

Board of Supervisors

Meeting Time: 06-09-26 09:00

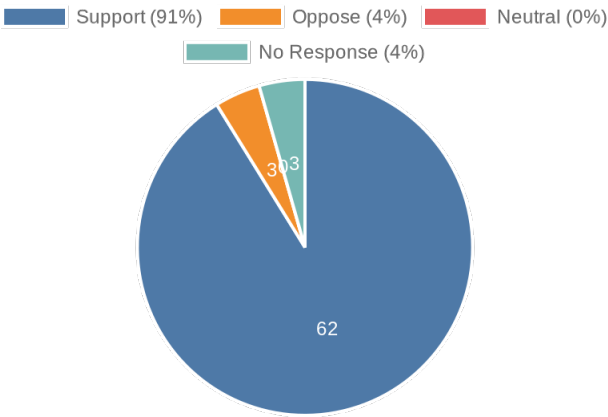
eComments Report

Meetings	Meeting Time	Agenda Items	Comments	Support	Oppose	Neutral
Board of Supervisors	06-09-26 09:00	33	68	62	3	0

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

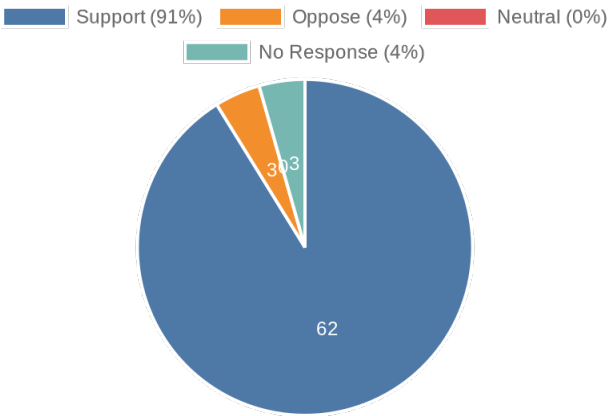


Agenda Name	Comments	Support	Oppose	Neutral
17. COMMUNICATIONS RECEIVED	68	62	3	0

Sentiments for All Agenda Items

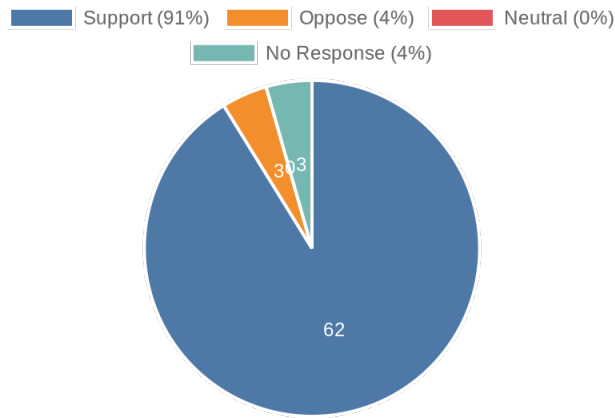
The following graphs display sentiments for comments that have location data. Only locations of users who have commented will be shown.

Overall Sentiment



Agenda Item: eComments for 17. COMMUNICATIONS RECEIVED

Overall Sentiment



David Miramontes

Location: 92109, San Diego
Submitted At: 1:56pm 06-09-26

Tier D is criminal.

Richard Valentine

Location: 92116, San Diego
Submitted At: 1:33pm 06-09-26

Please get the Tier D cost study performed, I think the county will save money by eliminating tier d

Missy K

Location:
Submitted At: 1:12pm 06-09-26

As a County worker who is in the Tier D Pension Plan, I strongly urge you to champion the Tier D Cost Study. Those of us who have been placed in Tier D will have to work well into our elderly ages before being able to retire, which is incredibly disheartening considering the amount of effort we put into our jobs every single day. Ending Tier D and putting employees into Tier C would significantly improve staff morale across the County.

Jacquelyn Marshall

Location: 92027, Escondido
Submitted At: 12:14pm 06-09-26

Please eliminate Tier D and move all employees currently in Tier D into Tier C. Tier D does not demonstrate an intention to retain employees, and it creates long_term financial insecurity. The cost of living in San Diego continues to increase, and under the current Tier D structure, employees will not be able to afford to live in this region after retirement—if “retirement” is even an accurate term for what Tier D provides. Tier D does not align with the values the County publicly upholds regarding employee wellbeing, equity, and long_term stability.

K M

Location:

Submitted At: 10:57am 06-09-26

Tier D makes no sense for retention of county employees. No one should be expected to work until the age of 82 to receive a decent pension. I originally worked for CFWB in the late 1990's and no one left, in part due to the pension. Now no one stays. There needs to be incentive for long-term employment which will only benefit the county in the long-run.

OLIVIA CRUZ

Location: 91913, Chula Vista

Submitted At: 10:49am 06-09-26

Who would like to work till 82 years of age? Would you? (If you are still alive, and can still walk straight without aids). Let's think of our children, grand children & future generations to come.

A M

Location:

Submitted At: 10:33am 06-09-26

Tier D will attract people who will work to keep SD a desirable place to live and work. Saving the County money by reducing turnover should be a priority. Tier D is disrespectful to professionals, many of whom have a Master's degree or many years experience. Ideally, everyone should be at the Tier B level.

Rosalind Bellon

Location:

Submitted At: 10:03am 06-09-26

Please support eliminating Tier D and adding Tier D employees to Tier C. Expenses in San Diego County are among the highest in the country, and all county employees deserve a secure retirement. We want to keep our employees and be competitive; this is a good start.

N R

Location:

Submitted At: 9:53am 06-09-26

Tier D has to go! For retention! For PEOPLE who serve this community!!

Neyri Alatorre

Location:

Submitted At: 9:23am 06-09-26

I support Tier D elimination!

Iris Trammel

Location: 92114, San Diego

Submitted At: 9:20am 06-09-26

Employees can barely make ends meet as it is, but Tier D needs to be abolished and moved to Tier C. Employees are using us as training and then taking their skills to other Cities and Counties. As someone that was a HR professional, I know how expensive it is to on board employees. Let's stop wasting money and get rid of Tier D

Sergio Gonzalez

Location: 92105, San Diego

Submitted At: 9:14am 06-09-26

Tier D does not help a workforce that serves the community in which it also resides. If allowed to continue as is, Tier D will ensure that when it comes time for many of us to retire, we will most likely end up applying for the programs for which we process applications.

E E

Location:

Submitted At: 9:01am 06-09-26

Ultimately, transitioning away from Tier D benefits everyone—the County, its workforce, and the residents we serve.

Miriam Castaneda

Location:

Submitted At: 9:00am 06-09-26

I support the elimination of Tier D

Jamie Bernardo

Location: 92110, San Diego

Submitted At: 8:42am 06-09-26

I support Tier D elimination

Gerrell Howard

Location: 92071

Submitted At: 8:41am 06-09-26

Moving Tier D to Tier C is the best thing to do. The County will maintain great worker. Safe money in the long run. No one what to work until they ae in their 80's. Workers will die on the job. The BOS that put in Teir D did not support workers. Didn't about workers. You all have a opportunity to correct their error and ill feeling towards County workers. Please fix this ASAP

Hank D

Location:

Submitted At: 8:17am 06-09-26

San Diego Board, do you really think working till around 85 year old is normal with Tier D? It would take a small fraction of the County budget to fix. Do the right thing and it speaks volumes about how much you actually value your employees.

Marlene Irigoyen

Location: 91950-1318, National City

Submitted At: 8:10am 06-09-26

TIER D is fundamentally inequitable and does not align with the values the County publicly upholds. It undermines the County's ability to attract qualified prospective employees and diminishes the commitments made by current employees who have dedicated their careers to public service. The creation of TIER D functioned as a punitive response toward employees who exercised their right to advocate for themselves, and its continued existence sends a discouraging message to future employees about the consequences of standing up for fair treatment.

It is time to eliminate TIER D. There is no valid justification for maintaining it, and choosing not to do so reflects directly on how the County prioritizes its workforce and the community it serves.

Eliminating TIER D is not only the fair and responsible decision—it is a necessary step toward rebuilding trust, demonstrating integrity, and reaffirming the County's commitment to its employees and the public.

Conner W

Location: 92563, Murrieta

Submitted At: 8:09am 06-09-26

I encourage the Board to carefully review the Tier_D impact study and consider steps to transition Tier_D employees to Tier_C. The report shows that the long_term cost is a very small portion of the County's overall budget while the benefits to workforce stability, recruitment, and retention would be significant. Ending Tier_D would strengthen services for the community and support the employees who keep these programs running. In the long run, eliminating Tier D is a win-win-win for the County, the community, and the employees!

Christina Mathieu

Location: 92173

Submitted At: 8:04am 06-09-26

Improving our pension plan by moving retirees from Tier D to Tier C is a strategic investment in both employee retention and long-term organizational stability. When staff see that their years of service will lead to a secure and dignified retirement, it builds trust, loyalty, and morale. A stronger pension plan shows employees that the organization values their contributions and is committed to their future—not just their present workload. By aligning retirees with Tier C, we offer a more competitive and equitable benefit structure that helps retain experienced workers, reduces turnover costs, and provides hope for a stable retirement. This change isn't just a benefit enhancement—it's a meaningful engagement tool that strengthens our workforce and honors the dedication of those who serve our community.

Ryan M

Location: 92107, San Diego

Submitted At: 7:46am 06-09-26

Tier D has been terrible for retention of well qualified county employees that end up leaving because Tier D does not provide long term financial security.

Aaron L

Location: 92131, San Diego

Submitted At: 7:39am 06-09-26

We aren't a county going through solvency, so we shouldn't act like we are by underpaying our employees.

MARISSA BELL

Location: 91977, Spring Valley

Submitted At: 7:34am 06-09-26

TIER D is a disgrace and the county should be ashamed of it. In no way does it reflect the ideals the county says they represent, it alienates prospective county employees, and disrespects the work current county employees have dedicated their lives to and work so hard for. It was a punishment for those who dared to stand up for themselves and an effort to bully future employees from ever standing up again. Eliminate TIER D now. You have no excuse or justification as to why you can't at this point and if you don't, it speaks volumes about how much you actually value your employees and your community.

Dan P

Location:

Submitted At: 6:26am 06-09-26

Pensions are an outdated form of compensation. Modernize the County's cost structure by eliminating them altogether and paying employees competitive market wages.

Frank Y

Location: 92130, SD

Submitted At: 10:36pm 06-08-26

I am a former county worker who may have stayed with the county if the benefits for Tier D were improved.

A K

Location:

Submitted At: 9:48pm 06-08-26

The politicians who created Tier D should be ashamed of themselves. Forcing public servants, who could have worked in different markets for much higher pay, to withstand the measly Tier D pension is a slap in the face. Wanting to help those in need should not force us to live below respectable standards. Our current leadership has the necessary data and must now make the only morally-just decision — end Tier D immediately

Daryl Hawkes

Location: 92071, Santee

Submitted At: 9:24pm 06-08-26

I support the removal of tier D, and transitioning Tier D employees to tier C. 1 of only 3 Californian government organizations that have this disrespectful pension retirement tier. It would take a small fraction of the County

budget to fix. It would ensure better worker turnover rates, keep and retain young talent, and spending less on hiring. Also more County retirees will be able to stay in San Diego, meaning more of the Pension fund will stay in and flow through San Diego.

Ben Wong

Location: 92115

Submitted At: 5:39pm 06-08-26

I encourage the Board to carefully review the Tier_D impact study and consider steps to transition Tier_D employees to Tier_C. The report shows that the long_term cost is a very small portion of the County's overall budget while the benefits to workforce stability, recruitment, and retention would be significant. Ending Tier_D would strengthen services for the community and support the employees who keep these programs running. In the long run, eliminating Tier D is a win-win-win for the County, the community, and the employees!

Joe B

Location:

Submitted At: 5:21pm 06-08-26

I support Tier D elimination.

Deena Larks

Location: 92119, San Diego

Submitted At: 5:18pm 06-08-26

I feel that having any employee be expected to work 62 years just to afford to retire is completely unreasonable. I started working for San Diego County at the age of 23 and am fortunate to be in tier A. If I were in tier D, I would have to work until age 85 to receive full retirement. At that point, I would have no energy left to enjoy retirement. This is completely unfair and abusive, and sends a message that the County does not care about the lives of its employees. I strongly urge the elimination of tier D and that all affected employees be granted tier C or better. Thank you.

Jocelyn DeSantiago

Location:

Submitted At: 4:46pm 06-08-26

I support Tier D elimination

Augustin R

Location:

Submitted At: 4:39pm 06-08-26

I support removing tier D.

LJ K

Location: 92129

Submitted At: 4:39pm 06-08-26

I encourage the Board to carefully review the Tier_D impact study and consider steps to transition Tier_D employees to Tier_C. The report shows that the long_term cost is a very small portion of the County's overall budget while the benefits to workforce stability, recruitment, and retention would be significant. Ending Tier_D would strengthen services for the community and support the employees who keep these programs running.

Mariana Vizcarra

Location: 91911, Chula Vista

Submitted At: 4:37pm 06-08-26

I support the elimination of Tier D.

Samantha Mayer

Location:

Submitted At: 4:36pm 06-08-26

As a County Employee and SEIU Local 221 Member, I support (Item #17) in eliminating Tier D.

Victoria Carrillo

Location: 92108, San Diego
Submitted At: 4:33pm 06-08-26

As a County Employee and SEIU Local 221 Member, I support (Item #17) fixing Tier D is not a financial burden—it's a moral obligation.

The cost is a tiny fraction of the County's budget, yet the impact on the lives of the people who serve this community every single day is enormous. Tier D has created real hardship. It has pushed dedicated workers—people who keep our parks safe, care for vulnerable families, respond to emergencies, and keep this County functioning—to question whether they can build a future here. No one should have to choose between serving their community and securing a dignified retirement. When we lose good workers, the community loses too: services slow down, experience walks out the door, and residents feel the consequences.

Moving all current and future Tier D employees into Tier C is not just about fairness—it's about restoring the promise that public service should be a stable career, not a gamble.

Patricia Calderon

Location:
Submitted At: 4:19pm 06-08-26

I support the elimination of Tier D.

Lisa Torres

Location:
Submitted At: 4:14pm 06-08-26

I support the elimination of Tier D.

Marlo Garrison

Location:
Submitted At: 3:51pm 06-08-26

I support the elimination of Tier D

Daniel Dinkins

Location: 92117, San Diego
Submitted At: 3:36pm 06-08-26

After reviewing the difference between Tier D and Tier C, I strongly support eliminating the Tier D pension plan due to the significant difference in annual accrual percentages. I believe this will be in the best interest of all concerned parties both now and in the long term.

Leslie A

Location: 92081
Submitted At: 3:33pm 06-08-26

Eliminate Tier D! The County has the chance to right a terrible wrong that was wrought with the passing of Tier D. Departments struggle to maintain safe staffing levels, and morale is just as low as the promise of a meager pension. Meanwhile, the politicians that brought it upon us are long gone, and good riddance. The work we do in providing public service to San Diego residents of all walks of life, returning their dignity through self sufficiency, housing, and benefits is worthy of a dignified retirement--not our own turn at applying for the same public benefits we assisted residents in receiving. Eliminate Tier D. Eliminate Tiered Retirement.

Maya Rodriguez

Location:
Submitted At: 3:00pm 06-08-26

I support the elimination of Tier D. I want to one day be able to retire fully and enjoy the fruits of my labor with friends and family, and it is inhumane to otherwise. If I, along with others are dedicating our careers and our lives in service to the County--I expect the same appreciation and dignity given in return. I strongly implore your empathy and consideration in eliminating Tier D, so that county workers can have a chance at a dignified retirement.

Celeste Estrada

Location:

Submitted At: 2:59pm 06-08-26

I support the elimination of Tier D

Enedina Diaz

Location: 92113, San Diego

Submitted At: 2:53pm 06-08-26

I support the elimination of Tier D

E G

Location: 92111

Submitted At: 2:51pm 06-08-26

I support the elimination of Tier D.

Marc C

Location:

Submitted At: 2:48pm 06-08-26

I support the elimination of Tier D

Giselle Marin

Location: 92026, Escondido

Submitted At: 2:43pm 06-08-26

I support the elimination of Tier D.

Silvia Talamantes

Location: 91911, Chula Vista

Submitted At: 2:43pm 06-08-26

I support the elimination of Tier D.

Nada Bakir

Location: 92123, san diego

Submitted At: 2:42pm 06-08-26

I Support Tier D elimination

Izabella Aranda

Location: 92583, san jacinto

Submitted At: 2:38pm 06-08-26

Support Tier D elimination

Sam Griffith

Location: 92117, San Diego

Submitted At: 2:36pm 06-08-26

I support the elimination of Tier D and conversion of all employees to Tier C. Tier C should at least be an option for employees, and Tier D is less than the bare minimum for a successful retirement in San Diego County. Having the highest cost to income ratio in the country means that San Diego County employees need the best pension they can get to live in the County that they serve. It will provide better service to all San Diegans through better retention and morale. As an engineer for the County, any loss of staff is a huge blow to the services we can render, so I encourage all San Diegans to support this change.

Michelle Landis

Location: 91913, Chula Vista

Submitted At: 2:26pm 06-08-26

I appreciate the Board of Supervisors' consideration to convert the Tier D pension to Tier C, which is in-line with

regional and State options at similar jurisdictions. The cost to switch is minor when compared to losing our talented and highly trained workforce to other local municipalities that provide Tier C benefits.

Cheryl McCowan

Location: 92115

Submitted At: 2:22pm 06-08-26

Historically to get a job with the CoSD means you have a career. You can provide for your family, get a home and be a part of your community. The county offers the best training for multitudes of classifications, and we are the BEST at what we do, even getting awards for the hard work.

Over time this sentiment has shifted, and Tier D is not helping. It is turning into a "stepping-stone" agency where folks get trained but then leave for better pay and better retirement. THIS IS NOT OKAY! Why put in so much work so we have turn-over 5 years down the road?

We need to keep our people. We need to keep the knowledge and the nuances learned over time, to really be the best. By bringing workers from Tier D into Tier C, the county becomes competitive again. (HINT: Bringing everyone to Tier B would be the cherry on top). This will also allow workers to not fear retirement and use that time to be with family and being a part of community. Please consider eliminating Tier D. Thank you!

Sherry Flores

Location: 92026, Escondido

Submitted At: 2:21pm 06-08-26

I support the elimination of Tier D and converting it to Plan C. I have seen so many fine County Workers leave jobs here and go to work in the Public Sector because of higher pay, better retirement and all-around better benefits.

Jennalise Whitney

Location:

Submitted At: 2:03pm 06-08-26

I support the elimination of Tier D.

Kristen Mitten

Location: 92021, El Cajon

Submitted At: 1:54pm 06-08-26

I support the conversion of Tier D to Tier C. The gap creates concerns regarding recruitment, retention, and long-term employee satisfaction. Please evaluate options that would provide Tier D employees with retirement benefits that are more competitive and closer to those offered under Tier C.

Ashkan A

Location:

Submitted At: 1:50pm 06-08-26

Support Tier D elimination

Cameron P

Location:

Submitted At: 1:47pm 06-08-26

Support

Afshin Fallahpour

Location: 92128, San Diego

Submitted At: 1:46pm 06-08-26

I support the Tier D Cost Study. The current gap between Tier C and Tier D has created concerns regarding recruitment, retention, and long-term employee satisfaction. I encourage the County to evaluate options that would provide Tier D employees with retirement benefits that are more competitive and closer to those offered under Tier C.

Kelsey D

Location:

Submitted At: 1:39pm 06-08-26

Support Tier D Cost Study!

Isabel Chavez

Location: 92123, San Diego

Submitted At: 1:34pm 06-08-26

Support

Jordyn Ochoa

Location:

Submitted At: 12:26pm 06-08-26

After reviewing the Foster and Foster report, I am in support of the elimination of Tier D for County employees. County of San Diego is the only municipality in San Diego that has a Tier D, and its elimination will improve both workplace morale and employee retention. A quarter to half a percent of the County's budget is such a small ask for something that will greatly improve financial stability for its retired employees.

Jeanne Bredestege

Location: 91942, La Mesa

Submitted At: 11:41am 06-08-26

Please consider the data in the Foster and Foster report and move all Tier D county employees to Tier C as soon as possible. Yes, it will improve recruitment and retention, but I am not above mentioning that it will have an immediate and significant impact on my personal morale and performance as a county employee. Knowing that my retirement can be even a small amount more secure makes a huge difference in my life now. Tier D makes people want to leave county service. Get rid of it and see how things improve!

Amanda Appel

Location:

Submitted At: 10:56am 06-08-26

I am in support of eliminating Tier D for employees and moving all current and future employees into Tier C, the same tier used by every other municipality in San Diego. The Foster and Foster Pension Tier D Cost Study shows that it would cost a quarter of one percent of the County budget.

Morgan Smith

Location: 91942, La Mesa

Submitted At: 10:30am 06-08-26

Thank you for your time and consideration of the Foster & Foster report detailing the costs related to eliminating Tier D for COSD employees. Moving Tier D staff to Tier C will be an important and significant update to the County's employee pension structure and will have a tremendously positive impact on staff recruitment and retention. Eliminating Tier D and attracting and retaining competent, skilled staff will translate to more efficient and more impactful services for our communities. I encourage the Board to review the report carefully and continue working with employees and constituents to make this long-needed, long-overdue change to create a fairer, more equitable pension structure for employees. The direct financial cost to the county for moving staff to Tier C will be more than offset by increased staff retention and improved service delivery. Eliminating Tier D is financially sustainable and is the right thing to do.

Alishia Ballard

Location:

Submitted At: 10:15am 06-08-26

For "CR. 6 Public Communication - Final"; "SPECIAL ACTUARIAL ANALYSIS
TIER D BENEFIT IMPROVEMENT" Performed By: Foster & Foster Consulting Actuaries, Inc

Thank you for the opportunity to provide public comment on the proposal to eliminate Tier D. I fully support the decision to remove this tier from the pension structure. Tier D has long created disparities among employees performing similar work while receiving significantly different retirement benefits. Eliminating this tier will help

simplify the system, promote equity, and ensure that future employees enter a more stable and sustainable retirement structure. This change also supports long_term fiscal responsibility by reducing administrative complexity and aligning the pension plan with the County's broader workforce priorities. I encourage the governing body to move forward with this adjustment and to continue pursuing policies that support fairness, transparency, and long_term retirement security for all employees.

Steve W

Location:

Submitted At: 9:51am 06-08-26

Under "Public Communications – Final," you'll now find the Foster and Foster Pension Tier D Cost Study. The report makes clear that eliminating Tier D and moving all current and future employees into Tier C—the same tier used by every other municipality in San Diego—would cost only about one quarter of one percent of the County budget.

Tier D is undermining recruitment and retention. When experienced employees with deep institutional knowledge leave, the impact is felt across the County—by staff and the public we serve. Those who devote their careers to public service deserve a fair, dignified retirement. Under Tier D, an employee must work 62 years just to earn a full pension. No one should have to spend an entire lifetime in public service without basic retirement security. Let's work together to eliminate Tier D and bring our workforce back in line with every other city in San Diego through Tier C. Our employees—and our community—deserve nothing less.

Paul Henkin

Location: 91902, Bonita

Submitted At: 11:46am 06-03-26

Public communication is important, especially in this time dominated by AI, computers, and other devices which interfere with regular open communication. It seems the Board does not think so or communicate in a timely and honest manner. Staff is alot better at this for some reason. Good for them!

And I approve, especially of my own!