



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: June 9, 2025 and June 24, 2025

03

TO: Board of Supervisors

SUBJECT

ORDINANCES AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION RELATING TO ADMINISTRATIVE ACTIONS AND THE TENTATIVE AGREEMENTS PENDING RATIFICATION FOR THE EMPLOYEE BARGAINING UNITS - AE, CL, FS, HS, MM, PR, PS, RN, SS, AND SW REPRESENTED BY SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 221 (SEIU); AM, AS AND DA REPRESENTED BY THE DEPUTY DISTRICT ATTORNEYS ASSOCIATION (DDAA); PD AND PM REPRESENTED BY THE PUBLIC DEFENDER ASSOCIATION OF SAN DIEGO COUNTY (PDA); AND FOR SPECIFIED UNREPRESENTED EMPLOYEES - CE, CEM, EM, MA, NA, NE, NM, NS AND UM AND AMENDING SECTIONS 494 AND 495 OF THE ADMINISTRATIVE CODE (6/9/25 – First Reading; 6/24/25 – 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 three Unions/Associations, compensation changes for the unrepresented employees and other compensation changes. The County reached tentative agreements for three-year Memorandum of Agreements (MOA) with the Service Employees International Union, Local 221 (SEIU), the Deputy District Attorneys Association (DDAA), and the Public Defender Association of San Diego County (PDA), which are currently undergoing the Unions/Associations ratification process. In addition, this board letter includes changes to Sections 494 and 495 of the Administrative Code to reflect negotiated changes.

Today's recommendations are for the Board to approve the introduction of two ordinances (first reading) to amend the Compensation Ordinance and Administrative Code. If the Board takes the actions as recommended, then on June 24, 2025, staff recommends the Board adopt the ordinances (second reading). If the proposed ordinance is altered on June 24, 2025, then on that date a subsequent meeting date will be selected for the adoption of the ordinances (second reading).

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

On June 9, 2025:

SUBJECT: ORDINANCES AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION RELATING TO ADMINISTRATIVE ACTIONS AND THE TENTATIVE AGREEMENTS PENDING RATIFICATION FOR THE EMPLOYEE BARGAINING UNITS - AE, CL, FS, HS, MM, PR, PS, RN, SS, AND SW REPRESENTED BY SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 221 (SEIU); AM, AS AND DA REPRESENTED BY THE DEPUTY DISTRICT ATTORNEYS ASSOCIATION (DDAA); PD AND PM REPRESENTED BY THE PUBLIC DEFENDER ASSOCIATION OF SAN DIEGO COUNTY (PDA); AND FOR SPECIFIED UNREPRESENTED EMPLOYEES - CE, CEM, EM, MA, NA, NE, NM, NS AND UM AND AMENDING SECTIONS 494 AND 495 OF THE ADMINISTRATIVE CODE (6/9/25 – First Reading; 6/24/25 – Second Reading, unless the ordinance is modified on second reading) (DISTRICTS: ALL)

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

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING COMPENSATION RELATING TO THE TENTATIVE AGREEMENTS WITH THE DDAA, PDA, SEIU, AND ESTABLISHING COMPENSATION RELATING TO SPECIFIED UNREPRESENTED AND UNCLASSIFIED EMPLOYEES

AN ORDINANCE AMENDING THE ADMINISTRATIVE CODE, SECTION 494, JOB-REQUIRED LICENSES AND SECTION 495, TRANSPORTATION REIMBURSEMENT

If, on June 9, 2025, the Board takes action as recommended in item 1 above, then, on June 24, 2025:

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

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING COMPENSATION RELATING TO THE TENTATIVE AGREEMENTS WITH THE DDAA, PDA, SEIU, AND ESTABLISHING COMPENSATION RELATING TO SPECIFIED UNREPRESENTED AND UNCLASSIFIED EMPLOYEES

AN ORDINANCE AMENDING THE ADMINISTRATIVE CODE, SECTION 494, JOB-REQUIRED LICENSES AND SECTION 495, TRANSPORTATION REIMBURSEMENT

If the proposed ordinance(s) are altered on June 24, 2025, then on that date a subsequent meeting date will be selected for adoption of the ordinance(s).

SUBJECT: ORDINANCES AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION RELATING TO ADMINISTRATIVE ACTIONS AND THE TENTATIVE AGREEMENTS PENDING RATIFICATION FOR THE EMPLOYEE BARGAINING UNITS - AE, CL, FS, HS, MM, PR, PS, RN, SS, AND SW REPRESENTED BY SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 221 (SEIU); AM, AS AND DA REPRESENTED BY THE DEPUTY DISTRICT ATTORNEYS ASSOCIATION (DDAA); PD AND PM REPRESENTED BY THE PUBLIC DEFENDER ASSOCIATION OF SAN DIEGO COUNTY (PDA); AND FOR SPECIFIED UNREPRESENTED EMPLOYEES - CE, CEM, EM, MA, NA, NE, NM, NS AND UM AND AMENDING SECTIONS 494 AND 495 OF THE ADMINISTRATIVE CODE (6/9/25 – First Reading; 6/24/25 – Second Reading, unless the ordinance is modified on second reading) (DISTRICTS: ALL)

EQUITY IMPACT STATEMENT

Today’s actions reflect a strong partnership between the County and our Unions/Associations, 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 and Administrative Code 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 CAO Recommended Operational Plan, supported by General Purpose Revenues and various program funding.

One-time payments are contingent upon a change to the County’s Reserve Policy which provides additional one-time funds.

Included in the 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>		FY25-26	FY26-27	FY27-28
A	Ongoing Base Salary and Benefit Increases	62.9	70.0	62.9
B	Ongoing Market & Range Increases	47.0	36.7	36.9

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C	Ongoing Flex Credit Increases	6.8	13.5	13.5
D				
(A+B+C)	Total Ongoing Cost (<i>incremental</i>)	116.7	120.2	113.3
E	Total One-time Cost	23.8	11.4	5.6
F (D+E)	Total Cost	140.5	131.6	118.9

BUSINESS IMPACT STATEMENT

N/A

ADVISORY BOARD STATEMENT

N/A

BACKGROUND

Today's actions proposed in this letter provide for administrative changes to the Compensation Ordinance as well as the negotiated, tentative agreements for three-year MOA terms with SEIU, DDAA, and PDA, and compensation changes for the unrepresented employees as well as changes to the Administrative Code. 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.

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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 Ordinance Amending Administrative Code (Clean Version)
- Att 5 Ordinance Amending Administrative Code (Strikeout Version)
- Att 6 Summary of Proposed Ordinance (Compensation Ordinance)
- Att 7 Summary of Proposed Ordinance (Administrative Code)
- Att 8 Appendix Two Market Adjustments