

# Board of Supervisors

Meeting Time: 06-03-25 09:00

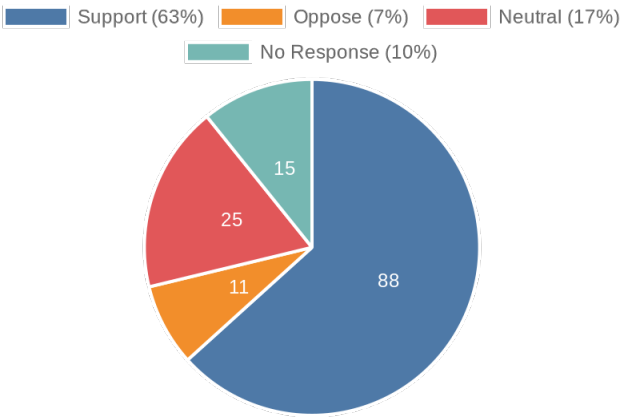
## eComments Report

Meetings	Meeting Time	Agenda Items	Comments	Support	Oppose	Neutral
Board of Supervisors	06-03-25 09:00	39	139	88	11	25

### Sentiments for All Meetings

The following graphs display sentiments for comments that have location data. Only locations of users who have commented will be shown.

#### Overall Sentiment

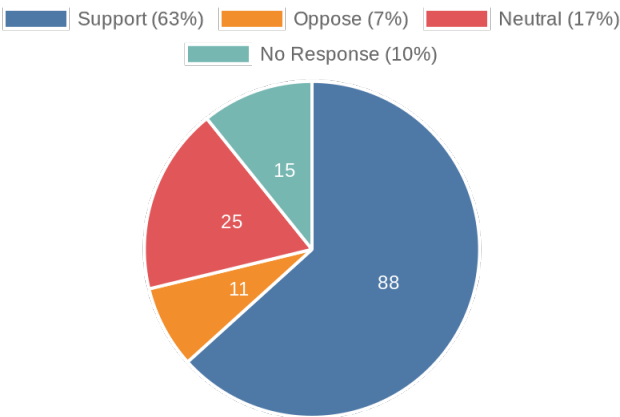


Agenda Name	Comments	Support	Oppose	Neutral
16. NOTICED PUBLIC HEARING: BUDGET HEARINGS: CHIEF ADMINISTRATIVE OFFICER RECOMMENDED OPERATIONAL PLAN FOR FISCAL YEARS 2025-26 & 2026-27 (DISTRICTS: BOARD OF SUPERVISORS, FLOOD CONTROL DISTRICT, IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY, SANITATION DISTRICT, SAN DIEGO COUNTY FIRE PROTECTION DISTRICT AND COUNTY SUCCESSOR AGENCY)	139	88	11	25

Sentiments for All Agenda Items

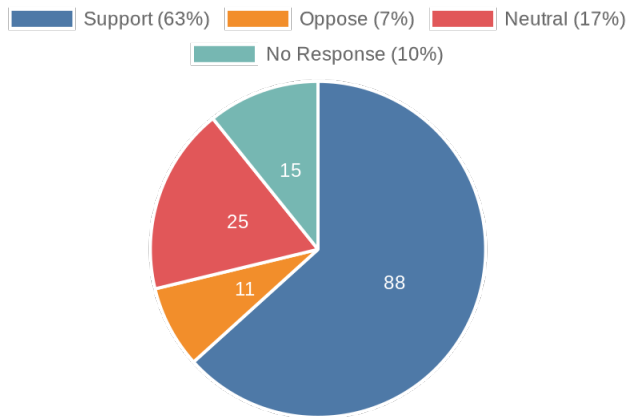
The following graphs display sentiments for comments that have location data. Only locations of users who have commented will be shown.

Overall Sentiment



Agenda Item: eComments for 16. NOTICED PUBLIC HEARING:  
BUDGET HEARINGS: CHIEF ADMINISTRATIVE OFFICER RECOMMENDED OPERATIONAL PLAN FOR FISCAL YEARS 2025-26  
& 2026-27 (DISTRICTS: BOARD OF SUPERVISORS, FLOOD CONTROL DISTRICT, IN-HOME SUPPORTIVE SERVICES PUBLIC  
AUTHORITY, SANITATION DISTRICT, SAN DIEGO COUNTY FIRE PROTECTION DISTRICT AND COUNTY SUCCESSOR AGENCY)

Overall Sentiment



Anna Massey

Location: 92025, Escondido  
Submitted At: 8:29am 06-04-25

San Diego County must continue to fund the Immigrant Legal Defense Program, which provides legal representation to people in deportation proceedings. The County has a responsibility to prevent homelessness and displacement of renters.

Jenielyn Nafarrete

Location: 92114, San Diego  
Submitted At: 7:44am 06-04-25

Please consider the cost of living in San Diego, CA

Berenice Ortega

Location: 92114, San Diego  
Submitted At: 6:45pm 06-03-25

Yo apoyo al Programa Más Fresco Plus ya que es un gran apoyo para familias que no aplican a ninguna ayuda pues da la oportunidad a tener frutas y verduras orgánicas de manera gratuita y a la puerta de su casa una vez a la semana.

Erika Alcaraz

Location: 92105, San Diego  
Submitted At: 6:42pm 06-03-25

Mi comentario a mi me gustaría que otorgaran fondos para más frescos plus porque ayudan a las personas para llevar una vida sana para motivar a las personas comer más saludables y como sería mejor ayudando a más

fresco plus para que ellos den el granito para empezar .

**Ruth Mendez**

Location: 91932, San Diego  
Submitted At: 6:39pm 06-03-25

My name is Ruth and I am a member of Detention Resistance, a collective supporting people detained at the Otay Mesa Detention Center.

This past two weeks I have been a witness to the inhumane detentions of asylum seekers at the San Diego Immigration Courts.

Now more than ever I urge you to approve \$5 million for the Immigrant Legal Defense Program (ILDP) in this year's county budget and to protect the ILDP in its current form as a universal, merits-blind legal representation program without exclusions on who can participate.

Additionally I also urge you to support fully funding Innovative Adult Housing Services and Enhanced Housing Services in the county budget.

**Leah Hogue**

Location: 92110, San Diego  
Submitted At: 6:37pm 06-03-25

Hello Board of Supervisors. My name is Leah Hogue and I have been a Latent Print Examiner for almost 25 years. While our deputies get taken care of, civilian employees such as Criminalists, dispatchers, LPEs and Forensic Evidence Technicians seem to get left behind.

Please consider us when thinking of the budget. While deputy sheriffs are vital in community safety, it's those who are working crime scenes, analyzing evidence, and making conclusions that are essential putting guilty suspects behind bars.

**Jamie Landicho**

Location: 92123, San Diego  
Submitted At: 6:27pm 06-03-25

Forensic Evidence Technicians and Criminalists are the backbone of our justice system, transforming complex crime scenes into clear narratives. However, the County faces a critical shortage, with over 10 professionals leaving the section within the year. Despite the demanding nature of their work, which includes responding to homicides, officer-involved shootings, and executing search warrants, the compensation often falls short. This financial strain, coupled with the exhaustive training requirements and the emotional toll of the job, contributes to the high turnover rate. To maintain the integrity of our criminal justice system, it's imperative to invest in competitive salaries, comprehensive support, and retention strategies for these dedicated professionals.

**Jacob Rosas**

Location: 92115, San Diego  
Submitted At: 6:27pm 06-03-25

El programa más fresco plus a beneficiado a mi y a mi comunidad dándonos acceso a frutos y vegetales de temporada y enseñándonos a comer más saludable es por eso que le pido que el condado siga apoyando económicamente a este programa que ayuda mucho con el gasto familiar

**Alejandra Fen**

Location:  
Submitted At: 6:23pm 06-03-25

Hello, I am a resident of San Diego County and part of Invest in San Diego Families. In this moment of federal disinvestment and crisis, we need our local leaders to put people first.

We thank you for funding:

- The Office of Labor Standards and Enforcement,
- Mobile Crisis Response Teams
- And the Immigrant Legal Defense Program

These are the kinds of decisions that tell people they matter. But, we must do more.

We urge you to:

- Fully fund Innovative Adult Housing Services and Enhanced Housing Services, which help LGBTQIA+ folks find housing and prevent housing loss.

- And pass a fair contract for County employees, represented by SEIU 221, who are the backbone of our County and the communities they serve

In a time of growing need and shrinking federal support, we need our County to step up.

Lead with care, invest in people, and make San Diego a place where everyone can thrive. Thank you

**Delfina Alvarez**

Location: 92115, San Diego

Submitted At: 6:21pm 06-03-25

Porfavor pido que de los fondos que necesita el programa mas fresco plus, es un excelente programa que ofrece frutas y verduras de productores locales y que ayuda a las personas con enfermedades cronicas a comer mas saludable .

**Mackenzie K**

Location: 92117

Submitted At: 6:15pm 06-03-25

Please consider the intense mental and physical load a PSW carries daily while protecting the vulnerable children in our community. The current pay rate deters high quality workers away because the pay is simply too low to provide for their own family. Please put yourself in the shoes of a PSW and ask yourself if you would be willing to take on a high caseload at this payrate.

**Ian Seruelo**

Location: 92124, San Diego

Submitted At: 6:11pm 06-03-25

I support the full funding of the ILDP program and the continuation of the program that provides a budget for legal assistance to our residents who in removal proceedings. In light of the continued attack against due process, it is imperative that we support our residents and their families. This current administration has terrorized our communities and ramped up the inhumane enforcement action that breaks up our families; and the least we could do as a community is to support those in need of legal assistance.

**Serena Pelka**

Location: 92107, San Diego

Submitted At: 6:04pm 06-03-25

At Climate Action Campaign, we are working to build a clean air and climate safe future for communities across San Diego. We appreciate the County allocating funding to reduce pollution and improve quality of life for San Diego families. With that, there are specific projects that we urge the County to support. We echo the ask that the County incorporate funding for the Global Village project, a visionary, 100% affordable mixed-use development designed by over 2000 San Diegans. This project embodies what it means to lead with equity, center resilience, and is an absolutely essential opportunity to invest in what will be a cultural hub and regional asset in the Mid-City community for generations. This project is an example of Climate Action Plan implementation, and how creative, community-driven solutions should be prioritized. Please fund the Global Village project and continue to fund the implementation of the Climate Action Plan, prioritizing projects in Communities of Concern.

**Beverly KolokoGreen**

Location:

Submitted At: 5:54pm 06-03-25

I have worked with the county for 3 years now as a protective service worker in emergency response. San Diego is among the most expensive cities in the U.S. We are asked to go above and beyond for the families that we serve yet we cannot take care of our own families because we are not paid well. I am asking more like begging you to give us fair contract so that we can continue to serve the communities but also be at our best to take care of ourselves.

**D Marquez**

Location: 92113, San Diego  
Submitted At: 5:50pm 06-03-25

I urge you to allocate \$5 million in this year's county budget to fully fund the Immigrant Legal Defense Program (ILDP).

This investment is a vital step in supporting immigrant communities across our region. Access to legal counsel is a fundamental civil right that must be protected and backed by consistent, long-term funding.

**Olimpia Ramirez**

Location: 92115, San Diego  
Submitted At: 5:47pm 06-03-25

Please consider continuing the MAS FRESCO PLUS program. Many families have benefited. Having access to products like organic fruits and vegetables is a great help, especially when we have young children. In this time when everything is so expensive, MAS FRESCO PLUS is a great support for the household budget.

**Trina Olsen**

Location: 91934, Jacumba  
Submitted At: 5:42pm 06-03-25

The County has too many supervisors and not enough workers. It's administratively top heavy. CHOP from the TOP!!

**A Ramirez**

Location: 92120, san diego  
Submitted At: 5:39pm 06-03-25

I always believed in the county & have aspired to work for such an entity that allows for opportunity, growth, and change. Being able to give back to the community and help others just like those before me who helped me & my family when I was younger has always been a full circle dream. Now that I have "made it", I find myself questioning if I am now settling. There are much better wages & opportunities to be found elsewhere, but I would rather give back to my home. All county employees play a pivotal role, whom without, the impact would greatly be felt. We all deserve fair wages. We have put so much of ourselves into our jobs, time spent away from home, away from our families, moments missed, only to find ourselves overlooked & struggling to support our own needs. Who will be there for us & our families when we can't meet ends as inflation continues with so much uncertainty to follow. The county can do better, the cost of living is getting ridiculous & felt by all

**Natalie Seward**

Location: 91906, Campi  
Submitted At: 5:38pm 06-03-25

Please consider the cost of living in San Diego, and support fair wages for county employees. We deserve more for all the work we do. I support the union efforts. Is work 2 jobs. With the county I work with children that have been neglected, abused and more. I love my job so much but sometimes. It would be like only to work one.

**S Clark**

Location: 91915  
Submitted At: 5:32pm 06-03-25

I have worked for the County 9 years as a protective services worker for children and for adults. This is an extremely demanding and taxing job that is beyond stressful and the workload/expectations continue to increase yet our pay doesn't. We are the first responders for the abused and neglected population yet we are undervalued, underpaid, and many of us are barely making it. We make sacrifices daily going into unknown situations. San Diego is known as the leader in so many areas when it comes to innovations within child welfare and adult protective services however we come in last when it comes to taking care of and paying the people who's doing the work to make this county look good. Please show that you value our hard work and pay us what we deserve. I don't understand how we have millions for wildlife and but mere pennies for people.

**Rita M**

Location: 91915

Submitted At: 5:32pm 06-03-25

Please consider the cost of living in San Diego, and support fair wages for county employees. We deserve more for all the work we do. I support the union efforts.

**Lindsay Bailey**

Location: 92122, San diego

Submitted At: 5:27pm 06-03-25

I urge you to approve \$5 million for the Immigrant Legal Defense Program (ILDP) in this year's county budget and to protect the ILDP in its current form as a universal, merits-blind legal representation program without exclusions on who can participate.

Access to counsel is a civil right that should be afforded to everyone and deserves consistent funding.

**Amber Moore**

Location: 92102

Submitted At: 5:15pm 06-03-25

Access to legal counsel is a fundamental civil right and a cornerstone of our legal system that should be afforded to everyone, regardless of who they are, where they came from or their experiences.

I urge the San Diego County Board of Supervisors to:

Approve the Chief Administrative Officer's (CAO) recommended budget of \$5 million for the Immigrant Legal Defense Program (ILDP) in this year's county budget; and

Maintain the Immigrant Legal Defense Program as a universal and merits-blind legal representation program.

**A Lopez**

Location:

Submitted At: 5:09pm 06-03-25

I am a PSW, and we need to be paid fairly in accordance with the cost of living. We deserve better!

**R Ayala**

Location:

Submitted At: 4:52pm 06-03-25

I work for the county as a Protective Services Worker. It is disheartening to say the least to be in a role that helps the most vulnerable population, yet the County does not recognize the value of its workers demonstrated by its efforts to continue to undervalue and underpay us. Everyday workers are put into a position to encounter unforeseeable dangers from dealing with hostile or disgruntled parents, harmful drug exposures, dog attacks, and much more. Pay fair and livable wages so that, at minimum, we can live without financial burdens and continue to give value to the families we serve.

**Anna Daniels**

Location: 92105, San Diego

Submitted At: 4:44pm 06-03-25

I support legal services for immigrants; housing for all; equitable employee contracts.

**Teresa Acevedo**

Location: 91911, Chula Vista

Submitted At: 4:43pm 06-03-25

I have worked for the County this time for 18 years, I worked as a student worker for 3 years before that. I have worked in public school systems in between serving our most vulnerable populations. For years I had heard the County was a great place to work because the retirement and benefits were unmatched it used to be a coveted job. Not anymore, no one wants to do this job!!! CFWB is a revolving door no one will stay as they see how demanding the job is and the cost to them be it the low ages, the shrinking benefits, stress, hostile environments, and the ultimate ....COST TO OUR OWN FAMILY AND OUR OWN HEALTH (hello high blood pressure medications)!. We live in one of the most expensive counties and yet we make the least in the state. I challenge each of you to come out on investigations with a worker, I bet no one will. Why? Because even you don't want to do this job. We are first responders and not viewed as such. Please show that you value our hard work!!!!

**Corey Rodriguez**

Location: 92057, Oceanside

Submitted At: 4:33pm 06-03-25

As a union member of SEIU Local 221 and longtime county employee working as a PHN in TB Control, I ask the BoS for equitable pay for all of us hard working, dedicated county employees. We serve a very vital role in protecting our county and communities, but sadly as the cost of living continues to skyrocket, our wages do not. We cannot even afford to live in San Diego anymore, as is evident by the huge number of relocations. It's unfair. We deserve a fair and equitable contract. We are doing more work than ever with less help these days and it's because our county wages simply do not promote recruitment or retention of employees. The bleakness of the proposed contract does not have us motivated. We truly deserve better!

Please vote in favor of San Diego County Employees and the vital work that we perform!

Thank you for your time and consideration.

**Shlyn Guarian**

Location: 92120, San Diego

Submitted At: 4:27pm 06-03-25

I'm Shlyn Guarian, Sr. Protective Services Worker within Child & Family Well-Being Department. I just celebrated 25 years of service for which I am very proud. I support equitable, accessible & timely services for all residents, fair wages & benefits for all county staff, and opening the reserves to fill the gaps. I grew up with a desire to help others, having lived experience, and am a former Title IV-E Student. After graduation, I decided to have a career here in S.D. vs. moving to another County, like Riverside or San Bernardino, which has very competitive salaries, still. I was very tempted. I remained here due to a sense of community; however, everyone can't do that. The budget report says young people after college are leaving more because they can't afford to live in S.D., i.e. afford housing, etc. Equitable pay across CoSD is needed to help keep a knowledgeable & skilled workforce. They need a livable wage that will allow them to pay the increasing high cost of living in S.D.

**Margaret Baker**

Location:

Submitted At: 4:22pm 06-03-25

On behalf of South Bay People Power, I urge you to approve \$5 million in this year's budget for the Immigrant Legal Defense Program (ILDP) and to protect the ILDP as a universal legal representation program without exclusions on who can participate. Access to legal counsel is a fundamental civil right and a cornerstone of our justice system, and our ILDP program helps make our immigration system more just and more humane. In light of the current escalation of ICE operations in our county, it is CRUCIALLY important that the county maintain the Immigrant Rights Legal Defense Program at full funding levels and accessible to ALL individuals in deportation hearings.

**Nadia Najor**

Location:

Submitted At: 4:19pm 06-03-25

I have been a county employee for nearly 25 years in Child and Family wellbeing. Of these years, I have spent 14 of them as a supervisor in Emergency Response. The turnover rate for new staff is at an all-time high. I attribute this to the higher cost of living for San Diego county and workers not being paid a livable wage, Tier D retirement, unsafe/hostile work environment when out in the community, higher work volume, and the secondary trauma that impacts the worker and neglect and time spent away from our own families because we are out there ensuring the safety and wellbeing of the county's most vulnerable population. The county needs to invest in its workforce.

**Vanessa R**

Location:

Submitted At: 4:17pm 06-03-25

The rising cost of living coupled with stagnating wages is creating significant strain on our workers finances. This financial pressure is forcing workers to leave county in search of better options. Which in turn affects workload for



everyone that chooses to stay and ultimately impacts the clients we serve because we are showing up to work stressed about not being able to pay our living expenses, medical care, daycare etc. I ask that you please take into consideration our unions wage proposal as your decision is impacting the livelihood of all county workers.

**M G**

Location:

Submitted At: 4:16pm 06-03-25

My ability to financially sustain in SD County feels like it is coming to an end. I have lived here for 20 plus years. I have a 200,000-dollar down payment which I feel is very good, however I cannot get approved for a mortgage on an 800,000-dollar home, which is an average price in N. County. The equity study clearly outlines a 25 percent average wage gap in my job category. In fact, SD County is the lowest by close to an average of 30,000 dollars. I have heard time and time again from various levels of management how we are appreciated for our service and the help we provide our community. Can someone please explain who is going to help me/us? We need help! If our employees can't afford to live here, then this cannot sustain.

**J Gonzalez**

Location: 92101, San Diego

Submitted At: 4:15pm 06-03-25

I love what I do and the people I serve. It makes me sad, frustrated and angry to see the County continues to overlook our talent, skills and service. My position is underpaid compared to other government agencies within California, private institutions and even with some non-profits. I am asking the County to provide a strong contract that allows us to live in San Diego without working two jobs. I've teamed up with SEIU Local 221 to reimagine what a fair wage can be for all of us - to support our families and our community without the fear of losing our home. Help regain the hope to your fellow employees who are still standing with you. Treat us with fairness and respect. We will not go back!

**David Manson**

Location: 92123, San Diego

Submitted At: 4:02pm 06-03-25

Hello, my name is David Manson

I am a proud SEIU Local 221 union member and county employee. I have worked at the county, in the county's Child Family Well-Being for 19 years. The work I do is vital because I help to secure the well-being of the children and families of this community. We are bargaining with the County to win a fair contract and we cannot and will not go back! We need a strong contract that allows us to retain and recruit workers so we can continue to support and protect the community. Part of creating a Fair Contract is adding to the proposed wage increase: Right now base wages on the bargaining table are less than three years ago. We must have a contract that moves us forward. The cost of living is only getting higher and I will have to move on or require additional resources from the county to afford to take care of my family and pay my continuously increasing rent. Our budget must include a fair contract for SEIU employees.

Thank you for your time.

**Hazael Lopez**

Location: 92114, San Diego

Submitted At: 4:02pm 06-03-25

Please prioritize a fair and meaningful wage increase for San Diego County employees. County workers play a critical role in maintaining essential services and supporting our most valuable populations. It is not only fair to invest in competitive wages but also a strategic move to improve retention, boost morale, and ensure continued high-quality service for the residents of San Diego. I encourage you to act with urgency and compassion in addressing this issue. A strong and supported workforce is the backbone of a thriving community. Please DO THE RIGHT THING.

**Jezebel Rodriguez**

Location: 92114, San Diego

Submitted At: 4:00pm 06-03-25

As a Single Mother of 3 is sad and frustrating, how I as a county employee doesn't get pay enough money to afford to leave here in San Diego or qualify for benefits, please consider the cost of living. Live Well San Diego take care of your employees.

**Rosa Zamudio**

Location: 92126, San Diego  
Submitted At: 3:59pm 06-03-25

I strongly support the union's efforts to increase salaries for county employees. We need to be paid fairly in accordance with the cost of living. We deserve better!

**Cheryl McCowan**

Location: 92115  
Submitted At: 3:55pm 06-03-25

When I was young I viewed a county job as "making it". That my family would be settled, our needs would be met, and I could retire and feel secure. I have been a county worker for 13 years and I can't afford to buy a home, my kids saw less of me because of the late hours or overtime and for many, retirement in Tier D would mean working for 62 years to receive full benefits. Clarifying, that isn't until 62 years old, that is working for 62 years. I love my work, I love the people, I love knowing I make a difference in the community every single day. I also love knowing that CFWB is recognized both nationally and globally in how we do practice here in San Diego. What I question is does the county view positions as a career or as stepping stones to gain training and knowledge to take elsewhere in the community? I think they should invest in workers to stay. We deserve an affordable wage, we deserve to live well, we deserve to thrive, we deserve to be the best and be paid the best.

**G Martinez**

Location: 92054, Oceanside  
Submitted At: 3:53pm 06-03-25

While working here at the county, I have heard that in previous negotiations the board of supervisors would use the excuse of us "living in San Diego" as a way to not pay us more. Well, that excuse can no longer be used for now being one of the largest and expensive places to live and we want our pay to reflect that. I fully support the union in the fight for better wages, and it is time we are paid what we are worth.

**Lynnette Miller**

Location: 92123, San Diego  
Submitted At: 3:49pm 06-03-25

I am a Union member and County employee for over 20 years. Please support increased wages for County employees to match the cost of living in San Diego County. Being a full time County employee with a degree and being unable to afford to live in San Diego without a roommate with my children has been very demoralizing. We are required to provide safety for the families we work with, but risk our own families' safety when having to live with people unfamiliar to us.

**NICOLE JACKSON**

Location: 91932, IMPERIAL BEACH  
Submitted At: 3:49pm 06-03-25

We workers deserve to be treated fairly and be able to affordably live in the county we work for.

**Shannon Huibers**

Location: 92071, Santee  
Submitted At: 3:48pm 06-03-25

As the cost-of-living rises in SD County, the board has to start providing wage increases for the people who live and work here. We sacrifice the potential of higher pay, more abundant time-off, and countless other perks of the private sector to serve our community. It is very disheartening to be in a position that I put so many hours of education into to get and not be compensated enough to live and pay my student loans, that were required. The amount of turnover in the County is BLATANT enough that people do not feel appreciated or that they can't support their families and are leaving to work for other Counties who pay better. Every position our employees work in is work that is deeply challenging and incredibly meaningful to our community. I am committed to continuing this work and making a lasting impact on our clients. To do so effectively, we need a strong contract,

secure fair wage, and opportunities for professional development.

**D Pimentel**

Location: 92123, San Diego  
Submitted At: 3:46pm 06-03-25

For being one of the largest and expensive counties in the state, we are not being compensated fairly. This causes those with the drive to burn out, those with the knowledge to leave, and those who stay grow resentful. The benefits being offered to new staff is a joke and is no wonder turnover is so significant. Pay us what we're worth.

**lourdes terry**

Location: 92113, san diego  
Submitted At: 3:45pm 06-03-25

The cost of living has shot up and student loans are due. please help us achieve a livable wage. I want to stay in SD and not have to live in my car. thank you

**Melissa Lizarraga**

Location: 91915, Chula Vista  
Submitted At: 3:44pm 06-03-25

While we understand the need for leadership and structure, it is increasingly difficult to ignore the significant financial resources being allocated toward the creation of new management positions, which carry higher salaries, while the line staff, who carry the daily burden of this work, continue to struggle to make ends meet. These workers show up every day with unwavering dedication, often sacrificing their own well-being to meet the needs of children, families, and the community at large. Yet many of us are facing rising costs of living, housing insecurity, and burnout without adequate compensation or recognition. Words of appreciation are important, but they must be matched with meaningful action namely, fair and timely raises that reflect the value we bring to this great County. We are not just employees; we are also your constituents, your neighbors, and your voters. We urge you to take this opportunity to show that you truly value the people who keep this system functioning.

**Janalee Gonzaga**

Location:  
Submitted At: 3:42pm 06-03-25

I am a Civil Engineer with Planning & Development Services, Land Development and a proud SEIU Local 221 member. My work involves reviewing plans for development and subdivisions – including projects that are a product of several initiatives introduced to increase housing within the County. I have seen firsthand the dedication and work staff puts into shepherd homeowners, developers, and their contractors through complicated regulations and legal processes. Investing in our workforce is desperately needed to retain and recruit skilled staff for the myriad of technical positions that currently experience high turnover. I urge you to support the staff that allows the County to function by approving a fair contract with livable wages.

**Maura Lewis**

Location: 92065, Ramona  
Submitted At: 3:40pm 06-03-25

Obviously, everyone knows that San Diego is one of the most expensive places to live. We as county employees need to be respected and at least make enough money to live here. Please consider the cost of living. We should at least make more than our clients (the people we serve)  
Thank you!

**j k**

Location:  
Submitted At: 3:40pm 06-03-25

It seems that the higher the position the less actual hands off they are yet get paid the highest wages. They have staff they delegate to and they are just desk workers. The ones that are mainly physical hands on with the community and the "grunt" lower level workers need to get the higher wages. This needs to get redistributed

**Kylie Williams**

Location: 92103, San Diego  
Submitted At: 3:38pm 06-03-25

I am a Union member and Protective Service Worker County employee. Please support increase wages for County employees to match the cost of living in San Diego County and match the pay in other CA counties. Being a full time County employee with a degree and being unable to afford to live in San Diego without roommates or financial strain is a negative reflection on our county. We are asking to be paid fairly in accordance with a cost of living. I've seen many people leave the County for other higher paying and less stressful jobs. I have a Masters in Social Work from San Diego State University. My passion is to serve those in my community; however, passion does not pay the bills or support the mental health needed for this job. The pay for my position does not reflect the value of our work or the specialty of our expertise. Please show us you value the important work we do. Through pay and through a reasonable retirement plan. Thank you.

### **Angela Inciong**

Location:  
Submitted At: 3:37pm 06-03-25

Serving under the Planning and Development Services under Land Development Division for almost 8 years, I have seen the County has prioritized the development to affordable housing yet their workers, planners, land use aids and technicians and engineers that process these permits gets left behind. I believe the County can overcome the current deficit and will be able to achieve its goals and continue to serve for the good of the people and the people that serve the County. The current budget is not much different from previous year, but I hope it is also reflective towards retainment and compensation and commitment to the value of community.

### **Helen Hollis**

Location: 92123, San Diego  
Submitted At: 3:35pm 06-03-25

I have been a county worker for 3 years. I worked very hard to get to the county including going to school for my bachelors and Masters in order to be qualified for my position. It is very disheartening to be in a position that I fought so hard to get into and not to be compensated enough to live and pay my student loans, that were required for me to even get the job. The amount of turnover in the County is evidence enough that people do not feel appreciated or that they can't make enough to support their families. I am very passionate about my work, but at some point decisions will have to be made if I cannot meet all of my needs. Please consider how important your staff are, we are caring for the most vulnerable in our communities. Please approve the equity wage increase. Thank you!

### **Nate Webb**

Location: 92119  
Submitted At: 3:22pm 06-03-25

As the cost of living continues to rise in San Diego County, the Board has to make a deal with the union and provide accommodating wage increases for the people who live and work here. We sacrifice the potential of higher pay, more abundant time-off, and countless other perks of the private sector to serve the community we live in... if the Board does not come to the table and negotiate in good faith for a fair deal, they will see an exodus of dedicated professionals who are priced out of the place they love. It's been an established fact for decades that retaining staff is cheaper than hiring new employees, so make the only logical choice on the table and approve the equity wage increase.

### **Virgen Barnet**

Location: 92105, San Diego  
Submitted At: 3:20pm 06-03-25

Hello, my name is Virgen Barnet,

I am a proud SEIU Local 221 union member and county employee. I have worked at the county, in the county communications department for 1 year and a half. The work I do is vital to community members because I help to design and share important resources via print and county web platforms.

We are bargaining with the County to win a fair contract and we cannot and will not go back! We need a strong contract that allows us to retain and recruit workers so we can support the community. Part of creating a Fair Contract is adding to the proposed wage increase: Right now base wages on the bargaining table are less than three years ago. We must have a contract that moves us forward. The cost of living is only getting higher and I will

have to move on or require additional resources from the county to afford my rent and take care of my family. Our budget must include a fair contract for SEIU employees.

Thank you for your time.

**Prisci Quijada**

Location: 92154, San Diego  
Submitted At: 3:14pm 06-03-25

THERE NEEDS TO BE FAIR WAGES AND IMPROVED WORKING CONDITIONS IN THE CONTRACT for EMPLOYEES!

**Devery Mandagie**

Location: 92123, San Diego  
Submitted At: 3:13pm 06-03-25

I have 25 years of service in the County as a Public Health nurse and have worked in various positions. There have been many times over the past years where increases in rates of pay and benefits have been minimal. The prior contract in 2022 did attempt to move things in the right direction and this year begs no different. As the cost of living has increased drastically in our county over the past few years the rates of compensation have not kept up. SD County compensation/benefits are well under our neighboring jurisdictions. If we want to continue to provide top notch services to our community we also need to have wages that attract new staff as well as continue to keep current staff. We are asking that you consider larger increases for our PHNs across classifications. Thank You, Devery Mandagie PHN Supervisor

**Vinh Tran**

Location: 92115, San Diego  
Submitted At: 3:08pm 06-03-25

My name is Dr. Vinh Tran, and I have served as a psychologist with the County of San Diego's Behavioral Health Services for nearly a decade. I am also a proud member of SEIU. In my role, I provide individual and family therapy to justice-involved youth and conduct mental competency evaluations—work that is deeply challenging and incredibly meaningful.

I am committed to continuing this work and making a lasting impact on the lives of my clients. To do so effectively, we need a strong union contract. A strong contract is not just about compensation—it's about ensuring the highest quality care to our community. Fair and equitable pay is essential to attract and retain highly skilled professionals—exactly the kind of support our clients deserve.

Strong contracts secure fair wages, improved working conditions, and opportunities for professional development. These are the building blocks of a stable, effective workforce dedicated to serving the people of San Diego.

**Cynthia Headley**

Location: 92078, San Marcos  
Submitted At: 3:05pm 06-03-25

Access to legal counsel is a Constitutional right for all people, no matter who they are. We must do what we can to support it, and so I strongly urge the County Board of Supervisors to do their part in ensuring that right:

1. Approve the Chief Administrative Officer's (CAO) recommended budget of \$5 million for the Immigrant Legal Defense Program (ILDP) in this year's county budget; and
2. Maintain the Immigrant Legal Defense Program as a universal and merits-blind legal representation program.

**Anna Gosselin**

Location: 92102, San Diego  
Submitted At: 2:57pm 06-03-25

Access to legal counsel is a fundamental civil right and a cornerstone of our legal system that should be afforded to everyone, regardless of who they are, where they came from or their experiences.

I urge the San Diego County Board of Supervisors to:

1. Approve the Chief Administrative Officer's (CAO) recommended budget of \$5 million for the Immigrant Legal Defense Program (ILDP) in this year's county budget; and
2. Maintain the Immigrant Legal Defense Program as a universal and merits-blind legal representation program.

**RICARDO Ramirez**

Location: 92231, Calexico  
Submitted At: 2:49pm 06-03-25

My name is Ricardo Ramirez, and I have worked for the County of San Diego Planning & Development Services for approximately ten years as an Assistant Engineer. I am a proud member of the SEIU local 221 chapter and am in support of approving a fair contract that promotes worker retention. Engineering services are a crucial component of the development review process that aims to provide for health and public safety as it relates to the development of communities and housing projects. Not providing for fair cost of living adjustments provides risk for experienced staff turnover that can continue to add value, continuity, and efficiency to the development review process. Staff turnover can potentially create burden for departments to rehire and reorganize as well as the experience and knowledge that is lost.

**S JK**

Location:  
Submitted At: 2:46pm 06-03-25

I strongly support the Union's goals and efforts towards fair compensation for San Diego County employees. San Diego county has seen a significant increase in the cost of living since 2019. "The monthly cost of living in San Diego is 20.3% more expensive than six years ago" according to a financial publication study, greater than any other US city. Since 2020 there has been additional strain on health care professionals in particular, with many choosing to leave San Diego due to added rising costs. Physical and Occupational therapists are also required to hold Master's and Doctoral level degrees, continuing education credits to maintain licensure, resulting in additional costs. The stress of maintaining a decent lifestyle at the current pay levels go against the County's LiveWell principles of 'Building Better Health, Living Safely, and Thriving'. Hence, I urge the Board to look beyond the minimum, project a better future for the employees, and agree to the equity wage increase.

**Caroline TheissAird**

Location: 92081, Vista  
Submitted At: 2:33pm 06-03-25

Our immigrant neighbors are under extreme attack with Gestapo like tactics being employed against hard working long-time residents, as well as asylum seekers who came here under a legal program who are being denied representation as they are swiftly deported. The right to a lawyer is a fundamental right. The County must continue to ensure everyone has access to this fundamental right by including \$5 million for the Immigrant Legal Defense Program (ILDP). Immigrants who have counsel win their cases more than five times as often as immigrants without legal representation. For immigrants, access to direct legal representation is the last line of defense against family separation.

LGBTQ+ San Diegans, especially transgender and nonbinary individuals, are disproportionately impacted by housing insecurity, and inclusive services are vital. We are calling on the County to allocate \$3 million for LGBTQ+ Housing services. Stand up for marginalized community. We are one family.

**Meagan Rose**

Location: 92021, El Cajon  
Submitted At: 2:19pm 06-03-25

Please support increase wages for County employees to match the cost of living in San Diego County. We need to be paid fairly in accordance with a cost of living. Employees will start looking elsewhere for higher paying jobs!

**Sophia Martinez**

Location: 92109, San Diego  
Submitted At: 2:09pm 06-03-25

I am a Union member and County employee. Please support increase wages for County employees to match the cost of living in San Diego County. Being a full time County employee with a degree and being unable to afford to live in San Diego without a roommate is very demoralizing. We are asking to be paid fairly in accordance with a cost of living. I've seen many people leave the County for other higher paying jobs in my short 2 years of working here.

**Rima N**

Location: 92108, San Diego  
Submitted At: 1:59pm 06-03-25

I urge you to approve \$5 million for the Immigrant Legal Defense Program (ILDP) in this year's county budget and to protect the ILDP in its current form as a universal, merits-blind legal representation program without exclusions on who can participate. I fully support the IDLP as all individuals have a right to due process. Access to counsel deserves consistent and substantial funding for all, regardless of status.

**Sarah Johnson**

Location: 92040, Lakeside  
Submitted At: 1:54pm 06-03-25

Hello Board of Supervisors. My name is Sarah Johnson. I am a proud SEIU member . I have called Edgemoor Hospital my home away from home for the last 21 years. As a LVN I strive to care for my residents to the best of my ability. It is getting increasingly harder as it is hard to recruit and retain experienced staff. Most staff at Edgemoor have 2 jobs.

When people are hired the biggest complaint that the employees have is Tier D and the base wages. This often leads the employee to seek employment elsewhere. The county needs to do better. We cannot take care of the people in the community that need our services if we can't afford to work for the county they we live in. I urge you to keep this in mind when bargaining with SEIU. We deserve a fair contract.

**Jamie Bernardo**

Location: 92110, San Diego  
Submitted At: 1:43pm 06-03-25

Most of us have to have other jobs just to survive. We should be able to afford to live here with one full time job with the county. We have degrees and years of experience. There's no reason why I have to have 2 other jobs on top of this full time.

**KK Blue**

Location:  
Submitted At: 1:41pm 06-03-25

We need you to approve \$5 million to the Immigrant Legal Defense Program (ILDP) in the county budget and to protect the ILDP as a universal, merits-blind legal representation program without exclusions on who can participate.

Access to counsel is a civil right that must be afforded to everyone according to the 6th Amendment. Consistent funding is necessary to support the civil rights laid out in our constitution.

**Anabel Gonzalez**

Location: 91915, Chula Vista  
Submitted At: 1:30pm 06-03-25

Working for the County is a privilege and I believe County workers play a crucial role in maintaining the well-being and functionality of our community. Our dedication to serving the public is unwavering, yet the financial realities we face have become increasingly challenging. I am in strong support for a pay raise because of the financial strain many of us have. The cost of living in San Diego has risen significantly over the past years and this is having an impact on all the workforce and our families. I strongly believe we need a higher wage. Improved wages would not only acknowledge our hard work and dedication but also ensure that we can maintain a decent standard of living. I respectfully urge the County to consider this request as an investment in our workforce. Thank you.

**Reanna Craig**

Location: 92124

Submitted At: 1:27pm 06-03-25

The proposed raises are simply not enough to survive in California, where the cost of living continues to outpace our paychecks. The work public health professionals do is irreplaceable—especially in times of crisis. We show up every day to serve and support our communities, often without recognition. Now, we're being asked to settle for less than we're worth. If the County truly values their workers, that must be reflected in fair, competitive wages.

**Bonita Deamicis**

Location: 92102, San Diego

Submitted At: 1:23pm 06-03-25

I am a resident of Southpark and very concerned regarding the actions of ICE in my neighborhood. No person should be treated in such a way in our country. Each person deserves due process once they have been arrested in our country.

I urge you to approve \$5 million for the Immigrant Legal Defense Program (ILDP) in this year's county budget and to protect the ILDP in its current form as a universal, merits-blind legal representation program without exclusions on who can participate.

Access to counsel is a civil right that should be afforded to everyone .

**karla valdez**

Location: 92154, san diego

Submitted At: 1:17pm 06-03-25

EVERY MEMBER SHOULD BE ABLE TO TELL THE BOS THAT THERE NEEDS TO BE MORE MONEY IN THE CONTRACT.

We work hard to fulfill the needs of the community through the services that the county provides but who will fulfill our needs? We deserve equitable and fair wages

**Katherine Abbey**

Location: 92120, San Diego

Submitted At: 1:15pm 06-03-25

San Diego County is a beautiful place to live but with the cost of living increasing and our salaries not, it is harder and harder to raise a family here. If the County cares about its employees, it will raise our wages.

**De'Andre White**

Location:

Submitted At: 12:55pm 06-03-25

It is of great importance that wages & cost of living equity are increased as from a statistical standpoint it is clear that the cost of living has drastically increased over the last few years. Uncertain times can bring about financial hardships and unnecessary stress upon the staff that provide services for the people of San Diego. I implore you to consider increasing wages for the workers of the county across the board. San Diego County Employees deserve to "Live Well" and unfortunately wages of the many that work here cannot the cost of living. Fast food employees make comparable income to that of some county workers if not more.

**Kylie Crowell**

Location: 92103

Submitted At: 12:52pm 06-03-25

Access to legal counsel is a fundamental civil right and a cornerstone of our legal system that should be afforded to everyone, regardless of who they are, where they came from or their experiences.

I urge the San Diego County Board of Supervisors to:

1. Approve the Chief Administrative Officer's (CAO) recommended budget of \$5 million for the Immigrant Legal Defense Program (ILDP) in this year's county budget; and
2. Maintain the Immigrant Legal Defense Program as a universal and merits-blind legal representation program.



**Jan JewellBrown**

Location: 92083, Vista

Submitted At: 12:47pm 06-03-25

I am in agreement with the Union that there needs to be more money in the contract to keep up with the cost of living in San Diego County.

**Rachel Shaw**

Location: 92106, San Diego

Submitted At: 12:40pm 06-03-25

San Diego County employees are committed public servants that deserve to be compensated for the important work that they do. The cost of living in San Diego County has significantly increased and is steadily on the rise. The overall cost of living has been reported as significantly above the national average as other's have noted, including food, energy and housing costs per the US Department of Labor Statistics.

The health care professions at large are facing staffing shortages that will significantly impact the ability to offer vital services. We cannot as a County, risk losing our physical and occupational therapists and other high quality health care workers. An equity wage increase is not only recommended, but vital to support the County of San Diego's mission to Building Better Health, Living Safely, and Thriving. This includes attracting the highest quality professionals that our constituents deserve.

**Angela AspuriaValdez**

Location: 91913

Submitted At: 12:39pm 06-03-25

During my 7 years as a County employee as a Public Health Nurse, I have seen more turnover in the past few years. The cost of living is high in San Diego and our wage should match. Many of my colleagues have left for better paying jobs, some who have worked for the County for years. If we want to retain good employees, we should be compensated fairly.

**diana aguirre**

Location: 92011

Submitted At: 12:32pm 06-03-25

I urge you to approve the budget of \$5M for the immigrant legal defense fund program , to support maintaining the immigrant legal defense fund program, and to support the merits blind legal representation program, to support allocation of \$3M for adult and enhanced housing services for LGBTQ individuals & ensure community members can view and access the county's budget and receive updated information on budget hearings.

**Connie Wong**

Location:

Submitted At: 12:31pm 06-03-25

We need higher salaries to be able to support ourselves and our families as cost of living is too high in California.

**Patricia Melton**

Location: 91941, La Mesa

Submitted At: 12:28pm 06-03-25

I have been a COSD employee for 13 years now. I am proud to have worked my up from an Office Assistant (OA) to an Office Support Specialist (OSS) and then a Senior Office Assistant (Sr OA). I've noticed the pay rate mentioned in the proposed budget pays the exact same amount for a Sr OA as it does for an OSS. This is grossly unfair as Sr OAs have direct reports while the OSS class does not! How can a department lead be paid the same as a supervisor? In addition, the entire Office Assistant Class, as most others, is far below the salary of other counties in the state of California. Please, please provide us an increased and livable wage during this difficult time. Thank you!

**Michael Kim**

Location: 92025, Escondido

Submitted At: 12:26pm 06-03-25

I urge you to approve \$5 million for the Immigrant Legal Defense Program (ILDP) in this year's county budget and to protect the ILDP in its current form as a universal, merits-blind legal representation program without exclusions

on who can participate. Access to counsel is a civil right that should be afforded to everyone and deserves consistent funding. This matters to me because as a former immigrant living in San Diego county, it's imperative that we take measures to protect those who are in need of legal help and assistance while they fight for their right to be here.

**Jackie Rose**

Location: 92109, San Diego  
Submitted At: 12:26pm 06-03-25

As an Occupational Therapist for the County of San Diego, I support the union's efforts to increase wages. Since 2019, San Diego has seen the largest cost of living increase among major U.S. cities, with annual costs rising from \$86,971 to \$104,654. The cost of living is now 43% above the national average, and housing is 115% higher. Despite this, our salaries lag behind neighboring counties—Orange, LA, and Riverside—where therapists in similar roles earn roughly \$10,000 more annually and are expected to see further increases. Occupational and physical therapists hold advanced degrees that come with significant student debt. Without competitive wages, the County risks losing experienced professionals and struggling to recruit new ones. We need meaningful wage increases that reflect our education, responsibilities, and the high cost of living in San Diego.

**Alisha Nash**

Location: 92083, Vista  
Submitted At: 12:23pm 06-03-25

I have proudly been a county employee for over 20 years. The services we provide are needed now more than ever. Loosing good people to other entities will only cost the county more in the end and the people we serve will suffer. Do the right thing and compensate us for the hard work we do each and every day!

**Lukas B**

Location:  
Submitted At: 12:21pm 06-03-25

I strongly support the union's efforts to secure a meaningful wage increase for county employees. Since 2019, San Diego has experienced the most significant cost of living increase among major U.S. cities. The annual cost of living has risen from \$86,971 in 2019 to \$104,654 in 2025. San Diego's overall cost of living is now 43% higher than the national average, with housing costs soaring to 115% above the national average. Despite similar cost of living, neighboring counties—including Orange, Los Angeles, and Riverside—offer salaries that are approximately \$10,000 higher for equivalent positions. Moreover, both physical and occupational therapists are required to hold advanced degrees which typically result in significant student loan debt. Current compensation levels do not reflect the educational investment required to enter these fields, especially in light of San Diego's high living costs. For these reasons, the current wage proposal falls short of what is necessary.

**Elizabeth Reece**

Location:  
Submitted At: 12:18pm 06-03-25

Since 2019, San Diego has experienced the steepest increase in cost of living among major U.S. cities, with the annual expense rising from \$86,971 in 2019 to \$104,654 in 2025. Overall, San Diego's cost of living is 43% above the national average, with housing costs soaring to 115% above the national norm. As an occupational therapist, I've seen how compensation in neighboring counties—Orange, Los Angeles, and Riverside—is, on average, \$10,000 more, higher for equivalent positions. These counties have similar living costs and are also projected to see further wage increases, whereas SD county does not. Both physical and occupational therapists must hold advanced degrees—Master's or Doctorates— incurring significant student loan debt. Taking into account the high cost of living, wage disparities in the region, and the educational investments required for these roles, a wage increase beyond the current proposal is not only justified, it's essential.

**Chris Warner**

Location: 92104, San Diego  
Submitted At: 12:14pm 06-03-25

Since 2019, San Diego has experienced the steepest increase in cost of living among major U.S. cities, with the annual expense rising from \$86,971 in 2019 to \$104,654 in 2025. Overall, San Diego's cost of living is 43% above

the national average, with housing costs soaring to 115% above the national norm.

As a physical therapist, I've seen firsthand how compensation in neighboring counties—Orange, Los Angeles, and Riverside—is, on average, \$10,000 higher for equivalent positions. These counties have similar living costs and are also projected to see further wage increases, whereas SD county does not.

Both physical and occupational therapists must hold advanced degrees—Master's or Doctorates— incurring significant student loan debt. Taking into account the high cost of living, wage disparities in the region, and the educational investments required for these roles, a wage increase beyond the current proposal is not only justified, it's essential.

**Denise LeFeuvre**

Location: 92110, San Diego

Submitted At: 12:08pm 06-03-25

Good afternoon,

I am a Registered Nurse with a Master's Degree in Nursing and a Public Health certification, and I work at California Children's Services for the County of San Diego as a Senior Public Health Nurse. I am writing today because we simply don't get paid enough money. It is so expensive to live here, and I am being grossly underpaid. We do important work, good work, but it's hard for me to justify to myself staying at this job when I could be making so much more elsewhere. I am humbly asking for you to substantially increase wages in order for us to achieve equitable pay.

Respectfully,

Denise Le Feuvre, MSN, RN, CNL, PHN

**Bennett R**

Location:

Submitted At: 12:01pm 06-03-25

I support the union's efforts to increase salaries for county employees. San Diego has experienced the most significant cost of living increase among major U.S. cities since 2019 with the annual cost raising from \$86,971 in 2019 to \$104,654 in 2025. Overall San Diego's cost of living is 43% higher than the national average and housing is 115% above the national average. Speaking as a physical therapist, neighboring counties including orange county, LA and riverside are currently paying 10k more than our equivalent positions despite similar cost of living and their wages are anticipated to increase. Additionally, both occupational and physical therapists require advanced degrees (Masters and Doctorates). These advanced degrees result in substantial loan debt. Given San Diego's cost of living, regional salary disparities and educational investments. An increase in wages from the current proposal is necessary.

**Delilah DeWilde**

Location: 92071, Santee

Submitted At: 12:00pm 06-03-25

I am a Criminalist for the Sheriff's office crime lab, with previous years of experience at another laboratory in government. I understand the rationale during uncertain economic times but the reality is, services that help the public are needed more during that time. The San Diego county lab functions well but people can't ignore how salary and incentives affect their personal lives. The laboratory is in San Diego and it is an expensive place to live and being on Tier D means even the future is uncertain for myself, if I have to use all means towards taking care of my family now. Making some changes to incentives would really make a difference, improve longevity, and decrease money lost to training people to replace those that left.

**Sofia Hernandez**

Location: 91910, Chula Vista

Submitted At: 11:59am 06-03-25

In Lak'ech, or in other words, "you are my other me." Here at the county, regardless of our position, we work towards servicing our communities. In order to do so, our financial needs must be met.

**Heather GurneeBechtel**

Location: 92028, Fallbrook

Submitted At: 11:59am 06-03-25

Hello, My Name, is Heather Gurnee-Bechtel. I have worked as part of HHSA here at the county since 2017. The work I do is vital to the community because I support a team of Social Workers who in turn support our elderly and disabled county residents. They are our most vulnerable population. We are bargaining with the county to win a fair contract, and we cannot and will not go back. We need a strong Contract that will allow us to retain workers and recruit strong workers. Part of Creating a Fair contract includes. Increasing Flex Credits. We need them increased to offset the higher health care costs because any raise we get, is basically voided by increase in health care premiums. We also need to add to the proposed wage increase, right now the base wages on the table are less than 3 years ago. We need to move forward with a contract not go back. It's been cited in a study that anyone making under \$100k a year is considered low income in San Diego County. That's not right.

**Carrie Cross**

Location: 92119, San Diego  
Submitted At: 11:49am 06-03-25

I cannot attend the in person meeting this evening at 5pm, but I would like to share that there needs to be more money allocated and provided in the proposed contract.

**Chloe Comstock**

Location: 92103, San Diego  
Submitted At: 11:43am 06-03-25

I support ILDP, the Immigrant Legal Defense Program, because ALL people deserve due process. The horrific actions taken by Immigration and Customs Enforcement (ICE) show me how important the ILDP is at this moment in San Diego. Please approve the Chief Administrative Officer's recommended budget of \$5 million for the Immigrant Legal Defense Program in this year's county budget. I also want to make sure that San Diego includes Housing Services for LGBTQ+ Individuals in this budget. I ask that you allocate \$3 million for adult and enhanced housing services for LGBTQ+ individuals. Finally, I ask that you ensure that us community members are able to view and access the county's budget.

**Sean McLean**

Location: 92123, San Diego  
Submitted At: 11:34am 06-03-25

I am a Senior Civil Engineer with Planning Development Services, Land Development. I am a proud SEIU local 221 member and I have worked for the County of San Diego (SD) for over 10 years. Housing affordability is a top priority in SD County and investing in our workforce is desperately needed to ensure we have Professional Engineers (PEs), civil engineers and staff necessary to guide applicants through the complex regulations, CEQA processes and permit compliance necessary for building and construction permit issuance. Historically our staff members have been underpaid and overworked leading to long turn-around times for construction permit issuance, staff burnout and high turnover. The state requirements to obtain the PE license can take many years and trying to buy a home in SD and start a family while studying for the PE Exam is extremely difficult. Passing a balanced budget is a difficult process but please invest in our staff as our workforce is the County's greatest asset!

**Neil Patel**

Location: 91945, Lemon Grove  
Submitted At: 11:27am 06-03-25

I urge the support of the \$5 million Immigrant Legal Defense Program in this years county budget. Access to counsel is a civil right and it should be afforded to everyone and deserves consistent funding. This is important to me as a son of immigrant parents. I have watched how unfortunate timing and circumstances affect marginalized community but lack of resources and support end up hurting them in courts as it can be complex to navigate especially if English is not your first language. Immigrants make this country great & functional. They deserve our support to make the best communities we can.

**Lianna Gliksman**

Location:  
Submitted At: 11:12am 06-03-25

I urge you to approve \$5 million for the Immigrant Legal Defense Program (ILDP) in this year's county budget and to protect the ILDP in its current form as a universal, merits-blind legal representation program without exclusions

on who can participate.

Access to counsel is a civil right that should be afforded to everyone and deserves consistent funding.

### **Sana Younus**

Location: 92025, Escondido

Submitted At: 11:11am 06-03-25

I urge you to approve \$5 million for the Immigrant Legal Defense Program (ILDP) in this year's county budget and to protect the ILDP in its current form as a universal, merits-blind legal representation program without exclusions on who can participate.

Access to counsel is a civil right that should be afforded to everyone and deserves consistent funding.

Funding for ILDP is more important now than every before. Use of this program will only increase while immigrant communities are under attack and those facing deportation should have court-appointed counsel to navigate the complex immigration court system. Each person has unique experiences in their immigration journey and should not be excluded from legal representation.

### **Maria Delgado**

Location: 92108, San Diego

Submitted At: 11:05am 06-03-25

I urge you to approve \$5 million for the Immigrant Legal Defense Program (ILDP) in this year's county budget and to protect the ILDP in its current form as a universal, merits-blind legal representation program without exclusions on who can participate.

The violence and trauma being inflicted by this fascist administration is incomprehensible. The least you can do for your residents who are being terrorized, profiled and kidnapped is provide the tangible resources that will provide them with an opportunity to defend themselves and their right to due process in court. Access to counsel is a civil right that should be afforded to everyone and deserves consistent funding.

### **Ana P**

Location: 92071

Submitted At: 10:54am 06-03-25

In my 13 years of employment with AIS, I have seen a significant increase in the needs of the community as well as staff turnover in the past 4-5 years. Caseloads keep increasing, at times at an unmanageable rate while staff continue to leave their positions due to burnout and unfair wages/benefits. Our services are needed now more than ever, due to the increasing needs of the most vulnerable members of our community meanwhile, we are losing qualified staff and forced to provide mediocre services due to being spread so thin. County employees should be compensated fairly for the very important work we do and deserve a fair contract.

### **Neil Goyal**

Location: 92126, San Diego

Submitted At: 10:29am 06-03-25

"The County of San Diego is committed to building a region that is Building Better Health, Living Safely, and Thriving." This is your mission. County of San Diego workers dedicate our careers and our lives to supporting the communities in which we live. We do not thrive, and many of us are not healthy or living safely. There are County workers who are housing challenged and reliant on public services. These are full time County employees. An investment in the County of San Diego workforce is a direct investment in over 20,000 residents of San Diego who will, in turn, serve the rest of our San Diego communities and multiply the County's investment exponentially. It's that simple. Please do the right thing and return San Diego's status of a desirable place to live that is able to attract premier professionals.

### **Tona Young**

Location: 92115, San Diego

Submitted At: 10:27am 06-03-25

I am a Senior Civil Engineer with the Department of Planning & Development Services. In the past couple of years, I have seen how hard our employees work to implement Board directives, such as removing barriers to housing and improving right-of-way permits. I ask that the Board support County employees in return, by approving a fair contract. We have seen a lot of staff turnover, and I believe this would be improved with higher

wages, not only for the engineering series but for the Land Use Technician series as well. County employees ARE the County, please support us in approving a fair contract with livable wages!

**Kacie Wass**

Location: 91915, Chula Vista  
Submitted At: 9:38am 06-03-25

I am a Public Health Nurse with the California Childrens Services program. Our staff consists of nurses, physical therapists, occupational therapists, office staff and doctors who are dedicated professionals who give their all to coordinate and provide proper care for children with severe disabilities and disfigurements. The knowledge levels and expertise our staff have for the program are unmatched, and the unwavering dedication to caring for this children should be compensated appropriately. I implore the Board of Supervisors to provide the staff a contract that they so deserve by providing livable wages and an appropriate benefits plan. By approving a strong contract for our staff, you are prioritizing the communities we serve.

Thank You,  
Kacie

**Erin TsurumotoGrassi**

Location: 92119, San Diego  
Submitted At: 9:33am 06-03-25

Please support the continuation of the Immigrant Legal Defense Program (IRLDP) at the full allocation (\$5 million). The IRLDP program provides crucial support for immigrant community members who are in removal proceedings and ensures individuals have access to legal representation.

**Alishia Ballard**

Location: 92113, San Diego  
Submitted At: 9:29am 06-03-25

Hello, my name is Alishia Ballard. I am a proud SEIU Local 221 union member and county employee. I have worked at Planning and Development Services for 7 years. The work I do is vital to community members because we directly permit homes to address lack of housing and housing affordability. We are bargaining with the County to win a fair contract, and we cannot and will not go back! We need a strong contract that allows us to retain and recruit workers so we can support the community. Part of creating a Fair Contract is adding to the proposed wage increase. We must have a contract that moves us forward because the pace of the cost of living has outweighed our cost-of-living adjustments and pay overall. Our budget must include a fair contract for SEIU employees. WE CAN'T GO BACK. Thank you

**Andrew R**

Location: 92117, San Diego  
Submitted At: 9:15am 06-03-25

Given current budget deficits at both County and city level, why is a more conservative approach not favored to reduce spending and inefficiencies? For example, 1) the Office of Immigrant and Refugee Affairs is expanding from 5 to 8 staff, despite having operated with only 2 staff pre-pandemic and when OIRA was created (2021 BL) while performing the same core duties. What justifies this increase? 2) the budget references one-time funding that's unlikely to be renewed for Afghans and Ukrainian refugees under this administration. Why expand staffing when future funding is uncertain? 3) what unique services Welcome Centers provide that are not already provided by 211 and FRCs?

**Felicia Nassif**

Location: 92129, San Diego  
Submitted At: 9:14am 06-03-25

There needs to be more money for pay for PHNs across the board. The cost of living is so expensive. I am nurse and my husband is a teacher and he doesn't get paid in the summer. Raising a family in San Diego has us living uncomfortably, pay check to pay check and overdrawing our accounts monthly. The necessities are food, and shelter, property tax is insane, mortgages are insane, and eating quality organic food to give our boys the best chance at good health is almost unaffordable. How are we expected to raise the next generation when the amount of stress there is rides on the cost of living. Why are other counties paid more when we are the most expensive county in the nation to live in and have a higher population to care for? Something has got to give or

people are going to be forced to leave the county, get different jobs or move out of state.

**Jasz Bulan**

Location: 91941, La Mesa  
Submitted At: 9:12am 06-03-25

Pay us a livable wage.

**Elizabeth Cooper**

Location: 92105, SAN DIEGO  
Submitted At: 9:10am 06-03-25

Support SEIU

**Reynaldo Pellos**

Location: 91945, Lemon Grove  
Submitted At: 9:02am 06-03-25

I am an engineer in the Department of Public Works working alongside a dedicated team to provide essential services to the residents of San Diego County. We regularly see engineers and surveyors leave for better pay and benefits to other jurisdictions. Often junior staff start their careers here. Get trained by senior staff and then leave. We need to incentive staff to stay with competitive pay and premiums for licenses (i.e., Engineer-in-Training and Professional Engineer) and longevity. We need to keep experienced staff here to improve efficiency in providing services. Prioritize the community by approving a strong contract for the staff who make everything happen.

**Maria Gervasi**

Location: 91941, La Mesa  
Submitted At: 7:58am 06-03-25

As a proud SEIU Local 221 union member and county employee, I am committed to the vital work of TBC as a Senior Public Health Nurse, which is essential for controlling and eliminating this health threat. We are negotiating with the County for a fair contract that will help us retain and recruit skilled workers and other fellow nurses. This includes ADDING to the proposed wage increase along with higher flex credits to reduce out-of-pocket healthcare costs.

Supporting these measures is an investment in our workforce and the well-being of our community. We urge you to consider these provisions in our contract negotiations.

Thank you for your attention and support.

**Pedro Rios**

Location: 91911, Chula Vista  
Submitted At: 7:55am 06-03-25

The American Friends Service Committee (AFSC) works with people from throughout the County, including those who are in immigration detention and their family members. We believe access to legal counsel is a fundamental civil right and a cornerstone of our legal system that should be afforded to everyone, regardless of who they are, where they came from or their experiences. As director of AFSC's US-Mexico Border Program, I urge the San Diego County Board of Supervisors to:

Approve the Chief Administrative Officer's (CAO) recommended budget of \$5 million for the Immigrant Legal Defense Program (ILDP) in this year's county budget; and maintain the Immigrant Legal Defense Program as a universal and merits-blind legal representation program.

**mary ryan**

Location: 91941, La Mesa  
Submitted At: 7:49am 06-03-25

I support a fully funded and even expanded Immigrant Rights Legal Defense Program. At a time when immigrant resident's due process is under attack it is even more important to make legal representation accessible. We need to make sure to preserve and sustain programs that help impacted community members. Historically, impacted and vulnerable communities are the first to have supportive services cut or reduced in times of budget

cuts. Please prioritize and sustain programs that help vulnerable communities first.

**Hussein Elamin**

Location: 92109, San Diego  
Submitted At: 7:42am 06-03-25

I support a fully funded and even expanded Immigrant Rights Legal Defense Program. At a time when immigrant resident's due process is under attack it is even more important to make legal representation accessible. We need to make sure to preserve and sustain programs that help impacted community members. Historically, impacted and vulnerable communities are the first to have supportive services cut or reduced in times of budget cuts. Please prioritize and sustain programs that help vulnerable communities first.

**Clint Carney**

Location:  
Submitted At: 7:41am 06-03-25

Thank you for supporting the Immigrant Legal Defense Program. Ensuring due process and representation are available to everyone is a basic and fundamental right. Thank you for respecting this principle and for treating everyone with dignity and respect.

**April Gonzales**

Location: 92120, San Diego  
Submitted At: 7:36am 06-03-25

I am a Records & I.D. Clerk for the Sheriff's Department. Our department is responsible for many tasks, but the two primary duties are to link live arrests at all of the county jails and conduct background checks that our department receives from all over the country. It's a fast-paced position that requires focus and critical thinking. We have to work overtime to make ends meet for basic living necessities because the turnover rate in our department, due to losing employees to other counties who offer higher hourly wages, makes the workplace more stressful. Also, people who are scheduled to be Lead for the day and/or assigned to train the new employees are not compensated for "double duty" like other counties who fairly compensate their clerks who are tasked for the day to oversee duties that a supervisor would otherwise execute to completion. We ask that the Board of Supervisors deliver a wage increase that reflects our value and strength to the county that we serve each day.

**Patricia Mondragon**

Location: 92104  
Submitted At: 7:28am 06-03-25

Patricia Mondragon, D3 resident. I support a fully funded and even expanded Immigrant Rights Legal Defense Program. At a time when immigrant resident's due process is under attack it is even more important to make legal representation accessible. We need to make sure to preserve and sustain programs that help impacted community members. Historically, impacted and vulnerable communities are the first to have supportive services cut or reduced in times of budget cuts. Please prioritize and sustain programs that help vulnerable communities first.

**Michelle Hassler**

Location: 92123, San Diego  
Submitted At: 6:53am 06-03-25

I have been a Criminalist at the Sheriff's Crime Lab for 24 years. The Crime Lab is having issues retaining staff in recent years. We are a highly specialized group of dedicated county employees, and it takes a lot of time and money to train each person once they are hired. We had almost half of the DNA Criminalists in training last year which means half the staff was not working on DNA casework last year. Recently, a fully qualified DNA Criminalist left the department for another agency out of state. Every time someone leaves, it takes 2-3 years to get back to the same capacity to after that qualified person leaves (recruitment, interviews, background, and training time). Our work has a direct impact on the public safety of the county, but we cannot do our jobs if we cannot retain qualified staff. You need to do more to incentivize well qualified people to stay and to be able to live in one of the most expensive areas of the country.

**Benjamin Wong**

Location: 92123, San Diego



Submitted At: 9:26pm 06-02-25

As a 12-year employee with the Air Pollution Control District, I help ensure organizations emit less toxic air contaminants such as: lead, hexavalent chromium, and diesel particulate to name a few. Over time, this helps neighboring residents and workers breathe cleaner air. And we all deserve clean air! However, employee retention is challenging when my counterparts in other parts of CA earn 15-20% more, despite living in areas with lower costs of living than San Diego! Our budget must include a fair contract for SEIU employees that allows us to retain and recruit workers so we can continue to support the community and help provide clean air for all.

### **Faith Chandroo**

Location:

Submitted At: 8:45pm 06-02-25

COSD Supervising Emergency Services Dispatchers (SESD) and Emergency Services Dispatchers (ESD) are tasked with receiving and dispatching an extremely high volume of calls daily. We strive to provide the highest quality of public service despite long shifts and short-staffing challenges, and continue to fulfill our duties as the chief law enforcement agency in the county. Unlike many other agencies in this county, COSD dispatchers do not receive pay incentives for educational credits or P.O.S.T. certificates. In combination with retirement tiers which are not competitive, there are minimal incentives for longevity or promotion within this division and as a result, we continue to lose employees to other divisions and even other agencies who provide more equitable compensation and premiums. We ask for consideration of fair and adequate compensation in the upcoming contract agreement.

### **Melissa Owens**

Location:

Submitted At: 7:54pm 06-02-25

As San Diego County Emergency Services Dispatchers, we are experiencing a severe staffing shortage that is directly impacting public safety—hold times for emergency calls are now longer than ever, delaying critical response in life-threatening situations. Despite the high stress, demanding schedules, and vital role we play in saving lives, our compensation has not kept pace with the cost of living or adequately recognized our years of service. We urge the Board of Supervisors to approve a meaningful raise that includes both longevity pay and cost-of-living increases. Investing in us is an investment in the safety and well-being of the entire community.

### **Dianne EarlMartinez**

Location: 92021, el cajon

Submitted At: 6:26pm 06-02-25

During my 6 years as a COSD employee, I have witnessed our mediocre wages fall behind increasingly, our retirement benefits have waned, & the incentive to stay is decreasing. I served the community during the COVID-19 pandemic & I have continued to adapt despite the lack of incentives. SD is one of CA's most expensive cities & our salaries should increase to keep up with inflation. We deserve more than to live in debt or paycheck to paycheck. We need a strong contract that allows us to retain & recruit workers so we can continue to support our community. The work we do as Records Clerks in the Hotline is crucial because we serve/support families & ensure the safety & well-being of children who are at risk of, or experiencing abuse or neglect. We perform complex research that requires extreme attention to detail, quality control, & judgment skills due to the sensitivity of the work we do. We have earned the 5% increase above an OA as it was promised in the Labor Dept meeting on 11/20/24

### **Alex Torres**

Location:

Submitted At: 5:58pm 06-02-25

Hi, my name is Alex Torres. The work I do is vital because it helps prevent potential abuse and/or neglect of children. As a Records Clerk, we conduct quality assurance of child abuse referrals; provide customer service (to the general public, LEA, hospital staff, community partners) and maintenance of the CWS/CMS database. Records Clerks differ from OAs because of the nature of our job; we perform tasks that involve technical skills and knowledge that OAs are not required to possess. After our second reclassification review meeting with the Labor Dept. on 11/20/24, we were informed that an agreement was reached to increase our wages 5% above an OA. However, according to the County's most recent proposal, the wage increase does not reflect what was promised to Records Clerks. We want our voices to be heard and are exhausted of being overlooked and ignored as we were in the previous contract. We work hard to serve our community and feel we should be compensated

fairly for our efforts.

**Dustin Castro**

Location: 91950, National City  
Submitted At: 5:03pm 06-02-25

I have been a Records Clerk with the County of San Diego Child and Family Well-Being Hotline for 6 years now. I started a little before Covid and rode the pandemic through with the County. In that time, I feel like I have earned comparatively less than I would elsewhere. I am however proud of the work I do and would like to continue doing work that helps my community however I no longer feel I earn a livable wage. During discussions with our representative earlier this year we were led to believe that Records Clerks would be given an internal alignment that would help address this issue. It wasn't the preferred solution but it was a step forward in helping us out. Now with further negotiations that "Internal alignment" has disappeared, and I would like to know why? It was a small step forward in achieving a living wage for my peers and now I feel like we are worse off than we were prior.

**Gerardo Galano**

Location: 91911, Chula Vista  
Submitted At: 4:30pm 06-02-25

As a proud SEIU Local 221 union member and county employee, I am committed to the vital work of TB disease case reporting, which is essential for controlling and eliminating this health threat. We are negotiating with the County for a fair contract that will help us retain and recruit skilled workers. This includes ADDING to the proposed wage increase along with higher flex credits to reduce out-of-pocket healthcare costs.

Supporting these measures is an investment in our workforce and the well-being of our community. We urge you to consider these provisions in our contract negotiations.

Thank you for your attention and support.

**Mary Elder**

Location: 92021, El Cajon  
Submitted At: 4:03pm 06-02-25

My name is Mary Elder and I have been a librarian with the County Library for nearly 6 years. I am proud to work for the County and proud to be a member of SEIU Local 221. My community counts on library staff to provide services that are essential to their daily lives: enrolling in federal and state assistance programs, job search support and access to veterans resources, not to mention simply offering a safe place for customers from all walks of life to access information. We need a strong contract that allows County staff to, in your own words, Live Well. We should be able to maintain a healthy and fulfilling quality of life on the pay and benefits we receive from the County, and that is getting more and more difficult. Please support your staff, just as we support everyone who walks through our doors, by adding to the proposed wage increase and addressing Tier D. As a Tier D employee, my retirement benefits are woefully inadequate.

Thank you

**Claudia L Guzman**

Location:  
Submitted At: 3:39pm 06-02-25

We the employees at SD County matter, we serve our community in a daily basis! It is hard to believe that we are the lowest paid county in the state of California with the highest living cost. There are have been many great employees who have left the county due to the pay not meeting up with the high cost of living. Please consider the employees and their families by giving a dignified yearly raise, equity and premiums.

**Cameron P**

Location: 92123, Ste 310  
Submitted At: 2:26pm 06-02-25

Dear Board of Supervisors,

I respectfully urge you to improve the current salary and equity pay offer. The proposed increases fall short of

addressing inflation, rising workloads, and long-standing pay disparities. Many employees shoulder greater responsibilities without fair compensation, while compression issues continue to hurt morale, retention, and recruitment.

Without competitive pay, benefits, and retirement, the County risks becoming a farm team for higher-paying agencies—much like a minor league system developing talent that thrives elsewhere. County workers deserve sustainable careers here, not just a stepping stone.

We ask for stronger across-the-board raises and meaningful equity adjustments that reflect the true value of our workforce and ensure high-quality public service.

Thank you for your leadership and support.

**Giorgi Naoom**

Location:

Submitted At: 1:18pm 06-02-25

I understand the challenges in balancing the County's budget, but it's disappointing to see that employees who are essential to its operations, like engineers and surveyors, are not prioritized. These professionals are the backbone of our County's services, yet their compensation does not reflect their critical contributions or the rising cost of living. It's no surprise to see high turnover and vacancy rates, particularly in the Engineering and Surveying departments of DPW. The lack of investment in these roles sends a troubling message to those who are dedicated to the safety and growth of our community. I urge Council members to adjust the budget to provide engineers and surveyors with a fair wage that aligns with neighboring agencies and reflects the true cost of living. It's time to invest in the professionals who ensure our County stays operational and successful.

**Amanda Appel**

Location:

Submitted At: 1:16pm 06-02-25

I am a proud SEIU Local 221 union member and county employee. I have worked as a Land Use/Environmental Planner in Planning & Development Service for the last 8 months. We need a strong contract that allows us to retain and recruit workers so we can support the community. Our budget must include a fair contract for SEIU employees, like fixing our Tier D retirement plan so it offers the security workers deserve.

**Teresa RogersMarsh**

Location: 91945, Lemon Grove

Submitted At: 12:17pm 06-02-25

Please support the County workforce! We need decent pay to continue to live in San Diego as well as work for the County. Many of our employees are not able to keep up with inflation because our pay is so bad. Please consider a 5% raise plus equity each year for three years, as well as a longevity bonus to keep the employees.

**Amber Barlow**

Location: 92069, San Marcos

Submitted At: 11:54am 06-02-25

I would like the Board of Supervisors to support the County workforce in prioritizing a competitive wage and benefits package so that we can recruit and retain quality employees in the professional fields. Since the County has moved away from desirable pension plans that draw and keep employees with the County, there is not a lot of incentive for staff in professional groups to stay in public service. The steady rise in cost of living and the past Boards neglecting to bring employees to the pay level comparable to other Counties is forcing great people to look elsewhere. We no longer have career professionals in our division. As someone who is a career employee (tier A is keeping me here) it is sad to see colleagues leave their positions when they are not able to afford to live on County salary. This has an effect on the quality and consistency of customer service the constituents of San Diego County are provided, which reflects poorly on the County programs as a whole. Thank you

**Jessica G**

Location: 92106

Submitted At: 7:59am 06-02-25

I have worked for the SD County for over 20 years in BHS and now in AIS. I have struggled, with a Masters Degree, to serve the people of San Diego County while trying to live in the County of San Diego as a single parent. The cost of living, housing costs are off the charts for what we get paid and it must shift or you will continue to lose quality people in these vital positions. Please treat your workers with dignity and pay them what the rising costs of living reflects. We should not be the lowest paid County in California with the highest housing costs, we are better than that. Take care of your community by taking care of your employees with fair wages for the work each of us contribute daily. Twenty-two percent over 3 years is hardly fair, don't insult us with 13%.

**Stacy Aguilar**

Location: 91962, Pine Valley  
Submitted At: 7:38am 06-02-25

I am very concerned with Tier D retirement. After using the pension calculator available, It seems that I will be receiving 1/8 of what I make right now.

How can an organization who pushes us to cover more cases, to provide more help, and deal with more client needs than any generation before us, not consider the elimination of a horrible retirement tier. If anything the retirement amount should be better now. It should be a priority to care for the people in the future who make your programs work in the present.

**Amanda Aguirre**

Location: 91913, chula vista  
Submitted At: 6:54am 06-02-25

Having worked at the County Psychiatric Hospital for a few years I see how the we the employees in the Admissions Department are overlooked and underpaid! We are first point of contact with 5150's and voluntary walk ins. We have been spit on and yelled at and the most we can make is \$23.87 and a whopping .25 cents for location premium. SB525 somehow was glossed over for our hospital even though WE ARE hospital staff. Its absurd I could make more working in food then here where I can easily come in contact with scabies, lice and blood. We deserve better. Do better!

**Katherine Alvarez**

Location: 92112, San Diego  
Submitted At: 3:28pm 06-01-25

Hello, my name is Katherine Alvarez. I am a proud SEIU Local 221 union member and county employee. I have worked at San Diego County Psychiatric Hospital for 9 months. The work I do is vital to community members because I help register new and returning clients seeking help for mental illness, substance use disorder or psychiatric emergency. We need a strong contract that allows us to retain and recruit workers so we can support the community. Part of creating a Fair Contract is increasing Flex Credits, address Tier D, and adding to the proposed wage increase.

**S Brackman**

Location: 92123, San Diego  
Submitted At: 11:44am 05-30-25

County employees ARE also the community we serve, the members of the county who need resources and fair wages-we are part of our own community base and many of our friends and loved ones benefit from the same services, relationships and programs that we dedicate our time and energy to in our careers. We also take care of and serve friends and loved ones on the BOD and throughout the county's workforce. Help us to continue the important work we have dedicated ourselves to by recognizing our needs for fair wages and appreciating our hard work and resilience in negotiating to be treated fairly, with respect, and as equals by aligning our wages and benefits to fall in line with other counties. We serve with pride and commitment and respect, and we deserve those same tenets of in return so that we may support our loved ones and remain autonomous, productive members of this community that we love.

**Steve W**

Location:  
Submitted At: 9:37am 05-30-25

County employees are the backbone of ALL County operations. Without the workforce, we cannot fulfill our mission "the noblest motive is the public good." San Diego is the/one of the most expensive places to live in the

US yet our wages/benefits/pension do not reflect this. Without addressing the recruitment and retention crisis (some sections in DPW are at 20-50% vacancy rates) through increased wages, equity, vacation, addressing tier d and longevity pay, knowledgeable, skilled workers with institutional knowledge and efficiencies will continue to leave for competing agencies. We work at the County because it's a place where we CAN make a difference in the daily lives of our residents. However, without investment in the workforce, we cannot continue to invest in our communities and the people that matter most, the residents of San Diego county. We are not an EXPENSE, we are an INVESTMENT.

**Paul Henkin**

Location: 91902, Bonita

Submitted At: 11:01am 05-29-25

Good beginning but still has some unrealistic assumptions and the reserves need to be beefed up.

The General reserve is not adequate. You say that the County projects the General Fund Unassigned Fund Balance will be \$717.1 million which means it is not projected to meet the General Fund Reserve requirement of \$973.5 million. Not good.

You could save money in HHSA with innovative hosing solutions like 3-D printed, tiny, shipping container, adobe, and other types of houses. You could save money by delaying your purchase of an all EV vehicle pool. LUEG needs to cool it on the bike lanes, which are bringing traffic mayhem to San Diego and restricting emergency evac. Decarbonization – I'd rather see a focus on things which actually do not poison us like Roundup, PCB's, plastics, and stuff poisoning our air and water.

Not realistic to expect a 5% over-inflation increase from the Feds and a mere 0.4% decrease from the State.

Lotsa work ahead!