

COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
REGULAR MEETING AGENDA

TUESDAY, JULY 22, 2025, 9:00 AM
COUNTY ADMINISTRATION CENTER
BOARD CHAMBER, ROOM 310
1600 PACIFIC HIGHWAY, SAN DIEGO, CA 92101

GENERAL LEGISLATIVE SESSION
TUESDAY, JULY 22, 2025

Order Of Business

9:00 A.M.

- 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. Item 1: ADOPTION OF A RESOLUTION DECLARING ELECTION RESULTS OF THE JULY 1, 2025 FIRST SUPERVISORIAL DISTRICT SPECIAL GENERAL ELECTION
- F. Swearing In of District 1 Supervisor-Elect Paloma Aguirre

11:00 A.M.

- G. Presentation or Announcement of Proclamations and Awards
- H. 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.
- I. Approval of the Statement of Proceedings/Minutes for the sessions of June 24, 2025 and June 25, 2025.
- J. Consent Agenda
- K. Discussion Items
- L. 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.	ADOPTION OF A RESOLUTION DECLARING ELECTION RESULTS OF THE JULY 1, 2025 FIRST SUPERVISORIAL DISTRICT SPECIAL GENERAL ELECTION

CONSENT AGENDA

All agenda items listed under this section are considered to be routine and will be acted upon with one motion. There will be no separate discussion of these items unless a member of the Board of Supervisors or the Chief Administrative Officer so requests, in which event, the item will be considered separately in its normal sequence.

Category	#	Subject
Financial and General Government	2.	RESPONSE TO 2024-2025 GRAND JURY REPORTS
	3.	ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION RELATING TO ADMINISTRATIVE ACTIONS AND THE TENTATIVE AGREEMENT PENDING RATIFICATION FOR THE EMPLOYEE BARGAINING UNITS - CM AND CR REPRESENTED BY THE TEAMSTERS LOCAL 986 (TEAMSTERS) (7/22/25 - First Reading; 8/26/25 - Second Reading, unless the ordinance is modified on second reading)
Land Use and Environment	4.	LOCAL EMERGENCY REVIEW: PROCLAMATION OF LOCAL EMERGENCY FOR U.S.-MEXICO TRANSBOUNDARY POLLUTION ENVIRONMENTAL CRISIS AND RELATED CEQA EXEMPTION
Communications Received	5.	COMMUNICATIONS RECEIVED

DISCUSSION ITEMS

Category	#	Subject
Financial and General Government	6.	SELECTION OF CHAIR, VICE CHAIR AND CHAIR PRO TEM OF THE 2025 BOARD OF SUPERVISORS
	7.	APPOINTMENT OF BOARD MEMBERS TO BOARDS, COMMISSIONS, AND COMMITTEES
	8.	RESPONDING TO POTENTIAL FEDERAL IMPACTS FROM THE "ONE BIG BEAUTIFUL BILL ACT" TO PROTECT FOOD SECURITY, HOUSING, AND HEALTHCARE AND WAIVE BOARD POLICY A-72

9. CONSIDERATION OF RAMONA PUBLIC CEMETERY DISTRICT
RESOLUTION REQUESTING EXPANSION OF BOARD OF TRUSTEES
FROM THREE TO FIVE MEMBERS
10. PROTECTING SMALL BUSINESSES AND WORKERS: KNOW YOUR
RIGHTS WHEN ICE ARRIVES

1. SUBJECT: ADOPTION OF A RESOLUTION DECLARING ELECTION RESULTS OF THE JULY 1, 2025 FIRST SUPERVISORIAL DISTRICT SPECIAL GENERAL ELECTION (DISTRICTS: ALL)

OVERVIEW

State law requires that the Board of Supervisors (Board) declare the election results for those offices and measures under its jurisdiction. For the July 1, 2025 First Supervisorial District Special General Election, the Board must declare the results for the office of Board of Supervisors - District 1.

Today's action requests the Board to adopt a resolution declaring these election results.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

Adopt a Resolution entitled: RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF SAN DIEGO DECLARING THE RESULTS OF THE JULY 1, 2025 COUNTY OF SAN DIEGO FIRST SUPERVISORIAL DISTRICT SPECIAL GENERAL ELECTION (Attachment A, on file with Clerk of the Board).

EQUITY IMPACT STATEMENT

A person's vote can influence policy and who represents them in government, which in turn impacts their environment, health, and quality of life. The Registrar of Voters' conduct of a fair, accurate, and transparent election allows all eligible citizens to have a part in matters that affect them.

SUSTAINABILITY IMPACT STATEMENT

A person's vote has a direct influence on the sustainability of their neighborhood, community, and local region. By voting, San Diego residents have a direct impact on their health, equity, the economy, and environment. With the County's implementation of the vote center model, all active registered voters receive a ballot in the mail as required by current law. This increases accessibility by providing voters with the opportunity to consider the method that is most convenient for them to return their ballot and has the possibility of reducing vehicles miles traveled to cast their vote. In addition, voters have the option of receiving voter information guides electronically to reduce paper waste. The recommended action today aligns with the Governance lens of sustainability and the County of San Diego Sustainability Goal of providing just and equitable access to County services.

FISCAL IMPACT

There is no fiscal impact associated with the adoption of the Resolution. There will be no change in net General Fund cost and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

**2. SUBJECT: RESPONSE TO 2024-2025 GRAND JURY REPORTS
(DISTRICTS: ALL)**

OVERVIEW

The 2024-2025 San Diego County Grand Jury recently completed its term and filed one report with recommendations requiring a response from the County.

California Penal Code Section 933(c) requires:

- That the governing body of agencies that are the subject of Grand Jury reports respond in writing to the Findings and Recommendations addressed to such agencies; and
- Elected officials such as the Sheriff respond on behalf of their respective agencies.

Therefore, this is a request for the Board of Supervisors (Board) to review and approve the draft Finding and Recommendation responses prepared by the Chief Administrative Officer (CAO) and authorize the CAO to transmit the responses to the Grand Jury via the Superior Court Presiding Judge. The proposed response addresses the recommendations and findings contained in the following report:

- Fire Country: Forging a United Defense in the Backcountry

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

1. Approve the proposed response and authorize the Chief Administrative Officer to transmit the response to the Grand Jury via the Superior Court Presiding Judge.
2. Direct the Chief Administrative Officer to submit a copy of the Past Grand Jurors Association Implementation Review Committee's 2026 Annual Report to the Board of Supervisors, no later than December 31, 2026, which provides updates to the County's responses to the 2024-2025 Grand Jury report recommendations.

EQUITY IMPACT STATEMENT

The Grand Jury is a body of 19 residents selected by the Superior Court of California, County of San Diego under the supervision of the Presiding Judge of the Superior Court. Members of the Grand Jury are charged and sworn to investigate county matters of civil concern and may examine any aspect of county government and city government, including special legislative districts and joint powers agencies, to ensure that the best interests of San Diego County residents are being served.

Today's actions to approve the proposed response and direct the Chief Administrative Officer to transmit the response to the Grand Jury continues the County's commitment to transparency, open government, and collaboration across agencies, ensuring that the County continues to function in the best interest of the public it serves.

SUSTAINABILITY IMPACT STATEMENT

The proposed actions support the County of San Diego's Sustainability Goal of engaging the community in meaningful ways and continually seeking stakeholder input to foster inclusive and sustainable communities. The Grand Jury plays a vital role in providing input on various aspects of County government and its role within the community. This process continues to center the County on the core aspect of Community Engagement within the General Management System.

FISCAL IMPACT

There is no fiscal impact associated with these recommendations. There will be no change in net General Fund cost and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

3. **SUBJECT: ORDINANCE AMENDING THE COMPENSATION ORDINANCE AND ESTABLISHING COMPENSATION RELATING TO ADMINISTRATIVE ACTIONS AND THE TENTATIVE AGREEMENT PENDING RATIFICATION FOR THE EMPLOYEE BARGAINING UNITS - CM AND CR REPRESENTED BY THE TEAMSTERS LOCAL 986 (TEAMSTERS) (7/22/25 - First Reading; 8/26/25 - 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 TEAMSTERS and other compensation changes. The County reached a tentative agreement for a three-year Memorandum of Agreement (MOA) with the TEAMSTERS, which is currently undergoing the Union's ratification process.

Today's recommendations are for the Board to approve the introduction of the ordinance (first reading) to amend the Compensation Ordinance. If the Board takes the action as recommended, then on August 26, 2025, staff recommends the Board adopt the ordinance (second reading). If the proposed ordinance is altered on August 26, 2025, then on that date a subsequent meeting date will be selected for the adoption of the ordinance (second reading).

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

On July 22, 2025:

Approve the introduction of the Ordinance (first reading):

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING COMPENSATION RELATING TO THE TENTATIVE AGREEMENT WITH THE TEAMSTERS LOCAL 986

If, on July 22, 2025, the Board takes action as recommended in item 1 above, then, on August 26, 2025:

Approve the adoption of the Ordinance (second reading):

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE SECTIONS AND ESTABLISHING COMPENSATION RELATING TO THE TENTATIVE AGREEMENT WITH THE TEAMSTERS LOCAL 986

If the proposed ordinance(s) are altered on August 26, 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 TEAMSTERS, 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 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 Operational Plan, supported by General Purpose Revenues and various program funding.

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

Also included in 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.

in millions		FY25-26	FY26-27	FY27-28
A	Ongoing Base Salary and Benefit Increases	2.2	2.2	2.2
B	Ongoing Market & Range Increases	1.8	1.5	1.5
C	Ongoing Flex Credit Increases	0.3	0.5	0.5
D (A+B+C)	Total Ongoing Cost (incremental)	4.3	4.2	4.2
E	Total One-time Lump Sum Cost	1.0	0.5	0.2
F (D+E)	Total Cost	5.3	4.7	4.4

BUSINESS IMPACT STATEMENT

N/A

4. **SUBJECT: LOCAL EMERGENCY REVIEW: PROCLAMATION OF LOCAL EMERGENCY FOR U.S.-MEXICO TRANSBOUNDARY POLLUTION ENVIRONMENTAL CRISIS AND RELATED CEQA EXEMPTION (DISTRICTS: ALL)**

OVERVIEW

On June 27, 2023 (16), the County of San Diego (County) Board of Supervisors (Board), issued a Proclamation of Local Emergency (Proclamation) as a result of the continued conditions for

detrimental impacts to the environment, economy, and property within San Diego county, caused by persistent impacts from cross-border sewage pollution and sewage impacted ocean waters. The Proclamation was issued pursuant to the San Diego County Code of Regulatory Ordinances sections 31.101 et seq. and California Government Code section 8630. The Proclamation further asked the Governor to proclaim a State of Emergency in San Diego County. Government Code section 8630(c) requires local governing bodies to review the need for continuing the local emergency at least once every 60 days until the local emergency is terminated.

On July 19, 2023 (4), September 13, 2023 (3), November 8, 2023 (2), December 6, 2023 (2), January 24, 2024 (1), March 13, 2024 (3), May 1, 2024 (4), June 26, 2024 (4), July 17, 2024 (6), September 11, 2024(3), October 22, 2024 (9), December 11, 2024 (1), January 29, 2025 (2), March 12, 2025 (2), May 07, 2025 (2), and June 25, 2025 (4) the Board found that there is a continuing need for the local emergency. This is a request to find that a review of the local emergency has been conducted and that the local emergency will remain in effect.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

1. Find that the proclamation of local emergency is not subject to review under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines sections 15060(c)(2) and (3), 15061(b)(3), and 15378(b)(4)&(5) because the action is an administrative action intended to facilitate state and federal funding, does not commit the County to a specific project, and will not have a reasonably foreseeable direct or indirect effect on the environment.
2. Find that there is a need to continue the local emergency and that the local emergency shall continue subject to review requirements until terminated pursuant to Government Code section 8630(d).

EQUITY IMPACT STATEMENT

The communities closest to the San Diego International Border, including the communities of Imperial Beach, San Ysidro, Otay Mesa, and Tijuana River Valley are identified by SB 535 (2012) and CalEnviroScreen 4.0 as being Environmental Justice communities having high pollution burdens for impaired water bodies, elevated PM2.5, elevated linguistic isolation, and poverty rates. By supporting the local emergency proclamation, the County of San Diego remains committed to working with local, state, federal, and Mexican authorities to improve conditions for these communities. Local Environmental Justice communities who have decades of suffering from various pollution sources, have been advocating and working to raise their concerns to the various agencies, and have engaged to elevate the need for data collection to document environmental injustices.

SUSTAINABILITY IMPACT STATEMENT

This action letter aligns with the County of San Diego's (County) Sustainability Goals: protect health and wellbeing and the environment. The proposed action contributes to the County's Sustainability Goal No. 6 to protect the environment and promote our natural resources, diverse habitats, and cultivate a natural environment for residents, visitors, and future generations to enjoy.

FISCAL IMPACT

There is no fiscal impact associated with this request to continue the emergency. There will be no change in net General Fund costs and no additional staff years.

BUSINESS IMPACT STATEMENT

Increased beach water closures resulting from sewage impacts have a direct effect for the surrounding community due to decreased tourism, patronage of local businesses, and opportunities for youth recreation and camps. By continuing a local emergency, the County of San Diego will be able to engage businesses and non-profit service providers that have been impacted by the restricted access to local beaches and oceans with the goal of assisting in identifying ways to connect them to any state or federal relief programs.

5. SUBJECT: COMMUNICATIONS RECEIVED (DISTRICTS: ALL)**OVERVIEW**

Board Policy A-72, Board of Supervisors Agenda and Related Process, authorizes the Clerk of the Board to prepare a Communications Received for Board of Supervisors' Official Records. Routine informational reports, which need to be brought to the attention of the Board of Supervisors yet not requiring action, are listed on this document. Communications Received documents are on file in the Office of the Clerk of the Board.

RECOMMENDATION(S)**CHIEF ADMINISTRATIVE OFFICER**

Note and file.

EQUITY IMPACT STATEMENT

N/A

SUSTAINABILITY STATEMENT

This board letter is a list of documents received by the Clerk of the Board of Supervisors and/or Board of Supervisors from other entities, other county departments, the public, and internal documents presented to the Clerk of the Board of Supervisors or the Board of Supervisors. This contributes to the overall sustainability of the county by engaging the community in meaningful ways and promote an environment that provides equitable access opportunities for public engagement.

FISCAL IMPACT

N/A

BUSINESS IMPACT STATEMENT

N/A

6. SUBJECT: SELECTION OF CHAIR, VICE CHAIR AND CHAIR PRO TEM OF THE 2025 BOARD OF SUPERVISORS (DISTRICTS: ALL)

OVERVIEW

The Board of Supervisors will select the Chair, Vice Chair, and Chair Pro Tem for the 2025 calendar year. This item was continued from the January 28, 2025 (14) General Legislative Session and from the April 22, 2025 (8) General Legislative Session.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

Select a Chair, Vice Chair, and Chair Pro Tem.

EQUITY IMPACT STATEMENT

The Chair's primary role is to preside at all meetings of the Board and ensure that business is conducted in an orderly fashion and that all have an equal opportunity to observe and participate in the proceedings. The Board promotes civil discourse in public discussion and debate, utilizing the adopted "Code of Civil Discourse" from the National Conflict Resolution Center, as its expression of conduct that should be aspired to by all participants in public meetings.

SUSTAINABILITY IMPACT STATEMENT

The Officers have opportunities to support sustainability goals that engage the community in meaningful ways and continually seek stakeholder input to foster inclusive and sustainable communities.

FISCAL IMPACT

There is no fiscal impact associated with this action. There will be no change in net General Fund cost and no additional staff years.

BUSINESS IMPACT STATEMENT

There is no business impact associated with this action.

7. SUBJECT: APPOINTMENT OF BOARD MEMBERS TO BOARDS, COMMISSIONS, AND COMMITTEES (DISTRICTS: ALL)

OVERVIEW

The Board of Supervisors annually appoints Board Members to the boards, commissions and committees listed in Attachment A.

RECOMMENDATION(S)

VICE-CHAIR TERRA LAWSON-REMER

Appoint members of the Board of Supervisors to boards, commissions and committees as proposed in Attachment A.

EQUITY IMPACT STATEMENT

Annually, the Board of Supervisors must appoint members of the Board to serve on boards, commissions, and committees. This ensures that the County has a voice on regional boards and commissions for opportunities to maximize resources to benefit the region.

SUSTAINABILITY IMPACT STATEMENT

The proposed appointments allow stakeholders to plan for community engagement and identify meaningful ways to continually seek input to foster inclusive and sustainable communities.

FISCAL IMPACT

There is no fiscal impact associated with these actions.

BUSINESS IMPACT STATEMENT

There is no business impact associated with these actions.

8. SUBJECT: RESPONDING TO POTENTIAL FEDERAL IMPACTS FROM THE “ONE BIG BEAUTIFUL BILL ACT” TO PROTECT FOOD SECURITY, HOUSING, AND HEALTHCARE AND WAIVE BOARD POLICY A-72

OVERVIEW

On June 24, 2025 (9), the Board of Supervisors considered this item. The motion to adopt recommendation 2 failed due to a tie vote, and the Board did not continue the item. Pursuant to Rule 2(g) of the Board of Supervisors Rules of Procedure, the item was placed on the agenda for the next regular meeting.

H.R. 1, the budget reconciliation bill known as the “One Big Beautiful Bill Act”, is now moving through Congress and represents a significant rollback of long-standing federal commitments-shifting hundreds of millions in new costs and adding new administrative burdens onto local governments like the County of San Diego. This bill is poised to dismantle essential supports for food, housing, and healthcare, just as the community’s needs continue to grow.

San Diegans rely on these federal programs-funded by our own tax dollars-to stay fed, housed, and healthy. If enacted, this bill will directly impact our most vulnerable populations. Families will face longer Medi-Cal renewal times and added reporting requirements, putting children, seniors, and people with disabilities at greater risk of delayed or lost coverage.

Meanwhile, proposed cuts to federal housing and homelessness programs-including a 44 percent reduction to HUD funding-threaten core safety net services. More than 10,000 Section 8 vouchers in San Diego County could be affected, as well as rental assistance for people living with HIV/AIDS and for formerly homeless residents. Behavioral health providers also face steep reductions to substance use and mental health funding as the need for crisis services grows. Proposed cuts to nutrition assistance programs like SNAP could leave thousands of local families struggling to put food on the table-particularly the thousands of seniors and children who rely on these programs to keep food on the table.

Together, these federal actions threaten to erode years of progress in reducing hunger, preventing homelessness, and maintaining access to healthcare.

The CAO Recommended Operational Plan for Fiscal Years 2025-26 & 2026-27 (County Budget) is a balancing act under extraordinary fiscal constraints. Through targeted efficiencies and one-time savings, the Chief Administrative Officer (CAO) delivered a structurally balanced plan that protects core services-public safety, infrastructure, environmental health, and basic welfare-without relying on recurring reserves.

However, the recommended County Budget includes reductions to several high-leverage prevention programs: Medi-Cal and CalFresh staffing, tenant legal aid, and LGBTQ+ affirming homelessness prevention. While these reductions closed short-term gaps, they also leave San Diegans more vulnerable just as federal policy changes are set to increase need and administrative workload.

This item directs the CAO to immediately begin planning through a two-part response:

- A **rapid assessment** of service capacity and staffing needs to be reported to the Board of Supervisors by **July 22, 2025**; and
- A **comprehensive strategy** to address the most severe impacts of anticipated federal cuts, including bolstering key programs identified in this item, and report back to the Board of Supervisors with recommendations on **September 30, 2025**. This should include funding strategies that would be sufficient to fully fund the programs, leveraging multiple potential funding sources, including but not limited to: unassigned fund balances made available by a revised reserve policy, state and federal grants, intergovernmental cost-sharing, philanthropic partnerships, and other potential revenue options that will ensure critical programs remain fully operational, protect today's service levels, and prevent harmful delays.

The goal is to ensure that the County of San Diego is equipped to quickly respond and minimize disruptions to food assistance, housing stability, and healthcare and protect core services in the face of significant federal cost shifts.

Key areas of focus include:

- **Health and Self-Sufficiency:** Keep eligibility offices fully staffed so Medi-Cal and CalFresh renewals remain timely. This includes analyzing how many additional workers are needed to handle new administrative burdens such as reduced backdating, twice-yearly re-certifications, and monthly work-reporting requirements. The CAO will report back in July with staffing needs and in September with a hiring and training plan supported with funding options.
- **In-Home Supportive Services:** Assess anticipated service gaps and workforce shortages created by proposed state-level policy changes, including caps on provider hours and immigration-related eligibility restrictions. Identify one-time funds to support the upcoming IHSS contract and ensure continued care for seniors and people with disabilities. Report back with initial analysis in July and funding recommendations in September.

- **Behavioral Health Bridge Housing:** As federal behavioral health funding declines, maintain continuity of care by investing in 220 sober-living bridge housing placements for clients in outpatient treatment. These placements reduce the use of crisis systems and support long-term recovery. Report back in September with funding options.
- **Food Security:** To mitigate the impact of federal SNAP reductions, analyze Self-Sufficiency Services staffing needed to prevent delays in the processing of CalFresh applications. The CAO will report back with a communication plan to notify recipients about final benefit disruptions caused by federal budget changes using multi-channel outreach and community partners.
- **Housing and Homelessness:** Prepare for cuts to federal housing programs by expanding proven local tools: the Innovative Housing Trust Fund, tenant legal services, and LGBTQ+ affirming homelessness prevention program. These programs have helped stabilize vulnerable households at modest cost. Report back in September with funding strategies to sustain and expand local capacity.

As federal funding dries up, our communities will face real hardship. While the County of San Diego cannot backfill every loss, we must mobilize every available tool-unlocking reserve funds, exploring new revenue sources, and forging partnerships-to protect our communities from the worst impacts and hold the line on essential services.

RECOMMENDATION(S)

VICE-CHAIR TERRA LAWSON-REMER AND SUPERVISOR MONICA MONTGOMERY STEPPE

Direct the Chief Administrative Officer to develop a notification plan to alert CalFresh recipients of service levels changes if and when H.R. 1 is finalized and signed into law. Report back by September 9, 2025, with a communications plan that can be implemented once policy details have been formalized. The plan should include a multi-channel communication system-such as text messages, automated calls, emails, and posters-with materials available in multiple languages. It should also identify community partners (e.g., food banks, clinics, and school districts) to help disseminate information about federal service disruptions.
(Recommendation 2 on the June 24, 2025 agenda, item 9)

EQUITY IMPACT STATEMENT

This action supports the County of San Diego's ability to advance equity by directing resources toward initiatives that address longstanding disparities in housing, and access to culturally responsive services. By identifying flexible funding options, the County of San Diego can remain responsive to the needs of communities that have too often been underserved. Prioritizing these types of efforts ensures that equity is not sidelined during times of fiscal constraint but centered in how we respond to today's challenges and prepare for the future.

SUSTAINABILITY IMPACT STATEMENT

This action promotes a more sustainable approach to governance by enabling investments that prevent costly downstream interventions and reduce pressure on crisis systems. Stabilizing housing and building institutional capacity to meet residents' needs all contribute to long-term fiscal and environmental resilience. By pursuing diverse funding sources beyond the General Fund-including grants, partnerships, and any unassigned balances-the County of San Diego

strengthens its ability to deliver proactive solutions that conserve resources, reduce harm, and support a thriving region over time.

FISCAL IMPACT

There is no fiscal impact associated with this action at this time. This item directs staff to explore potential funding sources. Any future fiscal impacts will depend on the specific options identified. This action does not result in a change to the net General Fund cost and does not require any additional staff years.

BUSINESS IMPACT STATEMENT

N/A

**9. SUBJECT: CONSIDERATION OF RAMONA PUBLIC CEMETERY DISTRICT
RESOLUTION REQUESTING EXPANSION OF BOARD OF
TRUSTEES FROM THREE TO FIVE MEMBERS (DISTRICTS: 2)**

OVERVIEW

On June 18, 2025, the Ramona Public Cemetery District Board of Trustees adopted Resolution No. 2025-01 requesting an increase in the number of trustees from three to five. In accordance with California Health and Safety Code Section 9025, the Board of Supervisors must consider the request within 60 days of receipt. The Ramona resolution was formally transmitted to the County on June 24, 2025.

While the District's resolution cites governance considerations, a three-member board remains a standard and effective structure among California public cemetery districts, including those with comparable service areas and responsibilities.

This item recommends denying the request and retaining the District's current three-member board structure.

RECOMMENDATION(S)

SUPERVISOR JOEL ANDERSON

1. Find that consideration of this item is not a project pursuant to Section 15378(b)(5) of the California Environmental Quality Act (CEQA) Guidelines.
2. Consider the Ramona Public Cemetery District's Resolution No. 2025-01 requesting to increase the number of members of the Board of Trustees from three to five.
3. Deny the request and maintain the current Board of Trustees at three members.

EQUITY IMPACT STATEMENT

Maintaining the current governance structure supports equitable service delivery by ensuring continued efficiency and accountability within the Ramona Public Cemetery District. No disproportionate impacts to historically underserved communities are anticipated as a result of this action.

SUSTAINABILITY IMPACT STATEMENT

This action supports the County of San Diego's goal of sustaining effective public governance structures by ensuring that the size of special district boards aligns with operational needs and workload. A right-sized board promotes administrative efficiency and long-term governance stability.

FISCAL IMPACT

There is no fiscal impact associated with this item. There will be no change in net General Fund cost and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

10. SUBJECT: PROTECTING SMALL BUSINESSES AND WORKERS: KNOW YOUR RIGHTS WHEN ICE ARRIVES (DISTRICTS: ALL)

OVERVIEW

When federal enforcement actions spiral out of control, it's San Diego's workers, small business owners, and neighborhoods who pay the price. That's what happened on May 30, 2025, when federal immigration agents raided Buona Forchetta, a beloved family-owned small business in South Park, during dinner service. Twenty armed Immigration and Customs Enforcement (ICE) agents in tactical gear stormed the restaurant, detonated flash-bang devices, and handcuffed employees in front of families and children. The raid forced nearby after-school programs to evacuate and prompted the restaurant to shut down all San Diego locations for days.

The chaos left workers shaken, customers traumatized, and the neighborhood reeling. And it made something painfully clear: most small businesses don't have the information they need to respond appropriately during sudden ICE raids, or to protect their workers while staying in full compliance with the law.

In those moments, fear takes over. Legal rights get blurred. Small business owners, who are focused on serving their community and keeping up with payroll, are thrown into crisis without a roadmap.

Small businesses are the backbone of San Diego's local economy, with nearly 380,000 small firms serving as vital anchors in every neighborhood. Many are immigrant-owned, operating on tight margins that leave little room for sudden disruptions. When they're destabilized, entire communities feel the ripple effects.

What happened at Buona Forchetta wasn't an isolated incident-it's part of a dangerous pattern already playing out across San Diego County. And with the passage of H.R. 1, the pattern is set to accelerate. That law delivers the largest ICE funding increase in U.S. history, fueling more raids on small businesses, more fear for immigrant workers, and more disruptions across our neighborhoods.

The County can't stop ICE from carrying out these raids-but we can take a stand, and we can act. This proposal is a critical first step: a direct response to escalating federal threats, and a way for local government to protect our people using the tools we have. By equipping small business owners with clear guidance-developed in partnership with legal experts, worker advocates, and small business organizations-we help shield workers from fear, reduce chaos during enforcement actions, and affirm that San Diego will not be complicit in harm.

Today's action launches a Small Business Know-Your-Rights training program through the Office of Labor Standards and Enforcement (OLSE), so when ICE shows up unannounced, small business owners have a plan. The program will provide clear, accessible, multilingual guidance to help employers respond during workplace raids. The training will offer practical tools to protect workers, reduce legal risk, and preserve workplace stability.

OLSE has a strong track record of supporting employers, with hundreds of businesses trained on wage theft prevention, fair hiring, and labor standards compliance. By building on that foundation, the County can act quickly to meet an urgent need. Employers will gain clarity. Workers will gain protection. And San Diego will lead with values-defending dignity, economic stability, and the rule of law when others fall short.

This initiative is part of a broader local defense, building a forcefield of action to shield our communities from the worst harms of federal overreach. The Office of Labor Standards and Enforcement is well positioned to work with board offices and conduct trainings in all 5 of districts.

RECOMMENDATION(S)

VICE-CHAIR TERRA LAWSON-REMER

Direct the Chief Administrative Officer to develop and implement a Small Business Know-Your-Rights training program for employers-integrated into the County's labor standards education efforts-to help employers train their staff and respond appropriately to federal immigration enforcement actions. This training should provide clear, accessible guidance on employer rights and obligations, equip businesses with tools to train their employees, comply with the law, and prevent fear-based disruptions in the workplace. The program should be developed in coordination with small business organizations and accessible to businesses in across all five districts.

EQUITY IMPACT STATEMENT

This action advances equity by supporting immigrant workers, who are disproportionately vulnerable to workplace disruption and enforcement-related harm. By equipping small businesses with accurate information and training, the County helps ensure that immigrant communities are treated with dignity and that their rights in the workplace are respected. The training program will be developed with input from diverse stakeholders to ensure accessibility, cultural relevance, and language inclusion, particularly for communities historically excluded from legal and economic protections.

SUSTAINABILITY IMPACT STATEMENT

This action supports the County of San Diego's sustainability goals by strengthening the resilience of small businesses, promoting fair labor practices, and reducing the economic instability triggered by chaotic federal enforcement actions. By equipping employers with tools to lawfully respond to immigration-related workplace disruptions, the County helps ensure continuity of operations, preserves jobs, and reduces the risk of abrupt economic dislocation in local communities. Stable, informed workplaces contribute to long-term economic sustainability and help maintain a just, inclusive local economy that reflects the County's broader environmental, social, and governance objectives.

FISCAL IMPACT

Funds for the actions requested are included in the Fiscal Year 2025-26 Operational Plan based on existing staff time in the Chief Administrative Office, Office of Labor Standards and Enforcement funded by General Purpose Revenue. There will be no change in net General Fund cost and no additional staff years. There may be fiscal impacts associated with future related recommendations which staff would return to the Board for consideration and approval.

BUSINESS IMPACT STATEMENT

This action is expected to positively impact small businesses by providing clear, accessible guidance on how to lawfully respond to federal immigration enforcement actions. Many small employers lack resources and may unknowingly violate workers' rights or disrupt operations during enforcement events. This training program will help address liability, support compliance, and maintain workplace stability. Developed in coordination with business organizations, it will strengthen resilience and promote a safer, more inclusive local economy.