



# **COUNTY OF SAN DIEGO BOARD OF SUPERVISORS**

## **STATEMENT OF PROCEEDINGS**

***THE MINUTES OF THE GENERAL LEGISLATIVE SESSION  
OF THE BOARD OF SUPERVISORS***

**June 9, 2025**

STATEMENT OF PROCEEDINGS  
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. REGULAR SESSION – Meeting was called to order at 5:05 p.m.

PRESENT: Supervisors Terra Lawson-Remer, Vice-Chair; Joel Anderson; Monica Montgomery Steppe; Jim Desmond; also, Andrew Potter, Clerk of the Board of Supervisors.

ABSENT: (District 1 Seat Vacant)

- B. Statement (just cause) and/or Consideration of a Request to Participate Remotely (emergency circumstances) by a Supervisor, if applicable.
- C. Invocation was led by Clerk of the Board of Supervisors Andrew Potter.
- D. Pledge of Allegiance was led by Clerk of the Board of Supervisors Andrew Potter.
- E. Presentation or Announcement of Proclamations and Awards: NONE
- 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.

## **Board of Supervisors' Agenda Items**

<b>Category</b>	<b>#</b>	<b>Subject</b>
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)
	2.	NON-AGENDA PUBLIC COMMUNICATION

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

## **BUSINESS IMPACT STATEMENT**

N/A

### **ACTION:**

ON MOTION of Supervisor Lawson-Remer, seconded by Supervisor Montgomery Steppe, the Board of Supervisors took action to further consider and adopt the Ordinances on June 24, 2025.

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

ABSENT: (District 1 Seat Vacant)

## **2. SUBJECT: NON-AGENDA PUBLIC COMMUNICATION (DISTRICTS: ALL)**

### **OVERVIEW**

Paul the Bold spoke to the Board regarding County of San Diego stakeholders.

Truth spoke to the Board regarding concerns of reproductive rights, electric vehicles, elections, and gas tax.

Marco Espinosa spoke to the Board regarding County of San Diego budget negotiations.

Gambler Hermes spoke to the Board regarding voter fraud.

### **ACTION:**

Heard, Referred to the Chief Administrative Officer

There being no further business, the Board adjourned the General Legislative Session at 5:38 p.m.

ANDREW POTTER  
Clerk of the Board of Supervisors  
County of San Diego, State of California

Discussion: Zurita

NOTE: This Statement of Proceedings sets forth all actions taken by the County of San Diego Board of Supervisors on the matters stated, but not necessarily the chronological sequence in which the matters were taken up.

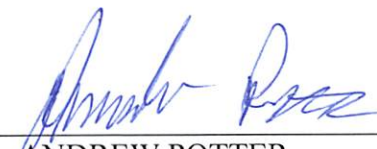
Approved by the Board of Supervisors, on Tuesday, June 24, 2025.



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TERRA LAWSON- REMER  
Vice-Chair

Attest:



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ANDREW POTTER  
Clerk of the Board

06/09/2025