

SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION

June 8, 2026

County of San Diego Board of Supervisors

Re: SEIU Request to Eliminate Tier D – Communications Received (BOS Item #17)

Dear Supervisors,

The Deputy County Counsels Association (“DCCA”) submits this letter in support of SEIU’s request for the Board of Supervisors to move forward with exploring options to eliminate Tier D. The majority of our members now fall within this pension group. Our members agree with the other unions that the benefits of Tier D are not an incentive to work or stay at the County. The recruitment and retention numbers show that Tier D caused an immediate reduction in the number of applicants for open positions and a significant increase in turnover among deputies in the Office of County Counsel. The fact is, any of our attorneys could leave and go to other cities and counties within Southern California and immediately improve their pension benefits, as the majority of those agencies have not lowered their pension benefits below those required by the Public Employees’ Pension Reform Act (“PEPRA”). As such, it is a disincentive to remain at the County long-term.

We appreciate that the County authorized this study by Foster & Foster Consulting Actuaries, Inc. However, this is just the first step. We recommend that the Board place the study on its agenda for a future meeting within the next few months to discuss and provide direction to County staff, including soliciting feedback from impacted employees, in order to develop options for eliminating Tier D.

Sincerely,

*Randall R. Sjoblom*

Randall Sjoblom, President