Pereyra	<i>[Signature]</i>	SDCPH	MHA
Eric Johannes	<i>[Signature]</i>	SDCPH	RN
Wpita Soto	<i>[Signature]</i>	SDCPH	RN
Suzanne Fox	<i>[Signature]</i>	SDCPH	RN
Jorge Gutierrez	<i>[Signature]</i>	SDCPH	MHA
Ronald Dietrich	<i>[Signature]</i>	SDCPH	CNA
CHARLES CRISOSTOMO	<i>[Signature]</i>	SDCPH	RN

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FULL NAME	SIGNATURE	WORK LOCATION	JOB TITLE
Juana Diaz	<i>Juana Diaz</i>	SDCPH	RN
Vera Sebrael	<i>Vera Sebrael</i>	SDCPH	MHA
Gertrude Boyd	<i>Gertrude Boyd</i>	SDCPH	RN
Catherine Nolasco	<i>Catherine Nolasco</i>	SDCPH	RN
Stephanie Holkey	<i>Stephanie Holkey</i>	SDCPH	RN
Edmund Labor	<i>Edmund Labor</i>	SDCPH	LVN
Jung Counts	<i>Jung Counts</i>	SDCPH	RN
Chavez Jackson	<i>Chavez Jackson</i>	SDCPH	MHA
Jeanette Anballo Rago	<i>Jeanette Anballo Rago</i>	SDCPH	MHA
Vivianne Thorbecke	<i>Vivianne Thorbecke</i>	SDCPH	SW

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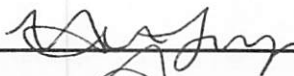
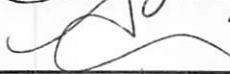
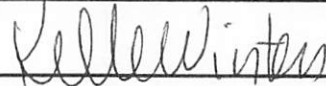
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FULL NAME	SIGNATURE	WORK LOCATION	JOB TITLE
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Hanna Lynn		SDCPH	RN
Adriyah Stewart		SDCPH	LvH
Kelle Winters		SDCPH	RN

To get involved in the campaign, contact your SEIU Local 221 Union at hello@seiu221.org or (858) 560-0151.