

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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| 4. | | |

PUBLIC DOCUMENTS (Alphabetical)

| No. | Presented by: | Description: |
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| A. | Public | 3 page document |
| B. | Purita Javier | 4 page document |
| C. | Lisa Garcia | 34 page document |
| D. | | |
| E. | | |
| F. | | |
| G. | | |

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



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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OFFICIAL RECORD
Clerk of the Board of Supervisors
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 PERMIT FROM 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 SILICA PRODUCES, GENERATES, EMITS TOXICITY HARMING THE AIR WE BREATH. INHALATION OF POISON GASES AND /OR INGESTION OF TOXIC AIRBORNE PARTICULATES WILL LEAD TO RESPIRATORY DISEASES SUCH AS ASTHMA AND LUNG CANCER. WE EXPERIENCED THE SYMPTOMS SUCH AS SNEEZING, COUGHING, DIZZINESS, 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

Rule 11 - Exemptions from Rule 10 Permit Requirements. Page 15

(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.

OFFICIAL RECORD
Clerk of the Board of Supervisors
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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| Lopez, Hazael | Cawyer, Janet Ellen | Read, Mike Kaniela |
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| Sainz, Monica G | Escobar, Elizabeth | Miller, Lynnette Sue |
| Perez, Noe A | Gasaway, Edgar D | Verdin, Yvette Yolanda |
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| Hernandez, Ana Gabriela | Verderber, Michael R | Cardona, Yvette N |
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| Nicolis, Melanie D | Cruz, Dolores | Lorenzana, Melissa Ann |
| Llamas, Joel J | Howell, Cheryl Lee | Thomas, Joan Marie |
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| Lynch, Sandra J | Padilla, Victor Manuel | Gamboa, Gerardo W |
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| Diaz, Esmeralda | Phouphoutsavanh | |
| Aguilar, Daniel | | |



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| Alvarez, Bonnie | Ortizgomez, Johnna Leigh | Valderrama, Alysia V |
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| Crowder, Rhonda Jane | Real, Corey Nicole | Douglas, Meghan C |
| Arreola, Guadalupe | Trajano, Tito S Jr | Corpuz, Florida Pacleb |
| Carmen | Saez, Oscar E Jr | Cacho, Margaret |
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| | Lopez Salgado, Liliana R | Guarian, Shlyn I |



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|---------------------------|--------------------------|----------------------------|
| Charlton, Robyn L | Velasco Lopez, Marcela | Williams McNeely, Shanelle |
| Navarrete, Anna Georgina | Ines | Jasmine |
| Melendez, Melissa C | Dinapoli Hornick, Amanda | HENDERSON, SHANA |
| Aydid, Samira A | Reyna | Lorraine |
| Blake, Blanca Xochitl | Orozco, Jose Rafael | Marty, Jessica Lynn |
| Chua, Wayland G | Paraan, Madonna G | Cohen, Robin C |
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| Ayala, Jenea M | Landon, Aletheia Ma | Balcazar, Manuel A |
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Calling for cost of living to be central in the Equity Study

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| Diaz, Julia B | Llamas, Carolina | Venuti, Monica E |
| Axmed, Sandra J | Gurney, Mike D | Rucobo, Augustin Monroe |
| Tran, Vinh | Ballard, Alishia Camille | Robinson, Stuart |
| Rios, Saraya Brittany | Stonebreaker, Kristin | Depyster Jr |
| Robar, David Ronald | Michelle | |

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

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|---------------------------|---------------------------|----------------------------|
| Artiagapineda, Reyna | Anderson, Lillie C | Gonzalez, Veronica |
| Lucille | Halton, Janay E | Beatriz |
| Fernandez, Alyssa Nicole | Villamanca, George N | Williams, Vanessa S |
| Lopez, Imelda | Amerson, Jennifer T | Kim, Lina |
| Bayardo, Eunize Elizabeth | Ramirez, Coral Andrea | Mirhosseini, Auvid |
| Southern, Dorian Jay | Pena, Celenia | Swan, Christina M |
| Buell, Elissia Danielle | Palivanich, Jennifer A | Gomez, Daniela |
| Depositar, Hernani Darryl | Lewer, Barbara Joan | Lazarevic, Svetozar |
| Jr | Greenway, Norzaimah | Tye, Andrew Ngee Shing |
| Ramirez, Charlene Marie | Zainal Abidin | Matranga, Jaymi Lynn |
| Ruvalcaba, Aracely | Harrington, Jade Malou | Del Prado, Paloma O |
| Lamuna, Arielle Joyce | Sotomayor Galindo, | Motola, Victoria |
| Chan | Mirna M | Castle, Nicole |
| Weihe, Steven Douglas | Tongson, Regina M | Gandara, Luz Elena |
| Hart, Randy William | Mac Donald, Schanna B | Galindo, Estephany |
| Castrellon, Maria E | Naderhoff, Anthony | Gonzalez |
| Dillard, Kahlieh E | Joseph II | Bautista, Diana |
| Garcia, Darline | Valdez, Natalie Miranda | Harvey, Shayla N |
| Kettering, Nicole M | Lambe, Brian Patrick | Bernal, Leslie A |
| Robles, Selena | Johnson, Rashaad Jamal | Rodriguez, Jezebel |
| Gonzalez, Karla | Montes, Adriana | McKinley, Molly A |
| Foster, Derrick M | Freiha, George S | Widmann, Tehya Jas |
| Alvarez, Ruchell Lynn | Gomez, Nadya | Sparks, Janine K |
| Wiener, Patrick William | Orihuela, Laura Patricia | Calvillo, Marco Antonio Jr |
| Angulo, Morgan Marie | Marshall, Jacquelyn Levet | Cherry, Jennifer Lynn |
| Heffley, Billy L | Jones, Cydnie Marcia | Benitez, Monica |
| Lewis, Kelly Michele | Sundling, Stacey Leigh | Cauchon, Lisette Ursule |
| Sejalbo, Maridon | Earl Martinez, Dianne | Anderson, Travis Neil |
| Rubalcaba, Claudia | Hilda | Lopezvelarde, Carmen F |
| Marissa | Duff, Michelle Denise | Vargas, Victoria |
| Torres, Denise | Rivera Pierce, Mariah | Woodson, Kenneth Dale Jr |
| Castro, Dustin Ralph | Rose T | Cardosoaguiniga, Luis |
| Dacurro | Richardson, Shelley | Angel |
| Bruno, Erika C | Pagaduan, Jonna | Montesdeoca, Katherine |
| Isaacson, Michele Jean | Limon-Vidal, Laura E | Nickson, Kianna L |
| Campbell, Brittany L | Kerxhaliu, Suela | Guerra, Susana |



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|---------------------------|---------------------------|-----------------------------|
| Martinez, Vanessa | Noordeloos, Jasmine | Santacruz, Melina |
| Cunningham, Marjorie P | Miranda | Williams, Ana Celina |
| Sanchez, Fernanda | Flores, Erika R | Armstrong, Angela Louise |
| Pazos, Gloria M | Aquino, Abigail C | Inciong |
| Alvarezquade, Anabella | Jones, Kristi N | Becerra, Lidia A |
| Michelle | Knutson, Justyn Coryn | Arias, Blanca E |
| Neal, Kelsey A | Whitney, Amanda Mullins | Herrera, Eyling Giselle |
| Felix, Jose | Schiaffino, Rosanna | Shalchi, Sheida |
| Iniguez, Abigail | Barrientos, Lynna G | Gonzalez, Naissa Xcaret |
| Guerrero, Anahi | Bruce, Breaja Denay | Figueroa, Elizabeth |
| Vazquez Murillo, Angel F | Pauwels, Veronica | Barrera, Jaime |
| Hernandez, Erika | Aldoori, Zainab Jamal | Valladolid Ruiz, Tiara |
| Cortes Ruiz, Alejandro | HernandezGarduno, Ricardo | Mata, Karen De Jesus |
| Lepe, Elizabeth Y | Murphy, Melanie Marika | Haubruege, Andria M |
| Chafin-Rainey, Krista D | Harris, Patricia Celest | Curtis, Dennis Anthony Jr |
| Rynearson, Tiffany Jonean | Castrejoncarmona, Jose | Enke, Sadie Quinn |
| Holtz, Andrew G | Flores, Marla O | Montesgodinez, Alfredo M Jr |
| Cappiello, Julianne Rose | Simmons, Michelle Patty | Aguilar Duran, Angelica |
| Flores, Elizabeth A | Linn | Nuria |
| Pham, To Uyen | Behl, Erik Joseph | Kissin, Rachel I |
| Diaz, Jasmine Bahaar | Albino, Lizette | Guillen, Beatriz Adriana |
| Megahan, Kelly Marie | Marasigan, Lourdes B | Kincade, Kalia D |
| Strider, Veronica August | Arechiga, Salvador S | Ibanez, Jazmin |
| Nwabueze, Consilia | Benintende, Tara J | Santana, Marie Therese |
| Chidinma | Pullman, Robert S | Carbajal, Alejandra |
| Delarosa Chavez, Paola | Martinez, Michelle | Golenia, Veronica G |
| Gonzalez, Diana | Nevarez, Marlene | Munoz, Amanda M |
| Rollan, Dorothea J | Caceres, Vanesa A | Ortiz-Arechiga, Maria M |
| Candley, Rosezetta Venita | Hammond, Claire A | Zamudio, Rosa Angelica |
| Alcala, Abel Torres II | Purnell, Ashlee Lynn | Gibson, Lakeisha |
| Cherco, Jenna M | Reyes, Ofelia | Deshawan |
| Morrell, Meredith Grace | Zapata, Jennifer M | Melchor, Andrea |
| Rossetti, Arianna | Mayer, Cassidy Autumn | Mascardo, Russel Bautista |
| Cua, Lourdes Camposano | Molina, Mary Ann Ann | Posada, Brandon N |
| Pineda, Luis A | Afable | Morris, George II |

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|-------------------------|----------------------------|--------------------------|
| Contreras, Casey | DiMartino, Joseph | Wear, Avery |
| Alexandra | Lizarraga Naranjo, Melissa | Sanchez, Lisa Alejandra |
| Menes, Angel Sison Jr | Kingsbury, Letisha K | Becquer, Marina A |
| Craft, Joseph Kordell | Zambrano Le, Rose N | Tolentino, Cindy F |
| Granadoshannosh, | Santos Lewis, Maura J | Icke, Kyle |
| Gabriela Granados | McEachron, Kristen N | Mordecai, Gabrielle M |
| Withers, Taylor Renee | Su-Tran, Lenh S | Domingo, Kaila D |
| Faraji, Gelareh | Abbott, Samantha Nicole | Galvan, Vincent Andre |
| Rey, Trina M | Calderon, Patricia | Kang, Evelyn Jeehyun |
| Santoyo, Esteliza B | Maciejewski, Daniel Adam | Saenz, Lorena |
| Molano Ayala, Luisa C | Moor, Liana Brown | Rheam, Katharina A |
| Turner, Kathryn Sarah | Perez, Diana M | Kissin, Rachel |
| Joyal, Cynthia M | Hadaway, Mary Beth | Deugan, Diane |
| Madera, Vanessa L | Ramirez, Vanessa | Llanes, Norman Avery Jr |
| Cardenas, Bianca Alisha | Torres, Evelyn | Rich, Adam Christopher |
| Scott, Christopher J | Mason, Abbey Elaine | Ross, Michelle |
| Cecere, Samuel Anthony | Cromwell, Eryn Elizabeth | Mena, Juliana |
| Armstrong, Amanda Leigh | Medina, Yhehhizzi Y | Lavery, Ashley Catherine |
| Medina Lopez, Israel | Barajas, Vivian L | Tompsett, Courtney |
| Bagumyan, Nare | Talwar, Preety | Kavanagh, Kevin Andrew |
| Pham, Tammy Trang | Chairez, Valerie | Enriquez, Chantel Alegre |
| Johnson, Shawnee | Jones, Jessica F | Rosses, Darlin |
| Jasmina | Kimmel, Carolyn Marie | Briggs, Melissa A |
| Miller, Yoanna | Doyle, Jessica Videlia | Lamptey, Kelly Michelle |
| Gervasoni, Melissa | Atam, Jemima | Spinali, Frank G |
| Maddelena | Flores, Karina Ofelia | Lizarraga, Jeannette |
| Lavoie, Noemi M | Casao, Elizabeth | Pablina |
| Hernandez, Raquel L | Jackson, Yvette | Aguilar, Stacy A |
| Cohen, Cheryl Sue | Van sickle, Jessica Lynn | McLean, Sean |
| Bennett, Alexander N | Jimenez, Ariana L | Pamplin, Yvonne |
| Rodriguez, Maria | Ramos, Kerrylee Naomi | Webb, Jason |
| Behncke, Nay | Mirabaldemille, Melissa | Garcia, Susana |
| Valderrama, Menchy | Gaye | Muzzy, Louann |
| Marentes, Alvaro | Fousek, Krista L | Genel, Tiffany |
| Iribe-moreno, Liliana | Lozano, Marielena | Calloway, James N |
| Garcia, Kimberly A | | Canino, Shelby Ann |

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|------------------------------|--------------------------|----------------------------|
| Lind, Sarah Elizabeth | Reyes, Karina | Gapasin, Rissa |
| Guillen, Maria G | Kline, Michelle Dawn | Dang, Ha Thitruc |
| Jones, Michael Addison | Smith, Morgan C | Samaan, Margaret Mary |
| Valdez, Angelica Alicia | Jackson, Adrienne | Kyzer, Missy |
| Ravelo | Mortison, Ivy | Huber, Beatriz |
| Trujillo, Elizabeth M | Araos, Ruth | Jama, Mohamed |
| Arceo, Connie Carreon | Adorno, Andrea | Duffy, Angela |
| PETRUN, CLAIRE | Arteaga, Adriana | Spellman, Lance |
| Lowe, Kaitlin Elizabeth | Ortiz, Victor M III | Castillo, Ashley |
| Gomez Heller, Danielle Y | Rogo, Sydney Renee | Liu, Karen |
| Gonzalez, Erika | Harder, Jenielyn | Del Carmen Romero, Carlos |
| Torres, Alexandra S | Camantigue | Gonzalez, Martha |
| Muniz, Cassandra | Rogel, Natalie | Reyna, Vanessa |
| Salazar, Perla | Rodriguez, Felix A | Hoang, Huong |
| Castellanos, Laura Elena | Gomez Morales, Miqueas G | Kronk, Mackenzie |
| Barbin, Maryfaith | Leon, Carolina Paola | Macias, Alicia |
| Valdez, Adela | Avalos, Heriberto | Caraveo, Martin |
| WOJCIK SALATA, ALICJA | Reyes, Rafael | Sanchez, Jessica |
| JOANNA J | Terrell, Julie Lynn | Romero, Damion |
| Boray, Brooke | Kim, Joann | Diaz, Shantal |
| Beltran, Donna | Baez, Roxanne T | Herrera, Rubi |
| Walker, Henry L Jr | Kennerly, Andrew Joseph | Barrientos, Jazlyn |
| Kairuz, Cynthia Calub | Masters, Evelyn R | Muro, Chelcei |
| Duran Rodriguez, Hilda Lydia | Aguilar, Elizabeth | Perez, Brenda |
| Garcia, Susana | Gebrehiwot, Alem | Barlow, Amber |
| SANCHEZ, TIFFANY | DeBusschere, Krista | Martinez, Angela |
| Obispo, Oliver | Angulo, Karen | Culver, Randy |
| LeMoine, Kristina L | Keller, Gary | Spurgeon, Kellie Christine |
| Lumba, Ayrene | Watson, Kym | pagdilao, richard |
| Perez, Alejandra | Fung, Joyce Y | Canta, Carina |
| Cagle, Mikelle | Pretanvil, Jean-Aine | Harris, Tristan |
| Miner, Angela Y | weihe, steve | Burns, Dottie Amor |
| Culhane, Melody Lynn | Bonney, Harrison James | Barajas, Maria A |
| Urbanavage, Claudinne | Caise, Madison Jean | Sanchez, Marisa |
| Magno | Aguilar, Jose | Buhain, Maria R |

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| mendoza, golda | Deffenderfer, Tiana | Amiling, John Ray Ray M |
| Garnica, Lynelle Christine | Krystal | Yoon, Minji Ji |
| Lee, Daniel | Harvey, Alexandra M | Lopez, Jessica |
| Larranaga, Miriam | Moreno, Melissa | Hill, Lynn M |
| Simpson, Rebecca | Penaflor, Santos | Jackson, Nicole Renee |
| Mariecalvillo | weber, laura | Stanich, Megan E |
| Elkurdi, Dara Ghassan | Ravelo, John Garma | Ramos, Carolyn D |
| Leach, Robert Louis | Shipman, Rebecca Ellen | Moreno, Alyssa |
| Hidalgo, Vivian Andrea | Meza, Jannys Lopez | Velazquez, Janet Villareal |
| Brown, Letonia Denise | King, Nicole D | Grisso, Darian Julianna |
| Robinson, Pearce | Fernandez, Cesar Adrian | Cazares, Celina B |
| Warfel, McKenzie | Sanchez Uribe, Edna S | Marbun, Rachel Unlayao |
| Lavin, Kyle | Martinez, Justin Anthony | Navarro |
| Anderson, Thy | Pavlov, Jennifer K | McElroy, Rita A |
| Ralls, Mindy | Trusso, Vivian Mary | Vaiasuso, Diego Guiseppe |
| Purvis, Tracey A | Palmer, Erica Rainwater | Anil, Jossean |
| Torres, Stephanie | Baker, Zechariah J | Ho, Mary Christina |
| Kissin, Carol | Kristensen, Lindsey M | Insixiengmay, Phoxay |
| Guillent, Sharon | Puentes, Carissa | FROST, AARON Gene |
| Penaloza, Nancy | Davaatseren, Achitmaa | Yepez Leon, Nínie Ninive |
| Rodriguez, Hilda | Rodriguez, Viridiana | Albers, Bailey |
| Robinson, Jenelle Cherrie | Adams, Heather Atsuko | Palafoxcamacho, Theresa |
| Slade, Allison Rene | Simoes, Gus Oliveira | Nayelie |
| Leclair, Richard P | Ramirez III, Manuel | Cummings, Sarah Eileen |
| Jones, Lorena | Valentin | Forgey, Matthew Paul |
| Vargas, Jacqueline Bacani | Robledo Reyes, Ashley M | Gomez, Eliseo |
| Lucero, Enrique Rafael | Bailey, Gwendolyn D | Harrington, Natalie Rose |
| Coleman-Thomas, | Swing, Alicia R | Marin, Destiny J |
| Monique Colette | Hernandez, Iana I | Gomez, Beatrice |
| Reyes, Yecenia E | Gomez, Selene | Velasquez, Doris Eliza |
| Maggio, Dominic | Hull, Samantha Nicole | Jones, John L |
| Sundberg, Brian Spencer | goswick, bill Wayne Jr | Castaneda, Reuben R |
| Salcedo, Angelica | Murphy, Sky | Paule, Karen Kate Calilung |
| Roberts, Roshan Audine | Furlong, Roxanne C | McDonald, Katrina Marie |
| Torres Rodriguez, Karen | Bowen, Christina L | Carrillo, Cristina M |
| Cristina | Duncan, Colby Westbrook | Chavez, Juliette L |

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|----------------------------|--------------------------|---------------------------|
| Contreraslerma, Martin | Kushnirenko, Inas | Mehdipour, Jillian Erin |
| Gomez-Mezquita, Veronica | Spears, Lauren | Reynoso Ramirez, Sinthia |
| Pecina, Alexis Irene | Lavery, Ashley | Sinthia |
| Ley, Elizabeth A | Ravens, Courtney | Acevedo, Dorcas Alexina |
| Corley, Linda M | wathen, lia | Santiago, Jocelyn De |
| Mouzakis, James Albert Jr | Silva, Columba | Gates, Julieann A |
| Bautista, Guillaume D | Zeuli, Bennett | Hernandez, Ricardo R |
| Perez, Elizar Jay | Melendrez, Kassandra | Lomer, Beatrice |
| Denton, Mischa Joy | Lakatos, Angelica | Orduno, Karla Yumilaki |
| Guzman, Fernando | Delvaux, Alex | Paddy, Angela E |
| Barriga | lopez, joel | Rosas, Maritza |
| Sosa, Mark Andre | Anderson, Andrea Faeth | Schumsky, Grace Megan |
| Aguilera, Clarisa R | Borinaga, Rouisa C | Sennes, Benjamin Keaton |
| Leilua, Kaino Alapati | Cherry, Maisha M | Brown, Elizabeth Michelle |
| Pavia, Arelhy | Gist, Cyrene C | Icke, Guibel Alejandra |
| Garfield, Polaris Michelle | Gonzales, Juliana | Santaana, Daisy |
| Arcia, Yolanda | Hix, Julie Naomi | Asche, Alan Matthew |
| Sosa, Erika Marie | Infante-Rembis, Katyna I | Ryan, Chad T |
| Schreiber, Rebecca | Lamb, Gary D | Tran, Raybenson Duong |
| Mills, Alan Michael | Lopez, Natalie | Berry, Karlie Maria |
| McNiff, Angelina M | jerdskulboon, suphanut | Robinson, Kyle T |
| Nicolas, Rula | Miller, Gregory Darrin | Ventura, Ciarra |
| Hurtado, Teresa | Leedham, Jack Thomas | Sorahan, Kathleen |
| Carrera, Melissa | Gambala, Mark Andrew | Anctil, Matthew |
| Gomez, Amelia A | Cuaresma, Joe Lopez | Flores, Reyna |
| Liao, BoKai | halimi, Najeebullah | Warner, Selina |
| Reed, Tierra M | Mas, Stephanie | Alba, Martha |
| Gonzalezgarcia, Evelyn | Ornelas, Karlet | Bautista, Maria L |
| Warner, Christopher J | Parks, Jessica | Tibbs, Michael Jay |
| Penetrante, Rubyanne T | Rodarte, Rogelio J Jr | Torres, Marlene |
| Sanders, Mercedes | Thomas, Matthew R | Howard, Mrs. Gerrell |
| Martique | Alatorre, Neyri | Morgen, Steven James |
| Flores, Sherry | Arellano, Azalia Mireya | Ornelas, Elizabeth |
| Smith, Nathaniel Stanley | King, Kristine N | Lilya, Makenna B |
| Khoury, Joseph | Mazzola, Michael | Chivarria, Rebekah A |
| | Brandon | Steffany, Joseph Raymond |

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|--------------------------|--------------------------|---------------------------|
| Garcia, Odalis | Enriquez Sedano, Martha | Andrews, April |
| Martinez, Sophia Marie | Rosa | BERNARDO, JAMIE |
| Wells, Desiree Jaylane | Ramirez, Rachel | Keyton, Joshua |
| Delrosario, Nellie | Evangeline | Koloko-Green, Beverly |
| Rombaoa | Sayegh, Caesar | Sumrall, Lisa A |
| Barrera, Denny | Welsch, Makenna Leigh | Baker, Yolanda |
| Hernandez, Monica | Lehr, Danielle Marie | Miller, David |
| Machuca | Garcia, Anayeli | Cumbo, Andy |
| Hogan, Sandra C | Williams, Kylie Victoria | Aberca, Susan |
| Keen, Carly D | McClure, Marcelle Faye | Sutton, Sean |
| Makinster, Hayley M | Dempsey, Chamese | Jimenez, Jasmine |
| Maldonado, Vanessa | Doralene | Ruezga, Rosalinda |
| Marlene | Rich, Joseph Francis | BRAMBILA, BRENDA |
| Weiss, Ana Elizabeth | Hempill, Anna Elyse | De Loera Esparza, Lizbeth |
| Marquez, Judith | Griffiths, Holly Lynn | Dexter, Hannah Flora |
| Sueda, Megumi | Gomes, Rebecca M | Gaynor, Jacquelyn |
| White, Kendal Lloyd | Kader, Stephen | Montes, Deborah |
| Murukis, Brian M | Rivera, Sandra L | Shaw, Kaley Brooke |
| Fiebelkorn, Cori Jean | Worlds, Felicia | Dicochea, Arturo |
| Winckler, Rembrandt | COLE, ROSEMARIE | Frilles, Mark Lopez |
| Lenore | Gastones, Joan | Hebron, Trisha L |
| Valles, Roberto | McCline, Brittany L | Kidd, Jordanna Gloria |
| Garcia, Leah | Mc Gill, Eric S | Lopez-Gomez, Jennifer |
| Ledesma, Jennifer | Montanez, Celeste Julie | Penalosa, Irma Angelica |
| Wass, Kacie N | Panis, Tiffany Joan | Razo, Eleana D |
| Rodriguez, Roberto | Valdez, Maritza C | Schaffer, Julia |
| Johnson, Fayeleeicia | Valdovinos, Roxana | Sleeper, Jonathan D |
| Ferem, Chloe N | Ayala, Jessica | Petrie, Amanda Jean |
| Reyna, Yolanda | Robles, Ismael | Devito, Graysen Julian |
| Cuvadar, Maritza I | Alani, Aya | Watson, Heather Renee |
| SantaMaria-Fewell, Sonya | Cervantes, Cristina | Stachelrodt |
| Chomjinda, Cho | Chavez, Sonya L | Gall, Preston Alexander |
| Koh, Hannah | Hodge, Tikeitsha Denise | Lara, Enidh Elvia |
| Dillard, Kahlieh | Karem, Alexus Kai | Espinoza, Katherine |
| McElwain, Madeline D | Kennedy, Nikolas D | Valerie |
| | Montalvo, Roxana | Nevarez, Jose L Jr |



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|--------------------------|--------------------------|----------------------------|
| Contrerasmorales, Silvia | Hendley, Shamariah L | Morgan, Sarah E |
| Pendergraft, Matthew | Garcia, Roseana Roxann | Mendoza Munoz, Itzel |
| Allen | Lopez, Jeoffrey A | Alejandra |
| Diego, Ariana B | Valencianava, Veronica | Laitano, Jacqueline Mabel |
| Valle, Jazmine Quiroz | Villasenor, Alejandra | Diaz, Kimberly L |
| Cunha, Narcisa Maria | Lee, Shannon | Solis, Daniela Guadalupe |
| Fontoura | Sanchez, Julio Antonio | Cabral, Mayra Alejandra |
| Ayalacorrea, Cesar | Diaz de Leon, Erika | Garcialopez, Rossy Karelly |
| Osvaldo | Lewis, George Alexander | Lee, Shannon C |
| Scherbarth, Yvette M | III | Russell, Ellen V |
| Sanchez, Melissa | Marcey, Gloria Elizabeth | Fallow, Claudine S |
| Johnson, Wesley | Morales, Erlyn Mariela | Gatlin, Anthony Michael |
| Newland, Kathleen A | Thomas, Jason A | Ware, Jared Ramon |
| Costello, Angela | Molina, Cherry Ann | Bautista, Mario Alberto Jr |
| Duplessis, Dominique | Edwards, Sapphire | Valencia, Rachel |
| Anthony | Barnet, Virgen Dereglia | Taylor, Alicia A |
| Engleton, Tracey Ann | Geiger, Melissa K | Monroy, Adriana |
| Flores, Veronica | Lopez Cardona, | Vazquez, Juan Luis |
| Hernandez | Kassandra | Olinger, Margaret Paul |
| Talamantes, Jazmin | Mendez, Nadia D | Saturnino |
| Culajay, Jacqueline | Nezami, Khalilullah | Guevara, Dania |
| Hernandez, Rudy Saul | Olvera Diaz, Jennifer | Geronimo, Glenn Aquino |
| Valdez Barreras, | Peters, Portia A | MacDonald, Marlena |
| Guadalupe | Plata, Yolanda J | Annemarie |
| Schlosser, Farahdee | Pulley, Aidan James | Roldan, Jennifer Leticia |
| Maristela | Salgado, Fidel | Horn, Amanda D |
| Ayoobi, Aref | Santiago, Sabrina | West, Tracee V |
| Trujillo, Geraldyn | Marlene | Mendoza, Stephanie |
| Hopkins, Melissa | Woolf, Amy L | Mireya, Rosa M |
| Valderrama, Randy S | Zepeda, Mark Anthony | Hay, Erin Ulloa |
| Espinosa, Davidisrael | Huynh, Linh M | De La Torre, Norma P |
| Torres | paredes, vivian | Allen, Robin Mae |
| Hunt, Pamela | Hinojosagarcia, Sergio | Turpin, Jermalia Lamont |
| Laugen, Gary | Raymundo | Diebold, Ransom Brooks |
| Chavarria Rizo, Danny J | Nava, Patrick J | Vizcaya, Ashley N |
| Bradley, Marqueisha K | Aguayo, Blanca E | Urrea Jr., Eduardo |

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|---------------------------|-------------------------|-------------------------|
| Mirsajedin, Sam | Miramontes, David E | Tsuji, Eri |
| Chang, Elizabeth | Miranda, Homer | Pelayo, Ignacio |
| Margaret | Tone, Erika D | Cardiff, Danica |
| suarez, Diego Julio | Perez, Karla I | Allen, Charissa |
| Allen, Cassandra Robin | Lopez, Lauren A | Allen, Cassandra |
| Colombel, Stephen | Carletello, Emilee C | Mansour, Nadia |
| Michael | Davila, Obed | Martinez, Jeinmy |
| Malacara, Clarissa S | Urrea Jr., Eduardo | Gonzalez, Aneli |
| Contreras, Daniel | Karan, Thomas | Carter, Jessica |
| Doan, Thythi Nguyen | Prudencio, Ma Felicitas | Mohammed, Ahlam |
| Hatton, A'Yanna | Cirello, Neika | Zaheer, Jawid |
| Kim, Kang | Ochoa, Naooleon | HENDERSON, SHANA |
| Lilley, Susan | Caracciolo, Laura | Winstead, Katherine |
| Batoon, Ling L | Robbins, W. Scott | Rodriguez, Ashley |
| Estrada, Alondra | Quinonez, Alejandra | Watson, Adrian |
| Mendoza | Robison, Michelle | Whittaker, Tamara |
| Miramontes, Melissa Ann | Branes, Denise | Elms, Dominique |
| Garcia, Maricela | Galvan, Chris | Vargas, Alejandra |
| Carment, Kerry | Saez, Victoria | Ramos Gutierrez, Ashley |
| Lopez, David Jr | Saez, Oscar | Markle, Angelica |
| Jimenez, Angeline G | Murphy, Andrea | Melissa, Childs |
| Monroy, Angel | Wood, Raymond | crabb, cristina |
| Reyes, Diana Fay | Soto, Jeannette | EDWARDS, REVA |
| Read, Rachael Anne | Magee, Brandon | Bedsole, Samantha |
| Navarro, Mary Grace M | Flored, Cassandra | Kissin, Samantha |
| Torre Blanca, Alvaro R | Dave, Komal | Talamantes, Silvia |
| Win, Ma Lei | Wolff, Gerhard | Becerra, Diana |
| Quintua, Steve O Jr | Orara, Florentina | Cruz, Karen |
| Mendez, Edgardo A | Hill, Lynn | Jackson-Grijalva, |
| Mamedova, Amaliya | Haynes, Bianca | Cassandra |
| Rafaelevna | Gonzalez, Celeste | row, tiana |
| Rogel, Alexica | Ardelean, David | Castro, Joseph |
| Brobst, Jade Lee | Lee, David | APOSTOL, NEMESIO |
| Chatfield, Amanda | Hagg, Yaowaluck | Duong, Huyen |
| Quinn, Melanie | White, Sandra | Joergensen, Jeannine |
| Alvarado Badillo, Maria F | Plotner, Dan | Cruz, Ivan |

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| Riley, Serita | Agrawal, Tanya | Posthumus, Dana |
| Vianzon, Susan | Lockett, Darren | PULIDO, ARIA |
| Scott, JoAnn | Livier Salazar, Livier | Garcia, Alexis |
| Johnson, Lannice | TOBIN, NENE | Engleton, Tracey |
| Hopek, Jennifer | Shrestha, Deepika | Nunez, Irene |
| Rogala, Krytsa | Erdman, Gretchen | Barnes, Tiffany |
| Madbak, Leah | Husa, Sarah | Elms, Dominique |
| Diosdado, Kevin | Trintchouk, K | Turner, Patricia |
| Solano Reyes, Sergio | Carpenter, Erin | Azim, Naheed |
| Domingo, Andrew | Barajas, Maria | McGlenn, Blair |
| Flores, David | Airheart, Tito | Sterk, Melissa |
| Sanchez, Esmeralda | Rodriguez, Sienna | rahmanan, melinda |
| Robertson, Katie J | Quenga, Devon | Lucero, Monique |
| Castillo, Irene Yvette | Miller-Wave, Naomi | Velasco, Brenda |
| Mendez, Marlid | Francisco, Christie | Ceballos, Isela |
| Sullivan, Virgil | Balane, Andrew | Hernandez, Jennifer |
| Husa, Sarah | Ortiz Salazar, Angel | Brandt, Angelina |
| GONZALEZ, LORENA | Hubbarth, Paul | Zomerdyke, Katie |
| Deffenderfer, Tiana | Mower, Marissa | Hammond, Claire |
| Bowen, Eric | Navarro, Brenda | Iraheta, Areli |
| Axelsson, Julia | Castillo, Liliana | Canniff, Lydia |
| anderson, thy | FINE, VICTORIA | Arroyo-Cevantes, Leticia |
| Baza, Esperanza | Morrison, Vanessa | Lau, Ioney |
| sao, angelina | White, Marlisa | Valencia Nava, Veronica |
| Inigo, Joyce | Bonilla, Cynthia | Martinez Moreno, Itzel |
| COOK, NICKOLE | Mead, Joshua | Osmara |
| Mischke, Eileen | Gerrits, Dennis | Branes, Denise |
| Rhone, Jaylen | Winn, Rachel | Prokesch, Monica |
| Zavala, Kathleen | magitz, Kylie | White, Dashawn |
| Lallana, Lauren | De Carrillo, Linda | Powers, Cameron |
| Witheirngton, Maruerite | romya, Lamia | Grooms, Crystal |
| GARCIA, DANIEL | Nguyen, Linh | Rubin, Joanna |
| Coleman, Ashlige | Sandles, Hannah | Frank- Gunnarsson, Sara |
| Danowsky, Pamela | Williams, Malika | Alvarado, Cesia |
| Johnson, Henry | Higuera, Mariana | Ramirez-Duran, Flora |
| Nicholas, Osmond | Sanchez, Jose | Hernandez, Iana |



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, Mercedez
Zepeda, Daniel
Miller, Camilla
Espinoza, Camilo
Coomenero, Alphonso
shen, xiaochuan
Brewer, Georgina
Pinka, lesley
Wilkins, Dionisio
Alvarez, Liliana
Gonzalez, Vanessa
Gall, Jessica



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

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| FULL NAME | SIGNATURE | WORK LOCATION | JOB TITLE |
|--------------------------|-----------|------------------|----------------------|
| Destiny Edwards | | PRC oceanside | SSS |
| Nayel Freye | NF | Edgemar hospital | CNA |
| Vicki Bynum | VB | Hybrid | QI Speciat. |
| Aspen Martin | AM | LA MESA | SSS |
| Emilia Elizanu Cather | | SDPCif | NURSE SUP. |
| Karinner Alvarado Alfred | KA | el Cajon | Records Clerk |
| Tyler Zabrowski | TZ | carlsbad | Animal care |
| Amelia Brandon | AB | Chula Vista | ASSESSMENT CLERK |
| Oscar Amaechi | OA | Santa Barbara | Assessment Clerk |
| Maria Angelica Nelson | MN | Casa De ORO | Library Technician I |

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| FULL NAME | SIGNATURE | WORK LOCATION | JOB TITLE |
|---------------------|---------------------|---------------|---------------|
| Alanna Abel | Alanna Abel | Polinsky | PCW II |
| Andrea Cason | Andrea Cason | FRC oceanside | \$ SSS |
| Lakemba Fritzi Urff | Lakemba Fritzi Urff | East County | MYHCM |
| Alejandra Dominguez | Alejandra Dominguez | SAN DIEGO | Admin Analyst |
| Luz Adriana Guzman | 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 |
| Natalia Santacruz | | SEFRC | HSS |
| Pejman Adhami | | SEFRC | HSS |
| Arvin Dagoc | | SEFRC | OA/Clerical |
| Teresita Sauban | | SEFRC | OA/Clerical |
| Abraham Udarbe Amulka | | 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 |
|------------------------------|-----------|---------------|-----------|
| Maria Christina Diaz | | SEFRC | HSS |
| IRIS Magaña | | SEFRC | HSS |
| ARTHUR Marzan | | SEFRC | HSS |
| VALENTINA HEATHER Valderrama | | SEFRC | SWIT |
| Kanna Escamilla | | SEFRC | SWILL |
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| FULL NAME | SIGNATURE | WORK LOCATION | JOB TITLE |
|--------------------|-----------|---------------------|-------------------------|
| Edgar Nelson Bush | | CAC | Sr. TIC Specialist |
| ROSALINDA CHAMARUS | | Refinda/Refunda VDF | Mental Health Clinician |
| Max Cohen | | COC | Probation Aide |
| Jeff CASADONI | | ROU | Staff Dev. Specialist |
| Aldo Mendoza | | ROU | EPT |
| GENTY Campus | | COC | SR. ACT |
| Kathryn Vargas | | COC | Acting Tech |
| IMELDA DE GUZMAN | | COC | Staff Accountant |
| JaJa Reynolds | | COC | Reso Act |
| Gemorpha Bush | | COC | W |

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| FULL NAME | SIGNATURE | WORK LOCATION | JOB TITLE |
|------------------|------------------|----------------------|---------------------------|
| Anna Kremen | <u>AK</u> | 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 CABUNDI | | TTC | SPECIALIST |
| MAX KORNBLUTH | | TTC | SPECIALIST specialist |
| Yannarye work | | TTC | SPECIALIST |
| LIZET McConnel | | COC | CASHIER |
| Evangeline Padilla | | COC | LVN |
| Ruth delaRosa Rdilean | | COC | LUEPITT |

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| FULL NAME | SIGNATURE | WORK LOCATION | JOB TITLE |
|-------------------|-----------|---------------|-----------------------|
| Bill Goscinski | | ROV | SOA |
| Adelina Watkins | | ACC | Admin Analyst |
| Armaine Mayn | | ACC | Admin Analyst I |
| Karen Sharree | | Dew | Senior Civil Engineer |
| Christine DeJesus | | OPR | OPR Officer |
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| FULL NAME | SIGNATURE | WORK LOCATION | JOB TITLE |
|--------------------|-----------|---------------|-----------------|
| Carmen Yaco | | SDCPH | RN |
| Danielle Emberson | | SDCPH | RN |
| Clarene Benjamin | | SDCPH | RN |
| Spencer Neal | | SDCPH | RN |
| Mia Davis | | SDCPH | RN |
| Fatima Fuentes | | SDCPH | RN |
| Derrek Madayag | | SDCPH | RN |
| Quyen Nguyen | | SDCPH | RN |
| Susana Carvalho | | SDCPH | Admission Clerk |
| Michael P. Andrade | | SDCPH | Admission Clerk |

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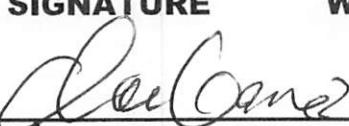
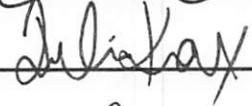
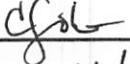
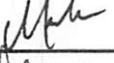
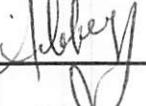
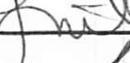
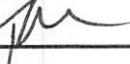
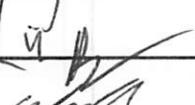
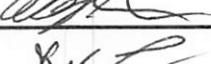
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| FULL NAME | SIGNATURE | WORK LOCATION | JOB TITLE |
|----------------------|-------------------------------------------------------------------------------------|---------------|-----------|
| Sedene Gomez |  | SDCPH | RN |
| Robin Knut |  | SDCPH | RN |
| Charmaine Salmeron |  | SDCPH | RN |
| Milcah Penamora, RN |  | SDCPH | RN |
| Abbey Mason |  | SDCPH | RT |
| Lauren Lopez |  | SDCPH | RT |
| Zulema Raygoza |  | SDCPH | RTA |
| Jason Boyer |  | SDCPH | RT |
| Alejandro Romo |  | SDCPH | RN |
| Christopher Tijerina |  | 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 Mx | | SDCPH | RN |
| Romalyn Aligutan | | SDCPH | RN |
| USA Phan | | SDCPH | RN |
| SAMANTHA GONZALEZ | | SDCPH | MHA |
| GRACIY ESTEBAN | | SDCPH | RN |
| Cynthia Bliss | | SDCPH | RN |
| Robert Westervelt | | SDCPH | RN |

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| FULL NAME | SIGNATURE | WORK LOCATION | JOB TITLE |
|-------------------|-----------|---------------|-----------|
| Patricia Setine | | SDCPH | RN |
| DAGY ANGAN | | SOCPH | RN |
| Angela Baynor | | SOCPA | RN |
| David Swantek | | SOCPL | RN |
| Raymond Arao | | SDPH | LVN |
| Jasmine Noodeloo | | SDCPH | RN |
| Jayree Catolos | | SDCPH | RN |
| Grace Howard | | SDCPH | RN |
| Elizabeth Escobar | | SOCPH | RN |
| Glenda Rubin | | SOCPH | MHA |

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| FULL NAME | SIGNATURE | WORK LOCATION | JOB TITLE |
|------------------------------|-----------|---------------|----------------------|
| Francisco Aguirre | | SDCPH | R.N |
| Rashed Karram | | SDCPH | R.N |
| Natalie Valdez | | SDCPH | Sr. Admissions Clerk |
| JOAQUINE JUHNEVICS | | SDCPH | R.N |
| Chetier Felarca | | SDCPH | R.N Supervisor |
| Jeffrey Remigio | | SDCPH | R.N |
| MAISHA CHERYL NASTA THORNTON | | SDCPH | Pharmacy Tech |
| CITAMROENN KIM | | SDCPH | R.Ph |
| Carolyn Flaggstad | | SDCPH | Pharmacy Tech. |
| NERIZAUNA GARCIA | | SDCPH | PHARMACY TECH. |

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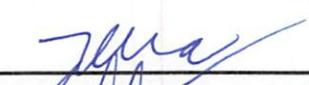
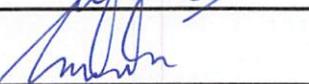
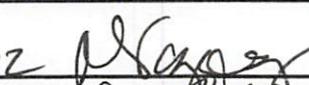
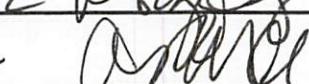
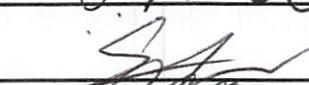
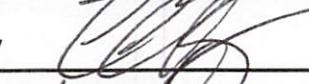
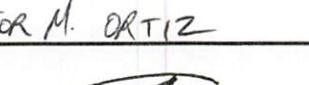
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| FULL NAME | SIGNATURE | WORK LOCATION | JOB TITLE |
|--------------------|-------------------------------------------------------------------------------------|---------------|-----------------|
| KHANH HUYNH |  | SDCPH | Pharmacist |
| Rabie N Abasi |  | SDCPH | Pharmacist |
| Margaret Vazquez |  | SDCPH | Pharmacist Tech |
| Anthony Clark |  | SDCPH | Pharmacist |
| SUSANNA GAMBE |  | SDCPH | RN Psych |
| Christopher Hurley |  | SOLPH | RN Psych. |
| Sharon Alberto |  | SDCPH | CNA |
| Teresa Hernandez |  | SDCPH | RTA |
| Victor M. Ortiz |  | SDCPH | RTA |
| Maxim Maningas |  | SDCPH | SW |

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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.

| FULL NAME | SIGNATURE | WORK LOCATION | JOB TITLE |
|-------------------------|-----------|---------------|-----------|
| Christine Giudine Ramos | | SDCPH | CW |
| Joanna Abhay | | SDCPH | CW |
| Jesus Gonzalez | | SDCPH | MHA |
| Denisse Casares | | SDCPH | RN |
| Sheal L. Campbell | | SDCPH | RN |
| Joel Garcia | | SDCPH | MHA |
| Matthew Gutierrez | | SDCPH | RN |
| Thuy Pham | | SDCPH | FL |
| Matthew Davis | | SDCPH | RN |
| Ariane Malakyan | | SDCPH | RN |

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at hello@seiu221.org or (858) 560-0151.



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

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|--------------------|-----------|---------------|-----------|
| Gerda Andaya | | SDCPH | RN |
| Mince Alcerin-Shaw | | SDCPH | RN |
| Sophia Aguilera | | SDCPH | RN |
| Leticia Pcreyres | | SDCPH | MHA |
| Eric Johannes | | SDCPH | RN |
| Upita Soto | | SDCPH | RN |
| Suzanne Yoo | | SOCEN | RN |
| Jorge Gutierrez | | SDCPH | MHA |
| Ronald Dietrich | | SDCPH | CNA |
| CHARLES CRISOSTOMO | | SDCPH | RN |

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| FULL NAME | SIGNATURE | WORK LOCATION | JOB TITLE |
|--------------------------|------------------------|---------------|-----------|
| Juana Diaz | Juana Diaz | SDCPH | RN |
| Vera Sebraud | Vera Sebraud | SDCPH | MHA |
| Gertrude Boyd | Gertrude Boyd | SDCPH | RN |
| Catherine Nolan | Catherine Nolan | SDCPH | RN |
| Stephanie Holley | Stephanie Holley | SDCPH | RN |
| Edmund Labor | Edmund Labor | SDCPH | CNA |
| Jean Counts | Jean Counts | SDCPH | RN |
| Chavez Stevenson | Chavez Stevenson | SDCPH | MHA |
| ③ Jeannette Arballo Raya | Jeannette Arballo Raya | SDCPH | ATA |
| Vivianne Thorbecke | Vivianne Thorbecke | SDCPH | SW |

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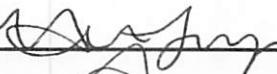
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|-----------|-----------|---------------|-----------|

| | | | |
|-----------------|-------------------------------------------------------------------------------------|-------|-----|
| Hanna Lynn |  | SDCPH | RN |
| Abliyah Stewart |  | SDCPH | LvH |
| Kelle Winters |  | SDCPH | RN |
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