

COUNTY OF SAN DIEGO BOARD OF SUPERVISORS
REGULAR MEETING AGENDA

MONDAY, JUNE 9, 2025, 5:00 PM
COUNTY ADMINISTRATION CENTER

BOARD CHAMBER, ROOM 310
1600 PACIFIC HIGHWAY, SAN DIEGO, CA 92101

GENERAL LEGISLATIVE SESSION
MONDAY, JUNE 9, 2025, 5:00 PM

Order Of Business

- A. Roll Call
- B. Statement (just cause) and/or Consideration of a Request to Participate Remotely (emergency circumstances) by a Supervisor, if applicable.
- C. Invocation
- D. Pledge of Allegiance
- E. Presentation or Announcement of Proclamations and Awards
- F. Non-Agenda Public Communication: Individuals can address the Board on topics within its jurisdiction that are not on the agenda. According to the Board's Rules of Procedure, each person may speak at only one Non-Agenda Public Communication session per meeting. Speakers can choose to speak during either the General Legislative or Land Use Legislative Session.
- G. Discussion Item
- H. Board Member Committee Updates. This is an opportunity for Members of the Board to provide informational updates on their committee assignments. No action may be taken.

NOTICE: THE BOARD OF SUPERVISORS MAY TAKE ANY ACTION WITH RESPECT TO THE ITEMS INCLUDED ON THIS AGENDA. RECOMMENDATIONS MADE BY COUNTY STAFF DO NOT LIMIT ACTIONS THAT THE BOARD OF SUPERVISORS MAY TAKE. MEMBERS OF THE PUBLIC SHOULD NOT RELY UPON THE RECOMMENDATIONS IN THE BOARD LETTER AS DETERMINATIVE OF THE ACTION THE BOARD OF SUPERVISORS MAY TAKE ON A PARTICULAR MATTER.

Supporting documentation and attachments for items listed on this agenda can be viewed online at www.sandiegocounty.gov/cob or in the Office of the Clerk of the Board of Supervisors at the County Administration Center, 1600 Pacific Highway, Room 402, San Diego, CA 92101. To access the meeting virtually and offer public comment via a call-in option, please go to: www.sandiegocounty.gov/telecomments for instructions.

ASSISTANCE FOR PERSONS WITH DISABILITIES:

Agendas and records are available in alternative formats upon request. Contact the Clerk of the Board of Supervisors office at 619-531-5434 with questions or to request a disability-related accommodation. Individuals requiring sign language interpreters should contact the Countywide ADA Title II Coordinator at (619) 531-4908. To the extent reasonably possible, requests for accommodation or assistance should be submitted at least 72 hours in advance of the meeting so that arrangements may be made. An area in the front of the room is designated for individuals requiring the use of wheelchair or other accessible devices.

LANGUAGE INTERPRETATION ASSISTANCE:

Language interpretation services for public speakers are available upon request to the Clerk of the Board of Supervisors at least 72 hours prior to the meeting (refer to Board Policy A-139 for additional information). Please contact the Clerk of the Board's office at (619) 531-5434 or via e-mail at publiccomment@sdcounty.ca.gov.

LEVINE ACT NOTICE: DISCLOSURES REQUIRED ON SPECIFIED ITEMS (GOVERNMENT CODE § 84308)

The Levine Act states that parties to any proceeding involving a license, permit or other entitlement for use pending before the Board must disclose on the record of the proceeding any campaign contributions of more than \$500 (aggregated) made by the parties or their agents to Board Members within the preceding 12 months. Participants with financial interests, and agents of either parties or participants, are requested to disclose such contributions also. The disclosure must include the name of the party or participant and any other person making the contribution; the name of the recipient; the amount of the contribution; and the date the contribution was made. This disclosure can be made orally during the proceeding or in writing on a request to speak.

Board of Supervisors' Agenda Items

DISCUSSION ITEM

| Category | # | Subject |
|----------------------------------|----|--|
| Financial and General Government | 1. | ORDINANCES AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION RELATING TO ADMINISTRATIVE ACTIONS AND THE TENTATIVE AGREEMENTS PENDING RATIFICATION FOR THE EMPLOYEE BARGAINING UNITS - AE, CL, FS, HS, MM, PR, PS, RN, SS, AND SW REPRESENTED BY SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 221 (SEIU); AM, AS AND DA REPRESENTED BY THE DEPUTY DISTRICT ATTORNEYS ASSOCIATION (DDAA); PD AND PM REPRESENTED BY THE PUBLIC DEFENDER ASSOCIATION OF SAN DIEGO COUNTY (PDA); AND FOR SPECIFIED UNREPRESENTED EMPLOYEES - CE, CEM, EM, MA, NA, NE, NM, NS AND UM AND AMENDING SECTIONS 494 AND 495 OF THE ADMINISTRATIVE CODE (6/9/25 - First Reading; 6/24/25 - Second Reading, unless the ordinance is modified on second reading) |

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

OVERVIEW

Today's actions reflect the compensation changes that have been negotiated with three Unions/Associations, compensation changes for the unrepresented employees and other compensation changes. The County reached tentative agreements for three-year Memorandum of Agreements (MOA) with the Service Employees International Union, Local 221 (SEIU), the Deputy District Attorneys Association (DDAA), and the Public Defender Association of San Diego County (PDA), which are currently undergoing the Unions/Associations ratification process. In addition, this board letter includes changes to Sections 494 and 495 of the Administrative Code to reflect negotiated changes.

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

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

On June 9, 2025:

1. Approve the introduction of the Ordinances (first reading):
AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING COMPENSATION RELATING TO THE TENTATIVE AGREEMENTS WITH THE DDAA, PDA, SEIU, AND ESTABLISHING COMPENSATION RELATING TO SPECIFIED UNREPRESENTED AND UNCLASSIFIED EMPLOYEES

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

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

2. Approve the adoption of the Ordinances (second reading):
AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS
AND ESTABLISHING COMPENSATION RELATING TO THE TENTATIVE
AGREEMENTS WITH THE DDAA, PDA, SEIU, AND ESTABLISHING
COMPENSATION RELATING TO SPECIFIED UNREPRESENTED AND
UNCLASSIFIED EMPLOYEES

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

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

EQUITY IMPACT STATEMENT

Today's actions reflect a strong partnership between the County and our Unions/Associations, demonstrating our shared commitment to equitable salaries, market adjustments, and fair compensation. These efforts support recruitment, retention and benefits for all employees.

SUSTAINABILITY IMPACT STATEMENT

The proposed action amending the Compensation Ordinance and Administrative Code aligns with the County of San Diego's Sustainability Goals by promoting sustainable economic growth for our community. The proposed actions included in this letter provide just and equitable wages and benefits.

FISCAL IMPACT

Today's recommendations are estimated to result in ongoing costs and one-time costs as noted in the table below. The estimated fiscal impact is comprised of ongoing base salary and benefit increases, ongoing market and range increases, ongoing flex credit increases, and one-time monetary payments. Funding for ongoing costs is included in the Fiscal Year 2025-27 CAO Recommended Operational Plan, supported by General Purpose Revenues and various program funding.

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

Included in the today's compensation ordinance amendment is a change to the Tier D retention premium. This change would result in future fiscal impacts and will be included in future Operational Plans.

| <i>in millions</i> | | FY25-26 | FY26-27 | FY27-28 |
|--------------------|--|----------------|----------------|----------------|
| A | Ongoing Base Salary and Benefit Increases | 62.9 | 70.0 | 62.9 |
| B | Ongoing Market & Range Increases | 47.0 | 36.7 | 36.9 |
| C | Ongoing Flex Credit Increases | 6.8 | 13.5 | 13.5 |
| D (A+B+C) | Total Ongoing Cost (<i>incremental</i>) | 116.7 | 120.2 | 113.3 |
| | | | | |
| E | Total One-time Cost | 23.8 | 11.4 | 5.6 |
| | | | | |
| F (D+E) | Total Cost | 140.5 | 131.6 | 118.9 |

BUSINESS IMPACT STATEMENT

N/A