

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, JUNE 24, 2025**

MINUTE ORDER NO. 3

**SUBJECT: ADMINISTRATIVE ITEM:
SECOND CONSIDERATION AND ADOPTION OF ORDINANCE:
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

On June 9, 2025 (1), the Board of Supervisors took action to further consider and adopt the Ordinance on June 24, 2025.

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:

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 (incremental)	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

ACTION:

ON MOTION of Supervisor Montgomery Steppe, seconded by Supervisor Lawson-Remer, the Board of Supervisors took action as recommended, on Consent, adopting Ordinance No. 10947 (N.S), entitled: AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING COMPENSATION RELATING TO THE TENTATIVE AGREEMENTS WITH THE DDA, PDA, SEIU, AND ESTABLISHING COMPENSATION RELATING TO SPECIFIED UNREPRESENTED AND UNCLASSIFIED EMPLOYEES; and, Ordinance No. 10948 (N.S), entitled: AN ORDINANCE AMENDING THE ADMINISTRATIVE CODE, SECTION 494, JOB-REQUIRED LICENSES AND SECTION 495, TRANSPORTATION REIMBURSEMENT.

AYES: Anderson, Lawson-Remer, Montgomery Steppe, Desmond

ABSENT: (District 1 Seat Vacant)

State of California)
County of San Diego) §

I hereby certify that the foregoing is a full, true and correct copy of the Original entered in the Minutes of the Board of Supervisors.

ANDREW POTTER
Clerk of the Board of Supervisors



Signed
by Andrew Potter