

**CLERK OF THE BOARD OF SUPERVISORS**  
**BOARD OF SUPERVISORS MEETING**

**TUESDAY, MARCH 24, 2026**

**Legislative Services Section: (619) 531-5434**

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**Financial and  
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29. **RENAMING CESAR CHAVEZ DAY AS FARMWORKERS DAY  
AT THE COUNTY OF SAN DIEGO, ADOPTION OF A RESOLUTION  
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30. **CLOSED SESSION**

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**FISCAL IMPACT**

Funds for this request are partially included in the Fiscal Year 2025-26 Operational Plan for the District Attorney's Office. If approved, this request will result in current year's estimated costs and revenue of \$108,000 based on a grant award from the California Governor's Office of Emergency Services. Costs and revenue, estimated at \$517,000, for the remainder of the grant period of July 1, 2026 through March 31, 2028, will be included in future operational plans for the District Attorney's Office. The funding source will be a grant from the California Governor's Office of Emergency Services Family Justice Center Program. There will be no change in net General Fund cost and no additional staff years.

**BUSINESS IMPACT STATEMENT**

N/A

2. **SUBJECT: SHERIFF - NEW USER AGREEMENTS FOR THE CALIFORNIA IDENTIFICATION SYSTEM/REMOTE ACCESS NETWORK (DISTRICTS: ALL)**

**OVERVIEW**

The California Identification System/Remote Access Network (Cal-ID/RAN) is a statewide system, maintained by the California Department of Justice, that provides local law enforcement agencies with direct access to local, state, and federal automated fingerprint, palm print, photo systems and databases. This statewide system allows for the rapid identification of persons booked into detention facilities and latent prints lifted from crime scenes. The Sheriff's Office serves as San Diego County's Cal-ID/RAN administrator, and membership includes all 18 cities in the region.

Cal-ID/RAN is funded in part by user fees collected from the cities. User agreements between the County and the cities outline agency contributions towards the shared costs of the program which is estimated to be \$9 million for Fiscal Year 2026-27. On February 26, 2019 (3), the County of San Diego Board of Supervisors (Board) authorized the current user agreements, for a five-year period beginning July 1, 2019, through June 30, 2024. On May 21, 2024 (1), the Board authorized extending the agreements for two additional years. The agreements are set to expire on June 30, 2026. It is necessary to establish a new set of five-year agreements with regional Cal-ID/RAN participating cities to ensure continued fingerprint, palm print, and photo inquiry services can be provided.

Today's actions request the County of San Diego Board of Supervisors to approve and authorize new Cal-ID/RAN user agreements for a period of five years, beginning July 1, 2026, through June 30, 2031. This request includes a fee adjustment to ensure revenue from participating cities within the San Diego region to offset Cal-ID/RAN operational costs. Additionally, a waiver of Board Policy B-29 is requested, as the Cal-ID/RAN program is not full cost-recovery.

**RECOMMENDATION(S)**

**SHERIFF**

1. Approve and authorize the Clerk of the Board to accept and execute, upon receipt, California Identification System/Remote Access Network (Cal-ID/RAN) user agreements with the cities of Carlsbad, Chula Vista, Coronado, Del Mar, El Cajon, Encinitas,

Escondido, Imperial Beach, La Mesa, Lemon Grove, National City, Oceanside, Poway, San Diego, San Marcos, Santee, Solana Beach, and Vista for a period of five years from July 1, 2026, through June 30, 2031, and authorize the Sheriff, or designee, to execute amendments as needed.

2. Approve and authorize the Sheriff's Office to reassess and adjust user fees to offset Cal-ID/RAN operational expenses. Estimated amounts of revenue based on user fees for Fiscal Year 2026-27 are Carlsbad (\$30,600), Chula Vista (\$68,700), Coronado (\$5,700), Del Mar (\$1,000), El Cajon (\$29,300), Encinitas (\$14,300), Escondido (\$42,100), Imperial Beach (\$6,000), La Mesa (\$16,400), Lemon Grove (\$7,600), National City (\$19,200), Oceanside (\$50,900), Poway (\$9,400), San Diego (\$407,700), San Marcos (\$19,900), Santee (\$12,100), Solana Beach (\$3,100), and Vista (\$23,400).
3. Waive Board Policy B-29, Fees, Grants, and Revenue Contracts - Department Responsibility for Cost Recovery.

#### **EQUITY IMPACT STATEMENT**

Offender identification is crucial in the criminal justice process to deliver offender accountability and bring justice and healing to victims. The California Identification System/Remote Access Network program provides local law enforcement agencies with direct and quick access to local, state, and federal automated fingerprint, palm print, photo systems and databases. Since this statewide system allows for the rapid identification of persons booked into detention facilities and latent prints lifted from crime scenes, law enforcement agencies can more efficiently identify individuals involved in crimes and exonerate the innocent. This creates a more equitable process when using fingerprints to identify individuals involved in crime cases.

#### **SUSTAINABILITY IMPACT STATEMENT**

Today's action to authorize user agreements supports the County of San Diego's Sustainability goal of providing just and equitable access for victims of crimes and those that may have wrongfully been accused in a crime. The California Identification System/Remote Access Network program ensures that there is expedient and accurate identification, which is a critical component of serving justice and holding the responsible parties accountable for their actions. Additionally, today's actions will support the County's Sustainability goal of maintaining fiscal stability and ensure long-term solvency by adjusting fees to ensure full cost recovery.

#### **FISCAL IMPACT**

There is no fiscal impact associated with this request in the current year. If approved, this request will result in estimated costs and revenue of \$767,400 in Fiscal Year 2026-27 from Carlsbad (\$30,600), Chula Vista (\$68,700), Coronado (\$5,700), Del Mar (\$1,000), El Cajon (\$29,300), Encinitas (\$14,300), Escondido (\$42,100), Imperial Beach (\$6,000), La Mesa (\$16,400), Lemon Grove (\$7,600), National City (\$19,200), Oceanside (\$50,900), Poway (\$9,400), San Diego (\$407,700), San Marcos (\$19,900), Santee (\$12,100), Solana Beach (\$3,100), and Vista (\$23,400). Remaining Fiscal Year 2026-27 Cal-ID/RAN program costs, estimated at \$9,616,500, will be included in the Fiscal Years 2026-28 CAO Recommended Operational Plan for the Sheriff's Office. The funding sources will be the Sheriff Fingerprint ID Trust Fund (\$8,041,100) and General Purpose Revenue (\$808,000). A waiver of Board Policy B-29 is requested, as the Cal-ID/RAN program is not full cost-recovery. Anticipated costs and revenue for the contract years through June 30, 2031, will be included in future Operational Plans for the Sheriff's

However, Policy A-74 does not provide this same level of guidance or rules to govern the actions and meeting procedures of ad hoc subcommittees created by the Board and entirely comprised of members of the Board of Supervisors.

In order for our constituents to stay apprised of and participate in these meetings, particularly when important policy and financial matters are discussed and acted upon, Board Policy A-74 should be amended to include rules and guidance for the operations of ad hoc subcommittees created by the Board. County residents could benefit by having full access to ad hoc subcommittee meeting information, by having the opportunity to attend and submit information during or after subcommittee meetings and to review records of the items considered and acted upon during those meetings.

Among the actions to be required by ad hoc subcommittees should be the timely postings of meeting agendas prior to meetings, Countywide notification to citizens of scheduled meetings and the on-line posting of meeting materials and records. Such actions would mirror efforts taken by the County to ensure the public is aware of, and can attend, regular Board of Supervisors meetings and in the numerous meetings of boards, commissions, committees, councils, panels, teams and task forces created to advise the Board and County staff.

To maintain the County's high standards of transparency, I recommend that the Board direct the Chief Administrative Officer to establish a County web page for ad hoc subcommittee activities and that the Clerk of the Board coordinate with County Counsel to amend Board Policy A-74, or draft a new Board policy if necessary, to clearly identify the actions that Board of Supervisors ad hoc subcommittees must comply with to ensure the proper level of transparency. The amendments should specify how these meetings are conducted and how the public can attend and monitor meeting activities and access materials both in real time and following the meetings.

**RECOMMENDATION(S)  
SUPERVISOR JOEL ANDERSON**

1. Direct the Clerk of the Board of Supervisors to coordinate with County Counsel and return to the Board in 30 days with amendments to Board Policy A-74, "Participation in County Boards, Commissions, and Committees," or draft a new Board policy if necessary, to require, but not be limited to, the following actions by Board ad hoc subcommittees:
  - a. create and publicly post agendas for all subcommittee meetings at least 72 hours prior to a meeting;
  - b. conduct all subcommittee meetings in an accessible public location, ensuring they are open to the public;
  - c. require all subcommittee meetings, including presentations to the subcommittees, to be streamed live, recorded, and posted so the public can view them in real time and following meetings.
  - ~~a)~~d. record and make available to the public the minutes for all subcommittee meetings;
  - ~~b)~~e. maintain and make available to the public copies of all presentations, handouts, and other supporting documents submitted, distributed, or used during all subcommittee meetings;
  - ~~e)~~f. record, maintain, and make available to the public any public communications submitted during all subcommittee meetings;

- d)g.maintain and make available to the public all memos to or from the subcommittee;
- e)h.make available to the public the member rosters, purpose, and expected duration of each subcommittee;
- f)i. make available to the public subcommittee consultant information (name, contact information, cost, contract term, information generated by consultant);
- g)j. include the participation of at least one County staff member, designated by the Chief Administrative Officer, in each agenda item subcommittee meeting.

2. Direct the Chief Administrative Officer to establish and maintain a County webpage listing current Board ad hoc subcommittees, and post all of the information and documentation identified in Recommendation #1 on that webpage.

### **EQUITY IMPACT STATEMENT**

Regular Board of Supervisors meetings are conducted in a manner that guarantees the public can participate by viewing and submitting communications regarding the Board's publicly noticed meetings. Board Policy A-74 also requires the County's advisory standing and special boards, commissions, committees, and task forces to abide by procedures and rules that ensure the opportunity for public participation. These practices allow all County residents, regardless of their ethnicity, economic situation, age, physical condition, religious beliefs, or other backgrounds or characteristics to express their views and witness deliberations and decisions made by entities operating under County purview. By amending Board Policy A-74 to establish requirements for Board ad hoc subcommittees, the County can ensure that these subcommittees also act in an open and transparent manner.

### **SUSTAINABILITY IMPACT STATEMENT**

Amending Board Policy A-74 to establish consistent and transparent procedures and rules for Board ad hoc subcommittees will help to ensure that subcommittee decisions and recommendations will better reflect Countywide priorities, enhancing the County's fiscal and operational sustainability. This action will assist in the County's efforts to continue to provide equitable access to essential programs and services for our region's underserved populations.

### **FISCAL IMPACT**

There is no fiscal impact associated with today's actions. There may be future fiscal impacts associated with future related recommendations, which staff would return to the Board for consideration and approval. If approved, the recommended action will result in no change in General Fund cost and no additional staff years.

### **BUSINESS IMPACT STATEMENT**

Ad hoc subcommittees created by the Board have been tasked with considering, adopting and bringing recommendations to the full Board of Supervisors that could directly impact the County's business community. By ensuring all subcommittees adhere to a consistent open and transparent process, the region's businesses will have an opportunity to monitor and participate in the meetings and activities of the Board's ad hoc subcommittees.

## **SUSTAINABILITY IMPACT STATEMENT**

Reducing the size of the County's vehicle fleet and improving utilization oversight supports the County's long-term sustainability goals. Fewer vehicles in operation means reduced fuel consumption, lower emissions, and less demand for vehicle manufacturing, maintenance, and disposal. As the County continues its transition toward cleaner fleet options, correcting the fleet size ensures that future investments are targeted where they will have the greatest operational impact. These actions advance a more efficient and environmentally responsible County fleet over time.

## **FISCAL IMPACT**

Over time, today's recommendations would result in cost avoidance and savings through avoided vehicle replacement costs and reduced lifecycle maintenance expenses.

Current estimates suggest approximately 104 retained vehicles may lack sufficient operational justification. Over the 5-year useful life of a vehicle, this represents \$5 million to \$5.3 million in potential savings through avoided vehicle replacement costs and reduced lifecycle maintenance expenses. The estimated cost for General Services to install GPS is approximately \$602 per vehicle, and the ongoing annual subscription cost is \$242 per vehicle. The majority of vehicles already have GPS installed and costs are worked into the current departmental ISF rates. Any additional costs for the balance of vehicles needing GPS installed would be minimal and anticipated to be absorbed within existing ISF budgets. For context, over 5 years, the estimated cost to install GPS in remaining vehicles is approximately \$82,000 as compared to the anticipated cost avoidance of \$5 million to \$5.3 million through anticipated reductions to fleet.

Any cost avoidance or savings resulting from implementation of the revised Board Policy H-1 will be incorporated into future Operational Plans. There will be no change in net General Fund cost and no additional staff years.

## **BUSINESS IMPACT STATEMENT**

N/A

### **22. SUBJECT: ENHANCED PROTECTIONS FOR OUTDOOR CEMETERY WORKERS (DISTRICTS: ALL)**

#### **OVERVIEW**

San Diego families turn to the cemetery industry in their most difficult moments. They trust the deceased will be treated with professionalism and their burial rites and traditions will be properly observed. Burial mistakes, negligence or malfeasance profoundly offend the bereaved and often wind up in court. Too often this is a consequence of the private cemetery industry putting families' peace of mind at risk through low-road employment practices for the outdoor cemetery workers who inter bodies, install headstones, and maintain the grounds.

The labor practices of private cemeteries in California have come under increasing scrutiny for allegations of negligence and abuse. Rose Hills Cemetery, a 1,400 acre property in Whittier, faces a \$15 million class action lawsuit alleging wage theft and denial of legally-required meal and rest breaks. The Catholic Archdiocese of Los Angeles recently settled a \$2.5 million case involving similar accusations, including unpaid overtime. Poor wages and working conditions

show up in the recruitment challenges facing the private cemetery industry. A 2024 survey by the National Funeral Directors Association found that recruiting qualified personnel was the industry's top challenge, while profitability placed fourth.

By cutting corners with their outdoor workers, private cemeteries increase the likelihood of incidents that undermine dignity in death. Greenwood Memorial Park and Mortuary in San Diego disclosed in 2023 that it misplaced the remains of Sidney Cooper, a black businessman who popularized Juneteenth in San Diego. The Forest Lawn Cemetery in the Hollywood Hills was sued last year when the family learned their mother's headstone had been placed over the wrong burial plot. In egregious cases, cemetery management takes advantage of groundskeepers' economic precarity and limited training to make unethical or illegal demands. Eden Memorial Park Cemetery, a Jewish cemetery in Los Angeles, settled an \$80.5 million class action for mass disturbances of graves. According to the lawsuit, groundskeepers were instructed to "secretly break concrete vaults with a backhoe and remove, dump and/or discard the human remains, including human skulls, to make room for new interments."

Burial incidents like these take years to be discovered, if discovered at all, and only through the courage of whistleblowers. In the Forest Lawn Cemetery case, the family learned of the mistake when a cemetery worker pulled the family aside. Families have no other way to verify that their loved ones have been buried properly. Yet economic precarity and a lack of workplace protections act as a powerful disincentive to whistleblowing for outdoor cemetery workers.

Today's item takes a step toward safeguarding dignity in death by raising labor standards and enhancing whistleblower protections for outdoor workers in private cemeteries that are actively accepting new burials, interments, or memorializations. By raising the wage and benefits floor and tightening oversight, the County can encourage private cemetery operators to invest in training and retaining a quality workforce. And by strengthening whistleblower protections, the County can encourage incidents to come to light so families can seek the redress their loved ones deserve.

**RECOMMENDATION(S)**

**CHAIR TERRA LAWSON-REMER AND CHAIR PRO TEM PALOMA AGUIRRE**

1. Direct the Chief Administrative Officer to return to the Board within 90 days with a draft ENHANCED PROTECTIONS FOR OUTDOOR CEMETERY WORKERS ordinance as outlined in this Board Letter and modeled on the attached Draft Ordinance. The final ordinance shall only apply to private cemeteries in the unincorporated areas that conduct ten or more burials, interments, or memorializations per year and include the following:
  - a. A \$2530.55 per hour minimum wage ~~and fringe benefits at the prevailing health- and welfare fringe rate under the Federal Service Contract Act~~ for direct and subcontracted outdoor cemetery workers, with an exemption for workers covered by valid collective bargaining agreements with terms dictating wages and benefits.
  - b. Enforcement mechanisms, including recordkeeping requirements and penalties
  - c. Whistleblower protections for reporting violations of labor law or any other laws and regulations governing private cemeteries.
  - d. Notice and posting requirements.

Today's item requests that the Board receive an update from the Ad Hoc Subcommittee with a focus on the foundational work that is underway to support a cohesive, equity-focused transformation of the County's safety net service system, and to provide the full Board with the information provided to the Ad Hoc Subcommittee on February 11, 2026.

**RECOMMENDATION(S)**

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

Receive update and presentation from the Social Safety Net and Behavioral Health Transformation Ad Hoc Subcommittee.

**EQUITY IMPACT STATEMENT**

Starting on April 1, 2026, counties will evaluate CalFresh applications and renewals under new rules that remove eligibility for certain groups of lawfully present noncitizens, including asylees and refugees. Current estimates show that this change could lead to a loss of CalFresh benefits for approximately 13,000 current San Diego County CalFresh customers over the next year. In addition, starting on June 1, 2026, new or renewing CalFresh "Able-Bodied Adults Without Dependents (ABAWD)" will have to meet work requirements to get or maintain eligibility for benefits. Based on December 2025 enrollment data, it is estimated that approximately 93,500 individuals will be subject to the ABAWD work requirement during the first year of implementation. Today's item supports the County of San Diego's (County) ongoing commitment to equitable access to essential safety-net services. By evaluating potential impacts of federal eligibility changes and strengthening coordination across departments, the County is working to ensure that all residents can continue to access timely and reliable services.

**SUSTAINABILITY IMPACT STATEMENT**

Today's item supports the County of San Diego's long-term sustainability goals, specifically by promoting just and equitable access to essential supports and safeguarding community well-being. Coordination across departments and analyses underway under the leadership of the Ad Hoc Subcommittee on Social Safety Net and Behavioral Health Systems Transformation collectively ensure the County is more prepared to respond to the emerging needs of the community in response to changes in social safety net eligibility requirements.

**FISCAL IMPACT**

There is no fiscal impact associated with this recommendation to receive an update and presentation. 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 from the Ad Hoc Subcommittee on Social Safety Net and Behavioral Health Systems Transformation which would return to the Board for consideration and approval.

**BUSINESS IMPACT STATEMENT**

N/A

27. **SUBJECT: RETURN BACK ON OPTIONS FOR ESTABLISHING A SAFETY NET BRIDGE PROGRAM TO ADDRESS ANTICIPATED GAPS IN SERVICES FOR RESIDENTS DISENROLLED FROM BENEFIT PROGRAMS AND AUTHORIZE IMPLEMENTATION PLANNING FOR A SAFETY NET BRIDGE PROGRAM PILOT (DISTRICTS: ALL)**

**OVERVIEW**

On November 4, 2025 (12), the San Diego County Board of Supervisors (Board) directed the Chief Administrative Officer to explore opportunities to establish a Safety Net Bridge program. This program would provide no-cost primary care medical services co-located with social services, same-day access to prescription medication free-of-charge, and same-day access to fresh food to address anticipated gaps in services due to barriers created by shifts in federal policy.

In partnership with the Board office that initiated this action, County of San Diego (County) staff assessed the anticipated impacts of new eligibility requirements, analyzed existing County and community resources, gathered extensive community input, and developed six potential options to support residents disenrolled from benefit programs. This work builds on a broader County strategy focused on proactive customer service, advocacy, technology solutions, workforce readiness, and strong community partnerships. The results of the assessment are included in the Safety Net Bridge Feasibility Analysis Report (Attachment A).

Today’s action requests the Board receive the Safety Net Bridge Feasibility Analysis Report. In addition, today’s action authorizes staff to develop and refine a proposed pilot in one or more of the identified high-need areas as outlined in the Implementation Plan in the Safety Net Bridge Feasibility Analysis Report and return to the Board within 180 days with the pilot proposal for approvals and authorizations needed to implement. These actions align with a larger, coordinated County strategy to strengthen the safety net and assist eligible persons to access health care and resources amidst State and federal policy changes. Subsequent Board action would be needed to implement any of the Safety Net Bridge options proposed.

**RECOMMENDATION(S)**

**CHIEF ADMINISTRATIVE OFFICER**

1. Receive the Safety Net Bridge Feasibility Analysis Report.
2. Authorize the Chief Administrative Officer to ~~move forward with the~~ develop an Implementation Plan ~~included in~~ based on the Safety Net Bridge Feasibility Analysis Report to develop a pilot in one or more ZIP Codes identified as high-need areas where Medi-Cal disenrollment is most likely, and return to the Board within 180 days for any authorization and appropriations needed for pilot implementation.

**EQUITY IMPACT STATEMENT**

Residents who are most at risk of losing Medi-Cal coverage are disproportionately low-income households, immigrants, and people of color. This action advances equity by prioritizing services for residents who have lost benefits or lack the ability to pay for care, communities most impacted by food insecurity, and populations historically underserved by the health system. The Safety Net Bridge Feasibility Analysis describes options to expand access to critical health care resources and strengthen social service supports for residents, which are anticipated to be directly impacted by changes in federal and State policy.

4. Direct the Chief Administrative Officer, or designee, to authorize formal discussions with local hospitals and Managed Care Plans to establish data-sharing agreements that aim to improve coordination of care across medical, non-specialty, and specialty behavioral health to support access to the least intensive level of care that meets clinical need and timely step-down, follow up, and ongoing engagement for youth beneficiaries and their families.

#### **EQUITY IMPACT STATEMENT**

The County of San Diego (County) Behavioral Health Services (BHS) is the delivery system for mental health and substance use care for Medi-Cal eligible residents, aiming to ensure services are accessible, culturally responsive, aligned with the needs of diverse populations, and equitably distributed to reach those most in need. It is estimated that 373,500 San Diegans aged 0-25 were enrolled in Medi-Cal as of September 2025. Expanding capacity and access to client-centered, evidence-based care is a critical step in addressing the behavioral health crisis among our youth.

Recent data highlights the urgency of expanding capacity and access to client-centered, evidence-based care. According to the California Department of Health Care Access and Information, the rate of emergency department encounters for nonfatal self-harm or suicide attempt among individuals aged 10-24 in San Diego County increased by 12% between 2019 and 2023. This trend reflects growing behavioral health needs among youth and young adults.

National data highlight gaps that require proactive measures to ensure equity across demographic groups. The CDC's Youth Risk Behavior Survey (YRBS) found that in 2023, 20% of high school students seriously considered attempting suicide. In addition, 9% of high school students attempted suicide with differences by race/ethnicity: American Indian or Alaska Native students reported the highest levels of suicidal ideation (25%), while Native Hawaiian or Pacific Islander students reported the highest prevalence of suicide attempts (15%). Additionally, LGBTQ+ high school students reported markedly higher rates of both suicidal ideation (41%) and suicide attempts (20%) compared with cisgender and heterosexual students (13% and 6%, respectively). These findings align with broader YRBS indicators showing higher levels of persistent feelings of sadness or hopelessness and poor mental health among female students and LGBTQ+ youth.

Together, these data underscore the importance of equity-driven strategies that prioritize populations at highest risk. Expanding school-based prevention and skill-building programs, improving culturally responsive crisis response coordination, and strengthening transitions to community-based care are critical steps toward reducing disparities and improving behavioral health outcomes for all San Diego County youth.

#### **SUSTAINABILITY IMPACT STATEMENT**

Today's item supports the County of San Diego (County) Sustainability Goal #2 to provide just and equitable access to County services. Expanding capacity and access to client-centered, evidence-based behavioral health services for children, youth, and young adults promotes an integrated system of care that prioritizes cultural responsiveness and ensures equitable access to care. This item also supports Sustainability Goal #4 to protect the health and well-being of everyone in the region by shifting focus toward prevention and early intervention, reducing the burden on emergency services.

**FISCAL IMPACT**

Funds for this request are included in the Fiscal Years 2025-27 Operational Plan in the Health and Human Services Agency. If approved, this request will result in no additional costs and revenue in Fiscal Year 2025-26 and approximately \$10,214,868 in costs and revenue in Fiscal Year 2026-27. The funding source is Short-Doyle Medi-Cal and Realignment. There will be no change in net General Fund cost and no additional staff years.

**BUSINESS IMPACT STATEMENT**

N/A

- 29. SUBJECT: RENAMING CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY AT THE COUNTY OF SAN DIEGO, ADOPTION OF A RESOLUTION CALLING ON THE STATE OF CALIFORNIA AND THE UNITED STATES FEDERAL GOVERNMENT TO RENAME CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY, AND A-72 WAIVER (DISTRICTS: ALL)**

**OVERVIEW**

In the mid twentieth century, agricultural laborers organized in the face of entrenched exploitation to demand fair wages, safe working conditions, and the basic dignity owed to every worker. Their efforts transformed labor standards and challenged systems that had long denied visibility and power to the workers who sustained the agricultural economy. This movement reshaped expectations of fairness and helped establish that labor rights are inseparable from human rights.

Across California and neighboring regions, farmworkers built a movement grounded in courage, sacrifice, and collective action. They organized strikes, led boycotts, and built alliances despite facing retaliation and systemic discrimination. Their persistence forced a national reckoning and secured protections that continue to shape labor standards today. The legacy of this movement endures as a model for how collective action can drive lasting change.

History must remember that this movement was never the work of a single individual. It was built by a diverse coalition of Mexican, Filipino, and other immigrant communities united in common cause. Women were not only essential as organizers and strategists but were often the backbone of the movement including leading campaigns, shaping strategy, and sustaining the work in the face of both external opposition and internal inequities that too often minimized their contributions. Additionally, Filipino farmworkers played a central role in the early organizing that sparked broader action. These contributions have too often gone unrecognized. An honest account of this history requires recognizing that collective struggle, not the efforts of a single individual, lead to sustained progress.

At a time when women and girls across the country continue to come forward with experiences of sexual violence and abuse, exclusion, and stripping of rights, it is critical that public institutions move beyond symbolic acknowledgment and take meaningful steps to elevate women's experiences and leadership. The farm worker movement is a powerful example of how women, particularly women of color, have driven transformative change while too often being denied full recognition. This moment calls for a deliberate correction of that imbalance.

Among the leaders who embodied this collective spirit is Dolores Huerta, whose leadership was foundational to the success and direction of the farm worker movement and whose contributions exemplify the role women played in building and sustaining this historic struggle. As a co-founder of the United Farm Workers, she helped lead organizing efforts, negotiations, and national campaigns that improved wages and working conditions for thousands of people. She played a key role in the national grape boycott and helped build alliances that brought the struggle of farmworkers into the national consciousness. Her advocacy extended to advancing gender equity and expanding civic participation among historically marginalized communities. She endured personal sacrifice, including arrest and serious injury, yet remained steadfast in her commitment to nonviolence and justice. Her leadership demonstrates how women were not secondary figures in this movement. They were central drivers of its success. Recognizing this truth is essential to ensuring that public honors reflect not only the outcomes of the movement, but the full diversity of those who made those outcomes possible.

Recent allegations regarding César Chávez demand a direct and principled response, particularly in a moment when communities are calling for greater accountability around gender-based harm and the misuse of power. Silence or avoidance is not acceptable in a moment when communities across the nation are confronting the realities of sexual violence gender-based harm, and long-standing patterns of minimizing or dismissing the experiences of women. Public honors reflect our collective values and when credible concerns related to harm arise, it is necessary to reevaluate which individuals we elevate and why. Truthful representation of history requires that recognition align with our commitment to justice and the dignity of those impacted by harm.

The work of building a more just society is ongoing, and it requires actively centering the leadership, dignity, and safety of women not only in policy, but in the symbols and narratives we elevate as a society. This is especially true for women of color who continue to face systemic inequities and disproportionate harm. Advancing justice involves making deliberate choices about who we honor and uplift. Representation in public commemorations shapes cultural values and signals whose contributions are worthy of recognition.

This item directs the Chief Administrative Officer to take decisive action to rename César Chávez Day to Farmworkers Day through changes to the County Administrative Code and Compensation Ordinance. This item also calls on the State of California and the United States federal government to rename César Chávez Day to Farmworkers Day. This change is necessary to more accurately reflect the collective spirit of the farm worker movement, to elevate the leadership of women workers who were foundational to its success, and to ensure that public honors are aligned with our shared commitment to equity, accountability, and justice.

This item is being submitted as a late agenda item due to the need for a prompt response to recent public allegations involving César Chávez, which emerged after the standard board letter docket deadline.

**RECOMMENDATION(S)**

**CHAIR PRO TEM PALOMA AGUIRRE**

1. Waive Board Policy A-72 Agenda and Related Process, Section 2.C.2.ii, which establishes required timelines for review when preparing a Board Letter.
2. Direct the Chief Administrative Officer (CAO) to return to the Board on April 21, 2026 with an ordinance amending the County Administrative Code and the Compensation Ordinance to rename César Chávez Day as Farmworkers Day.
3. Adopt a Resolution entitled: “CALLING ON THE STATE OF CALIFORNIA AND THE UNITED STATES FEDERAL GOVERNMENT TO RENAME CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY”
4. Direct the CAO to send a letter to appropriate State and federal officials calling for the renaming of César Chávez Day as Farmworkers Day.

**EQUITY IMPACT STATEMENT**

This action advances equity by recognizing the full and inclusive history of the farm worker movement and aligning public honors with values of accountability and representation. Renaming the holiday as Farmworkers would shift recognition from a single individual to the collective struggle led by a diverse coalition of workers and organizers. By affirming a more accurate and inclusive representation of the farm workers movement, this action promotes cultural equity and ensures that public recognition reflects the diversity of those who have driven social progress. By shifting away from a single-individual framework, this action helps correct gender imbalances in public recognition and affirms the County’s commitment to ensuring that women’s leadership is visible, valued, and centered in how history is honored.

**SUSTAINABILITY IMPACT STATEMENT**

This action supports the County of San Diego’s commitment to equity and community wellbeing. By recognizing the collective contributions of diverse farm worker communities and elevating women’s leadership within the movement, this item aligns with County goals to support marginalized populations and strengthen community trust.

**FISCAL IMPACT**

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

**BUSINESS IMPACT STATEMENT**

N/A

**30. SUBJECT: CLOSED SESSION (DISTRICTS: ALL)**

**OVERVIEW**

- A. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION**  
**(Paragraph (1) of subdivision (d) of Section 54956.9)**  
**James R. Clements v. County of San Diego; Workers’ Compensation Appeals Board, San Diego District Case No.: ADJ14789738**
- B. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION**  
**(Paragraph (1) of subdivision (d) of Section 54956.9)**  
**Stavinoha v. County of San Diego;**  
**San Diego Superior Court Case No.: 37-2024-00900818-CU-EI-NC**
- C. CONFERENCE WITH LEGAL COUNSEL – INTITATION OF LITIGATION**  
**Initiation of litigation pursuant to paragraph 4 of subdivision (d) of Government Code section 54956.9: (Number of Cases – 1)**
- D. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION**  
**(Paragraph (1) of subdivision (d) of Section 54956.9)**  
**Beizae, et al. v. County of San Diego, et al.;**  
**San Diego Superior Court Case No.: 37-2024-00006611-CU-PO-CTL**
- E. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION**  
**(Paragraph (1) of subdivision (d) of Section 54956.9)**  
**Litigation re: Childhood Sexual Assault Claims;**  
**San Diego Superior Court Case No.: 37-2022-00047960-CU-PO-NC**
- F. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION**  
**(Paragraph (1) of subdivision (d) of Section 54956.9)**  
**T.C. v. County of San Diego;**  
**San Diego Superior Court Case No.: 37-2022-00044721-CU-PO-CTL**
- G. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION**  
**(Paragraph (1) of subdivision (d) of Section 54956.9)**  
**County of San Diego v. AmeriSourceBergen Drug Corp., et al.; United States District Court for the Northern District of Ohio Case No. MDL2804**

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# COUNTY OF SAN DIEGO

## AGENDA ITEM

### BOARD OF SUPERVISORS

PALOMA AGUIRRE  
First District

JOEL ANDERSON  
Second District

TERRA LAWSON-REMER  
Third District

MONICA MONTGOMERY STEPPE  
Fourth District

JIM DESMOND  
Fifth District

**DATE:** March 24, 2026

**02**

**TO:** Board of Supervisors

### **SUBJECT**

**SHERIFF – NEW USER AGREEMENTS FOR THE CALIFORNIA IDENTIFICATION SYSTEM/REMOTE ACCESS NETWORK (DISTRICTS: ALL)**

### **OVERVIEW**

The California Identification System/Remote Access Network (Cal-ID/RAN) is a statewide system, maintained by the California Department of Justice, that provides local law enforcement agencies with direct access to local, state, and federal automated fingerprint, palm print, photo systems and databases. This statewide system allows for the rapid identification of persons booked into detention facilities and latent prints lifted from crime scenes. The Sheriff's Office serves as San Diego County's Cal-ID/RAN administrator, and membership includes all 18 cities in the region.

Cal-ID/RAN is funded in part by user fees collected from the cities. User agreements between the County and the cities outline agency contributions towards the shared costs of the program which is estimated to be \$9 million for Fiscal Year 2026-27. On February 26, 2019 (3), the County of San Diego Board of Supervisors (Board) authorized the current user agreements, for a five-year period beginning July 1, 2019, through June 30, 2024. On May 21, 2024 (1), the Board authorized extending the agreements for two additional years. The agreements are set to expire on June 30, 2026. It is necessary to establish a new set of five-year agreements with regional Cal-ID/RAN participating cities to ensure continued fingerprint, palm print, and photo inquiry services can be provided.

Today's actions request the County of San Diego Board of Supervisors to approve and authorize new Cal-ID/RAN user agreements for a period of five years, beginning July 1, 2026, through June 30, 2031. This request includes a fee adjustment to ensure revenue from participating cities within the San Diego region to offset Cal-ID/RAN operational costs. Additionally, a waiver of Board Policy B-29 is requested, as the Cal-ID/RAN program is not full cost-recovery.

### **RECOMMENDATIONS**

#### **SHERIFF**

1. Approve and authorize the Clerk of the Board to accept and execute, upon receipt, California Identification System/Remote Access Network (Cal-ID/RAN) user agreements with the cities of Carlsbad, Chula Vista, Coronado, Del Mar, El Cajon, Encinitas,

**SUBJECT: SHERIFF – NEW USER AGREEMENTS FOR THE CALIFORNIA IDENTIFICATION SYSTEM/REMOTE ACCESS NETWORK (DISTRICTS: ALL)**

Escondido, Imperial Beach, La Mesa, Lemon Grove, National City, Oceanside, Poway, San Diego, San Marcos, Santee, Solana Beach, and Vista for a period of five years from July 1, 2026, through June 30, 2031, and authorize the Sheriff, or designee, to execute amendments as needed.

2. Approve and authorize the Sheriff’s Office to reassess and adjust user fees to offset Cal-ID/RAN operational expenses. Estimated amounts of revenue based on user fees for Fiscal Year 2026-27 are Carlsbad (\$30,600), Chula Vista (\$68,700), Coronado (\$5,700), Del Mar (\$1,000), El Cajon (\$29,300), Encinitas (\$14,300), Escondido (\$42,100), Imperial Beach (\$6,000), La Mesa (\$16,400), Lemon Grove (\$7,600), National City (\$19,200), Oceanside (\$50,900), Poway (\$9,400), San Diego (\$407,700), San Marcos (\$19,900), Santee (\$12,100), Solana Beach (\$3,100), and Vista (\$23,400).
3. Waive Board Policy B-29, Fees, Grants, and Revenue Contracts – Department Responsibility for Cost Recovery.

**EQUITY IMPACT STATEMENT**

Offender identification is crucial in the criminal justice process to deliver offender accountability and bring justice and healing to victims. The California Identification System/Remote Access Network program provides local law enforcement agencies with direct and quick access to local, state, and federal automated fingerprint, palm print, photo systems and databases. Since this statewide system allows for the rapid identification of persons booked into detention facilities and latent prints lifted from crime scenes, law enforcement agencies can more efficiently identify individuals involved in crimes and exonerate the innocent. This creates a more equitable process when using fingerprints to identify individuals involved in crime cases.

**SUSTAINABILITY IMPACT STATEMENT**

Today’s action to authorize user agreements supports the County of San Diego’s Sustainability goal of providing just and equitable access for victims of crimes and those that may have wrongfully been accused in a crime. The California Identification System/Remote Access Network program ensures that there is expedient and accurate identification, which is a critical component of serving justice and holding the responsible parties accountable for their actions. Additionally, today’s actions will support the County’s Sustainability goal of maintaining fiscal stability and ensure long-term solvency by adjusting fees to ensure full cost recovery.

**FISCAL IMPACT**

There is no fiscal impact associated with this request in the current year. If approved, this request will result in estimated costs and revenue of \$767,400 in Fiscal Year 2026-27 from Carlsbad (\$30,600), Chula Vista (\$68,700), Coronado (\$5,700), Del Mar (\$1,000), El Cajon (\$29,300), Encinitas (\$14,300), Escondido (\$42,100), Imperial Beach (\$6,000), La Mesa (\$16,400), Lemon Grove (\$7,600), National City (\$19,200), Oceanside (\$50,900), Poway (\$9,400), San Diego (\$407,700), San Marcos (\$19,900), Santee (\$12,100), Solana Beach (\$3,100), and Vista (\$23,400). Remaining Fiscal Year 2026-27 Cal-ID/RAN program costs, estimated at \$9,616,500, will be included in the Fiscal Years 2026-28 CAO Recommended Operational Plan for the Sheriff’s Office. The funding sources will be the Sheriff Fingerprint ID Trust Fund (\$8,041,100) and

**SUBJECT: SHERIFF – NEW USER AGREEMENTS FOR THE CALIFORNIA IDENTIFICATION SYSTEM/REMOTE ACCESS NETWORK (DISTRICTS: ALL)**

General Purpose Revenue (\$808,000). A waiver of Board Policy B-29 is requested, as the Cal-ID/RAN program is not full cost-recovery. Anticipated costs and revenue for the contract years through June 30, 2031, will be included in future Operational Plans for the Sheriff's Office. The funding sources will be Cal-ID/RAN user fees collected from participating cities, Sheriff Fingerprint ID Trust Fund and General Purpose Revenue. There will be no change in net General Fund costs and no additional staff years.

**BUSINESS IMPACT STATEMENT**

N/A

**ADVISORY BOARD STATEMENT**

The San Diego California Identification System/Remote Access Network (Cal-ID/RAN) Board is a regional policy and advisory board responsible for making recommendations to the Board of Supervisors regarding the use of Cal-ID/RAN funds as well as the management of Cal-ID/RAN equipment and technology. The San Diego Cal-ID/RAN Board is comprised of seven members including a member of the Board of Supervisors, the Sheriff, the District Attorney, two police chiefs, a mayor, and a member-at-large. On December 1, 2025, the Cal-ID/RAN Board approved a new five-year user agreement for the period beginning July 1, 2026, through June 30, 2031, which includes approval of an increase of user fees for Fiscal Year 2026-27 and subsequent years of the agreement to allow for partial cost recovery. The Cal-ID/RAN Board approval also included an adjustment to how the user fees are calculated and recommended that calculations include the city's population and total crime as reported in the San Diego Association of Governments (SANDAG) annual report. In previous years, the calculations included the city's population and the number of Federal Bureau of Investigation (FBI) Index Crimes as reported in SANDAG's annual report.

**BACKGROUND**

The California Identification System (Cal-ID) is an automated system maintained by the Department of Justice for retaining fingerprint files and identifying latent fingerprints. The Remote Access Network (RAN) is the uniform statewide network of equipment and procedures that allow local law enforcement agencies direct access to the Cal-ID system. Through Cal-ID/RAN, local law enforcement agencies are provided with direct access to local, state, and federal automated fingerprint, palm print, photo systems and databases. This statewide system allows for the rapid identification of persons booked into detention facilities and latent prints lifted from crime scenes. The Sheriff's Office serves as San Diego County's Cal-ID/RAN administrator.

On December 17, 1985 (34), the Board of Supervisors (Board) adopted a Resolution establishing the San Diego Cal-ID/RAN Board and directed the Sheriff to develop user agreements with the participating cities. Since then, Cal-ID has been funded through a combination of user fees collected from the 18 cities and unincorporated areas of the County of San Diego, along with revenue from the Sheriff Fingerprint ID Trust Fund.

Since 1995, Cal-ID has collected \$1,432,000 in user fees annually. Of this amount, the Sheriff's Office contributes the first \$716,000, which is funded by General Purpose Revenue. The remaining \$716,000 is collected by user fees from 18 cities within the region and \$76,600 from the

**SUBJECT: SHERIFF – NEW USER AGREEMENTS FOR THE CALIFORNIA IDENTIFICATION SYSTEM/REMOTE ACCESS NETWORK (DISTRICTS: ALL)**

unincorporated County areas, based on population and FBI crime statistics published in the SANDAG annual crime report.

Since user fees have not been reassessed in over 30 years, Cal-ID is requesting an increase to ensure partial cost recovery for user fee offset expenses. These expenses currently include salaries and benefits for nine fingerprint examiners and two senior fingerprint examiners in the TenPrint Unit.

An estimated \$859,400 will need to be collected from the cities and unincorporated County areas in Fiscal Year 2026-27. Of this amount, cities will contribute approximately \$767,400, and the County will contribute \$92,000 for the unincorporated areas. The total County contribution for Fiscal Year 2026–27 is projected to be \$808,000 (\$716,000 plus \$92,000 for Cal-ID services in the unincorporated areas).

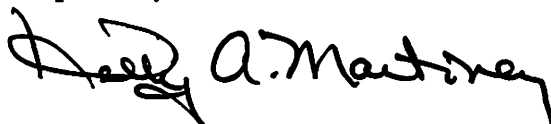
The remaining Cal-ID program costs are funded by the Sheriff Fingerprint ID Trust Fund which is supported by a \$2 fee collected for every vehicle registered in the County, as authorized through Vehicle Code Section 9250.19. On October 5, 2021 (6), the County of San Diego Board of Supervisors authorized to increase the fee to \$2 for a period of five years by adopting Resolution No. 21-156. Funds deposited in the Sheriff Fingerprint ID Trust Fund are collected countywide and used exclusively for regional law enforcement forensic and fingerprint identification systems.

Today’s item requests authorization to establish new five-year user agreements for the Cal-ID/RAN program effective July 1, 2026, through June 30, 2031. These agreements will ensure continued revenue from participating cities within the San Diego region to offset Cal-ID/RAN operational costs. This request includes a fee adjustment to ensure continued revenue from participating cities within the San Diego region to offset Cal-ID/RAN operational costs. Today’s item also requests a waiver of Board Policy B-29, as the Cal-ID/RAN program is not full cost-recovery.

**LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN**

Today’s proposed actions support the Community, Sustainability, and Equity Strategic Initiatives of the County of San Diego’s 2026-2031 Strategic Plan by aiding in the identification and subsequent apprehension of criminals and providing justice and healing for victims and their families, resulting in a safer community. The actions also ensure that the County’s available resources are aligned with services that help maintain long-term fiscal solvency.

Respectfully submitted,



KELLY A. MARTINEZ  
Sheriff

**ATTACHMENT(S)**

N/A



# COUNTY OF SAN DIEGO

## AGENDA ITEM

### BOARD OF SUPERVISORS

PALOMA AGUIRRE  
First District

JOEL ANDERSON  
Second District

TERRA LAWSON-REMER  
Third District

MONICA MONTGOMERY STEPPE  
Fourth District

JIM DESMOND  
Fifth District

**DATE:** March 24, 2026

**02**

**TO:** Board of Supervisors

### **SUBJECT**

**SHERIFF – NEW USER AGREEMENTS FOR THE CALIFORNIA IDENTIFICATION SYSTEM/REMOTE ACCESS NETWORK (DISTRICTS: ALL)**

### **OVERVIEW**

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### **RECOMMENDATIONS**

#### **SHERIFF**

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**EQUITY IMPACT STATEMENT**

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**SUSTAINABILITY IMPACT STATEMENT**

Today's action to authorize user agreements supports the County of San Diego's Sustainability goal of providing just and equitable access for victims of crimes and those that may have wrongfully been accused in a crime. The California Identification System/Remote Access Network program ensures that there is expedient and accurate identification, which is a critical component of serving justice and holding the responsible parties accountable for their actions. Additionally, today's actions will support the County's Sustainability goal of maintaining fiscal stability and ensure long-term solvency by adjusting fees to ensure full cost recovery.

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**SUBJECT: SHERIFF – NEW USER AGREEMENTS FOR THE CALIFORNIA IDENTIFICATION SYSTEM/REMOTE ACCESS NETWORK (DISTRICTS: ALL)**

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**BUSINESS IMPACT STATEMENT**

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**ADVISORY BOARD STATEMENT**

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**SUBJECT: SHERIFF – NEW USER AGREEMENTS FOR THE CALIFORNIA IDENTIFICATION SYSTEM/REMOTE ACCESS NETWORK (DISTRICTS: ALL)**

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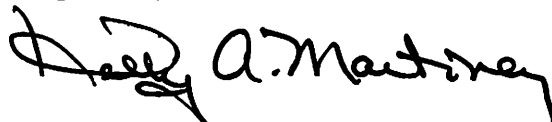
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**LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN**

Today’s proposed actions support the Community, Sustainability, and Equity Strategic Initiatives of the County of San Diego’s 2026-2031 Strategic Plan by aiding in the identification and subsequent apprehension of criminals and providing justice and healing for victims and their families, resulting in a safer community. The actions also ensure that the County’s available resources are aligned with services that help maintain long-term fiscal solvency.

Respectfully submitted,



KELLY A. MARTINEZ  
Sheriff

**ATTACHMENT(S)**

N/A



# **JOEL ANDERSON**

**SUPERVISOR, SECOND DISTRICT  
SAN DIEGO COUNTY BOARD OF SUPERVISORS**

## **AGENDA ITEM**

**DATE: March 24, 2026**

**20**

**TO: Board of Supervisors**

### **SUBJECT**

**ESTABLISHING A FRAMEWORK FOR BOARD OF SUPERVISORS AD HOC  
SUBCOMMITTEES THAT DEMONSTRATES TRANSPARENCY AND  
ACCOUNTABILITY (DISTRICTS: ALL)**

### **OVERVIEW**

Board of Supervisors Policy A-74, Participation in County Boards, Commissions, and Committees provides significant guidance and rules governing the activities of standing and special boards, commissions, committees and task forces formed to advise the Board of Supervisors and County staff on issues of policy and to serve as links to the community. However, Policy A-74 does not provide this same level of guidance or rules to govern the actions and meeting procedures of ad hoc subcommittees created by the Board and entirely comprised of members of the Board of Supervisors.

In order for our constituents to stay apprised of and participate in these meetings, particularly when important policy and financial matters are discussed and acted upon, Board Policy A-74 should be amended to include rules and guidance for the operations of ad hoc subcommittees created by the Board. County residents could benefit by having full access to ad hoc subcommittee meeting information, by having the opportunity to attend and submit information during or after subcommittee meetings and to review records of the items considered and acted upon during those meetings.

Among the actions to be required by ad hoc subcommittees should be the timely postings of meeting agendas prior to meetings, Countywide notification to citizens of scheduled meetings and the on-line posting of meeting materials and records. Such actions would mirror efforts taken by the County to ensure the public is aware of, and can attend, regular Board of Supervisors meetings and in the numerous meetings of boards, commissions, committees, councils, panels, teams and task forces created to advise the Board and County staff.

To maintain the County's high standards of transparency, I recommend that the Board direct the Chief Administrative Officer to establish a County web page for ad hoc subcommittee activities and that the Clerk of the Board coordinate with County Counsel to amend Board Policy A-74, or

**SUBJECT: ESTABLISHING A FRAMEWORK FOR BOARD OF SUPERVISORS AD HOC SUBCOMMITTEES THAT DEMONSTRATES TRANSPARENCY AND ACCOUNTABILITY (DISTRICTS: ALL)**

draft a new Board policy if necessary, to clearly identify the actions that Board of Supervisors ad hoc subcommittees must comply with to ensure the proper level of transparency. The amendments should specify how these meetings are conducted and how the public can attend and monitor meeting activities and access materials both in real time and following the meetings.

**RECOMMENDATION(S)  
SUPERVISOR JOEL ANDERSON**

- 1) Direct the Clerk of the Board of Supervisors to coordinate with County Counsel and return to the Board in 30 days with amendments to Board Policy A-74, "Participation in County Boards, Commissions, and Committees," or draft a new Board policy if necessary, to require, but not be limited to, the following actions by Board ad hoc subcommittees:
  - a. create and publicly post agendas for all subcommittee meetings at least 72 hours prior to a meeting;
  - b. conduct all subcommittee meetings in an accessible public location, ensuring they are open to the public;
  - c. require all subcommittee meetings, including presentations to the subcommittees, to be streamed live, recorded, and posted so the public can view them in real time and following meetings.
  - d. record and make available to the public the minutes for all subcommittee meetings;
  - e. maintain and make available to the public copies of all presentations, handouts, and other supporting documents submitted, distributed, or used during all subcommittee meetings;
  - f. record, maintain, and make available to the public any public communications submitted during all subcommittee meetings;
  - g. maintain and make available to the public all memos to or from the subcommittee;
  - h. make available to the public the member rosters, purpose, and expected duration of each subcommittee;
  - i. make available to the public subcommittee consultant information (name, contact information, cost, contract term, information generated by consultant);
  - j. include the participation of at least one County staff member, designated by the Chief Administrative Officer, in each agendaized subcommittee meeting.
  
- 2) Direct the Chief Administrative Officer to establish and maintain a County webpage listing current Board ad hoc subcommittees, and post all of the information and documentation identified in Recommendation #1 on that webpage.

**EQUITY IMPACT STATEMENT**

Regular Board of Supervisors meetings are conducted in a manner that guarantees the public can participate by viewing and submitting communications regarding the Board's publicly noticed meetings. Board Policy A-74 also requires the County's advisory standing and special boards, commissions, committees, and task forces to abide by procedures and rules that ensure the opportunity for public participation. These practices allow all County residents, regardless of

**SUBJECT: ESTABLISHING A FRAMEWORK FOR BOARD OF SUPERVISORS AD HOC SUBCOMMITTEES THAT DEMONSTRATES TRANSPARENCY AND ACCOUNTABILITY (DISTRICTS: ALL)**

their ethnicity, economic situation, age, physical condition, religious beliefs, or other backgrounds or characteristics to express their views and witness deliberations and decisions made by entities operating under County purview. By amending Board Policy A-74 to establish requirements for Board ad hoc subcommittees, the County can ensure that these subcommittees also act in an open and transparent manner.

**SUSTAINABILITY IMPACT STATEMENT**

Amending Board Policy A-74 to establish consistent and transparent procedures and rules for Board ad hoc subcommittees will help to ensure that subcommittee decisions and recommendations will better reflect Countywide priorities, enhancing the County’s fiscal and operational sustainability. This action will assist in the County’s efforts to continue to provide equitable access to essential programs and services for our region’s underserved populations.

**FISCAL IMPACT**

There is no fiscal impact associated with today’s actions. There may be future fiscal impacts associated with future related recommendations, which staff would return to the Board for consideration and approval. If approved, the recommended action will result in no change in General Fund cost and no additional staff years.

**BUSINESS IMPACT STATEMENT**

Ad hoc subcommittees created by the Board have been tasked with considering, adopting and bringing recommendations to the full Board of Supervisors that could directly impact the County’s business community. By ensuring all subcommittees adhere to a consistent open and transparent process, the region’s businesses will have an opportunity to monitor and participate in the meetings and activities of the Board’s ad hoc subcommittees.

**ADVISORY BOARD STATEMENT**

N/A

**BACKGROUND**

Board of Supervisors Policy A-74, Participation in County Boards, Commissions, and Committees provides significant guidance and rules governing the activities of standing and special boards, commissions, committees and task forces formed to advise the Board of Supervisors and County staff on issues of policy and to serve as links to the community. However, Policy A-74 does not provide this same level of guidance or rules to govern the actions and meeting procedures of ad hoc subcommittees created by the Board and entirely comprised of members of the Board of Supervisors. It is critical for the public to know how they can keep themselves apprised of and participate in these meetings, particularly when important policy and financial matters are discussed and acted upon.

During the past few years, the Board established several new ad hoc subcommittees to narrowly focus on specific topics and to bring information and recommendations to the full Board to consider. These subcommittees included the following:

- Ad Hoc Subcommittee on Artificial Intelligence and Transformative Technologies
- Ad Hoc Subcommittee on Medi-Cal/Medicaid

**SUBJECT: ESTABLISHING A FRAMEWORK FOR BOARD OF SUPERVISORS AD HOC SUBCOMMITTEES THAT DEMONSTRATES TRANSPARENCY AND ACCOUNTABILITY (DISTRICTS: ALL)**

- Ad Hoc Subcommittee on Social Safety Net and Behavioral Health Systems Transformation.
- Ad Hoc Subcommittee on Sustainable Fiscal Planning
- Ad Hoc Subcommittee on Fiscal Transparency and Accountability
- Ad Hoc Subcommittee on the Tijuana River Sewage Crisis
- Ad Hoc Subcommittee on Juvenile Justice

If the County establishes clear policy and rules for Board ad hoc committees to follow, we can ensure consistency in the manner in which these meetings are held, ensure the public will be able to easily access meeting materials and other documents, submit information during and after meetings, and review meeting outcomes. This action could help prevent the erosion of public trust in the Board's decision-making process.

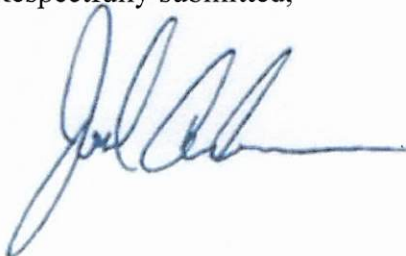
By amending Board Policy A-74 to include rules and guidance for the operations of ad hoc subcommittees created by the Board, County residents could benefit by having full access to ad hoc subcommittee meeting information, by having the opportunity to attend and to review records of the items considered and acted upon during those meetings. Among the actions to be required by ad hoc subcommittees are the timely postings of meeting agendas prior to meetings, Countywide outreach to notify citizens of scheduled meetings and the on-line posting of meeting materials and records. Such actions would mirror efforts taken by the County to ensure the public is aware of, and can provide feedback on, regular Board of Supervisors meetings and in the numerous meetings of boards, commissions, committees, councils, panels, teams and task forces created to advise the Board and County staff.

To establish this new level of transparency, I recommend that the Board direct the Chief Administrative Officer to establish a County web page for ad hoc subcommittee activities and that the Clerk of the Board coordinate with County Counsel to amend Board Policy A-74, or draft a new Board policy if necessary, to clearly identify the actions that Board of Supervisors ad hoc subcommittees must comply with to ensure the proper level of transparency. The amendments should specify how the public can attend and monitor meeting activities and access materials both in real time and following the meetings.

**LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN**

This item supports the County of San Diego's 2026–2031 Strategic Plan's Empower (Transparency and Accountability) initiative by guaranteeing that the public knows about, and has the opportunity to monitor and participate in, Board ad hoc subcommittee meetings. It also supports the Community (Engagement) initiative, inspiring civic engagement by providing information, programs, public forums or other avenues that increase access for individuals or communities to use their voice, their vote, and their experience to impact change.

Respectfully submitted,



**SUBJECT:** ESTABLISHING A FRAMEWORK FOR BOARD OF SUPERVISORS AD  
HOC SUBCOMMITTEES THAT DEMONSTRATES TRANSPARENCY  
AND ACCOUNTABILITY (DISTRICTS: ALL)

JOEL ANDERSON  
Supervisor, Second District

**ATTACHMENT(S)**  
N/A

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# **JOEL ANDERSON**

**SUPERVISOR, SECOND DISTRICT  
SAN DIEGO COUNTY BOARD OF SUPERVISORS**

## **AGENDA ITEM**

**DATE: March 24, 2026**

**20**

**TO: Board of Supervisors**

### **SUBJECT**

**ESTABLISHING A FRAMEWORK FOR BOARD OF SUPERVISORS AD HOC SUBCOMMITTEES THAT DEMONSTRATES TRANSPARENCY AND ACCOUNTABILITY (DISTRICTS: ALL)**

### **OVERVIEW**

Board of Supervisors Policy A-74, Participation in County Boards, Commissions, and Committees provides significant guidance and rules governing the activities of standing and special boards, commissions, committees and task forces formed to advise the Board of Supervisors and County staff on issues of policy and to serve as links to the community. However, Policy A-74 does not provide this same level of guidance or rules to govern the actions and meeting procedures of ad hoc subcommittees created by the Board and entirely comprised of members of the Board of Supervisors.

In order for our constituents to stay apprised of and participate in these meetings, particularly when important policy and financial matters are discussed and acted upon, Board Policy A-74 should be amended to include rules and guidance for the operations of ad hoc subcommittees created by the Board. County residents could benefit by having full access to ad hoc subcommittee meeting information, by having the opportunity to attend and submit information during or after subcommittee meetings and to review records of the items considered and acted upon during those meetings.

Among the actions to be required by ad hoc subcommittees should be the timely postings of meeting agendas prior to meetings, Countywide notification to citizens of scheduled meetings and the on-line posting of meeting materials and records. Such actions would mirror efforts taken by the County to ensure the public is aware of, and can attend, regular Board of Supervisors meetings and in the numerous meetings of boards, commissions, committees, councils, panels, teams and task forces created to advise the Board and County staff.

To maintain the County's high standards of transparency, I recommend that the Board direct the Chief Administrative Officer to establish a County web page for ad hoc subcommittee activities and that the Clerk of the Board coordinate with County Counsel to amend Board Policy A-74, or

**SUBJECT: ESTABLISHING A FRAMEWORK FOR BOARD OF SUPERVISORS AD HOC SUBCOMMITTEES THAT DEMONSTRATES TRANSPARENCY AND ACCOUNTABILITY (DISTRICTS: ALL)**

draft a new Board policy if necessary, to clearly identify the actions that Board of Supervisors ad hoc subcommittees must comply with to ensure the proper level of transparency. The amendments should specify how these meetings are conducted and how the public can attend and monitor meeting activities and access materials both in real time and following the meetings.

**RECOMMENDATION(S)  
SUPERVISOR JOEL ANDERSON**

- 1) Direct the Clerk of the Board of Supervisors to coordinate with County Counsel and return to the Board in 30 days with amendments to Board Policy A-74, "Participation in County Boards, Commissions, and Committees," or draft a new Board policy if necessary, to require, but not be limited to, the following actions by Board ad hoc subcommittees:
  - a. create and publicly post agendas for all subcommittee meetings at least 72 hours prior to a meeting;
  - b. conduct all subcommittee meetings in an accessible public location, ensuring they are open to the public;
  - c. require all subcommittee meetings, including presentations to the subcommittees, to be streamed live, recorded, and posted so the public can view them in real time and following meetings.
  - a)d. record and make available to the public the minutes for all subcommittee meetings;
  - b)e. maintain and make available to the public copies of all presentations, handouts, and other supporting documents submitted, distributed, or used during all subcommittee meetings;
  - e)f. record, maintain, and make available to the public any public communications submitted during all subcommittee meetings;
  - d)g. maintain and make available to the public all memos to or from the subcommittee;
  - e)h. make available to the public the member rosters, purpose, and expected duration of each subcommittee;
  - f)i. make available to the public subcommittee consultant information (name, contact information, cost, contract term, information generated by consultant);
  - g)j. include the participation of at least one County staff member, designated by the Chief Administrative Officer, in each agendized subcommittee meeting.
- 2) Direct the Chief Administrative Officer to establish and maintain a County webpage listing current Board ad hoc subcommittees, and post all of the information and documentation identified in Recommendation #1 on that webpage.

**EQUITY IMPACT STATEMENT**

Regular Board of Supervisors meetings are conducted in a manner that guarantees the public can participate by viewing and submitting communications regarding the Board's publicly noticed meetings. Board Policy A-74 also requires the County's advisory standing and special boards, commissions, committees, and task forces to abide by procedures and rules that ensure the opportunity for public participation. These practices allow all County residents, regardless of

**SUBJECT: ESTABLISHING A FRAMEWORK FOR BOARD OF SUPERVISORS AD HOC SUBCOMMITTEES THAT DEMONSTRATES TRANSPARENCY AND ACCOUNTABILITY (DISTRICTS: ALL)**

their ethnicity, economic situation, age, physical condition, religious beliefs, or other backgrounds or characteristics to express their views and witness deliberations and decisions made by entities operating under County purview. By amending Board Policy A-74 to establish requirements for Board ad hoc subcommittees, the County can ensure that these subcommittees also act in an open and transparent manner.

**SUSTAINABILITY IMPACT STATEMENT**

Amending Board Policy A-74 to establish consistent and transparent procedures and rules for Board ad hoc subcommittees will help to ensure that subcommittee decisions and recommendations will better reflect Countywide priorities, enhancing the County's fiscal and operational sustainability. This action will assist in the County's efforts to continue to provide equitable access to essential programs and services for our region's underserved populations.

**FISCAL IMPACT**

There is no fiscal impact associated with today's actions. There may be future fiscal impacts associated with future related recommendations, which staff would return to the Board for consideration and approval. If approved, the recommended action will result in no change in General Fund cost and no additional staff years.

**BUSINESS IMPACT STATEMENT**

Ad hoc subcommittees created by the Board have been tasked with considering, adopting and bringing recommendations to the full Board of Supervisors that could directly impact the County's business community. By ensuring all subcommittees adhere to a consistent open and transparent process, the region's businesses will have an opportunity to monitor and participate in the meetings and activities of the Board's ad hoc subcommittees.

**ADVISORY BOARD STATEMENT**

N/A

**BACKGROUND**

Board of Supervisors Policy A-74, Participation in County Boards, Commissions, and Committees provides significant guidance and rules governing the activities of standing and special boards, commissions, committees and task forces formed to advise the Board of Supervisors and County staff on issues of policy and to serve as links to the community. However, Policy A-74 does not provide this same level of guidance or rules to govern the actions and meeting procedures of ad hoc subcommittees created by the Board and entirely comprised of members of the Board of Supervisors. It is critical for the public to know how they can keep themselves apprised of and participate in these meetings, particularly when important policy and financial matters are discussed and acted upon.

During the past few years, the Board established several new ad hoc subcommittees to narrowly focus on specific topics and to bring information and recommendations to the full Board to consider. These subcommittees included the following:

- Ad Hoc Subcommittee on Artificial Intelligence and Transformative Technologies
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**SUBJECT: ESTABLISHING A FRAMEWORK FOR BOARD OF SUPERVISORS AD HOC SUBCOMMITTEES THAT DEMONSTRATES TRANSPARENCY AND ACCOUNTABILITY (DISTRICTS: ALL)**

- Ad Hoc Subcommittee on Social Safety Net and Behavioral Health Systems Transformation.
- Ad Hoc Subcommittee on Sustainable Fiscal Planning
- Ad Hoc Subcommittee on Fiscal Transparency and Accountability
- Ad Hoc Subcommittee on the Tijuana River Sewage Crisis
- Ad Hoc Subcommittee on Juvenile Justice

If the County establishes clear policy and rules for Board ad hoc committees to follow, we can ensure consistency in the manner in which these meetings are held, ensure the public will be able to easily access meeting materials and other documents, submit information during and after meetings, and review meeting outcomes. This action could help prevent the erosion of public trust in the Board's decision-making process.

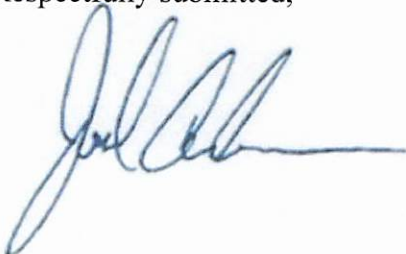
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To establish this new level of transparency, I recommend that the Board direct the Chief Administrative Officer to establish a County web page for ad hoc subcommittee activities and that the Clerk of the Board coordinate with County Counsel to amend Board Policy A-74, or draft a new Board policy if necessary, to clearly identify the actions that Board of Supervisors ad hoc subcommittees must comply with to ensure the proper level of transparency. The amendments should specify how the public can attend and monitor meeting activities and access materials both in real time and following the meetings.

**LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN**

This item supports the County of San Diego's 2026-2031 Strategic Plan's Empower (Transparency and Accountability) initiative by guaranteeing that the public knows about, and has the opportunity to monitor and participate in, Board ad hoc subcommittee meetings. It also supports the Community (Engagement) initiative, inspiring civic engagement by providing information, programs, public forums or other avenues that increase access for individuals or communities to use their voice, their vote, and their experience to impact change.

Respectfully submitted,



**SUBJECT:** ESTABLISHING A FRAMEWORK FOR BOARD OF SUPERVISORS AD  
HOC SUBCOMMITTEES THAT DEMONSTRATES TRANSPARENCY  
AND ACCOUNTABILITY (DISTRICTS: ALL)

JOEL ANDERSON  
Supervisor, Second District

**ATTACHMENT(S)**  
N/A

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# COUNTY OF SAN DIEGO

## BOARD OF SUPERVISORS

1600 PACIFIC HIGHWAY, ROOM 335, SAN DIEGO, CALIFORNIA 92101-2470

### AGENDA ITEM

**DATE:** March 24, 2026

**22**

**TO:** Board of Supervisors

#### **SUBJECT**

**ENHANCED PROTECTIONS FOR OUTDOOR CEMETERY WORKERS (DISTRICTS: ALL)**

#### **OVERVIEW**

San Diego families turn to the cemetery industry in their most difficult moments. They trust the deceased will be treated with professionalism and their burial rites and traditions will be properly observed. Burial mistakes, negligence or malfeasance profoundly offend the bereaved and often wind up in court. Too often this is a consequence of the private cemetery industry putting families' peace of mind at risk through low-road employment practices for the outdoor cemetery workers who inter bodies, install headstones, and maintain the grounds.

The labor practices of private cemeteries in California have come under increasing scrutiny for allegations of negligence and abuse. Rose Hills Cemetery, a 1,400 acre property in Whittier, faces a \$15 million class action lawsuit alleging wage theft and denial of legally-required meal and rest breaks. The Catholic Archdiocese of Los Angeles recently settled a \$2.5 million case involving similar accusations, including unpaid overtime.<sup>i</sup> Poor wages and working conditions show up in the recruitment challenges facing the private cemetery industry. A 2024 survey by the National Funeral Directors Association found that recruiting qualified personnel was the industry's top challenge, while profitability placed fourth.<sup>ii</sup>

By cutting corners with their outdoor workers, private cemeteries increase the likelihood of incidents that undermine dignity in death. Greenwood Memorial Park and Mortuary in San Diego disclosed in 2023 that it misplaced the remains of Sidney Cooper, a black businessman who popularized Juneteenth in San Diego.<sup>iii</sup> The Forest Lawn Cemetery in the Hollywood Hills was sued last year when the family learned their mother's headstone had been placed over the wrong burial plot.<sup>iv</sup> In egregious cases, cemetery management takes advantage of groundskeepers' economic precarity and limited training to make unethical or illegal demands. Eden Memorial Park Cemetery, a Jewish cemetery in Los Angeles, settled an \$80.5 million class action for mass disturbances of graves. According to the lawsuit, groundskeepers were instructed

**SUBJECT: ENHANCED PROTECTIONS FOR OUTDOOR CEMETERY WORKERS  
(DISTRICTS: ALL)**

to “secretly break concrete vaults with a backhoe and remove, dump and/or discard the human remains, including human skulls, to make room for new interments.”<sup>v</sup>

Burial incidents like these take years to be discovered, if discovered at all, and only through the courage of whistleblowers. In the Forest Lawn Cemetery case, the family learned of the mistake when a cemetery worker pulled the family aside. Families have no other way to verify that their loved ones have been buried properly. Yet economic precarity and a lack of workplace protections act as a powerful disincentive to whistleblowing for outdoor cemetery workers.

Today’s item takes a step toward safeguarding dignity in death by raising labor standards and enhancing whistleblower protections for outdoor workers in private cemeteries that are actively accepting new burials, interments, or memorializations. By raising the wage and benefits floor and tightening oversight, the County can encourage private cemetery operators to invest in training and retaining a quality workforce. And by strengthening whistleblower protections, the County can encourage incidents to come to light so families can seek the redress their loved ones deserve.

**RECOMMENDATIONS**

**CHAIR TERRA LAWSON-REMER AND CHAIR PRO TEM PALOMA AGUIRRE**

1. Direct the Chief Administrative Officer to return to the Board within 90 days with a draft ENHANCED PROTECTIONS FOR OUTDOOR CEMETERY WORKERS ordinance as outlined in this Board Letter and modeled on the attached Draft Ordinance. The final ordinance shall only apply to private cemeteries in the unincorporated areas that conduct ten or more burials, interments, or memorializations per year and include the following:
  - a. A \$2530.55 per hour minimum wage ~~and fringe benefits at the prevailing health and welfare fringe rate under the Federal Service Contract Act~~ for direct and subcontracted outdoor cemetery workers, with an exemption for workers covered by valid collective bargaining agreements with terms dictating wages and benefits.
  - b. Enforcement mechanisms, including recordkeeping requirements and penalties
  - c. Whistleblower protections for reporting violations of labor law or any other laws and regulations governing private cemeteries.
  - d. Notice and posting requirements.

**EQUITY IMPACT STATEMENT**

Today’s action promotes equity by raising the floor on wages, benefits, and working conditions for a marginal workforce in the San Diego region. This will help to improve living standards for low-wage workers and reduce reliance on the County safety net.

**SUSTAINABILITY IMPACT STATEMENT**

N/A

**FISCAL IMPACT**

Funds for this request are included in the Fiscal Year 2025-26 Operational Plan based on existing staff time in the Office of Labor Standards Enforcement funded by existing General Purpose Revenue. There will be no change in net General Fund cost and no additional staff years. There

**SUBJECT: ENHANCED PROTECTIONS FOR OUTDOOR CEMETERY WORKERS  
(DISTRICTS: ALL)**

may be fiscal impacts associated with future related recommendations for implementation and enforcement, which staff would return to the Board for consideration and approval.

**BUSINESS IMPACT STATEMENT**

By establishing workforce standards that foster better retention, compliance, and whistleblower practices, today's action serves to deter bad actors in the private cemetery business. The scope of today's action is limited to private cemeteries in the unincorporated areas that conduct ten or more burials annually; mall cemeteries, legacy cemeteries and cemeteries that only accept burials under exceptional circumstances will be exempt.

**ADVISORY BOARD STATEMENT**

N/A

**BACKGROUND**

San Diego families turn to the cemetery industry in their most difficult moments. They trust the deceased will be treated with professionalism and their funereal rites and traditions will be properly observed. Burial mistakes, negligence or malfeasance profoundly offend the bereaved and often wind up in court. Too often this is a foreseeable consequence of the private cemetery industry putting families' peace of mind at risk through low-road employment practices for the outdoor cemetery workers who inter bodies, install headstones, and maintain the grounds.

The labor practices of private cemeteries in California have come under scrutiny recently for allegations of negligence and abuse. Rose Hills Cemetery, a 1,400 acre property in Whittier, faces a \$15 million class action lawsuit alleging wage theft and denial of legally-required meal and rest breaks. The Catholic Archdiocese of Los Angeles recently settled a \$2.5 million case involving similar accusations, including unpaid overtime.<sup>vi</sup> Poor wages and working conditions show up in the recruitment challenges facing the private cemetery industry. A 2024 survey by the National Funeral Directors Association found that recruiting qualified personnel was the industry's top challenge, while profitability placed fourth.<sup>vii</sup>

The private cemetery industry no longer consists just of small family businesses operating on shoestring budgets with informal timekeeping and compliance practices. Large, sophisticated cemetery chains and private equity firms have been rolling up the death care industry in expectation of future growth from population aging. In 2022, nearly a billion dollars of mergers and acquisitions took place, the busiest year for consolidation since 2004.<sup>viii</sup> Both the Glenn Abbey Cemetery and the Eden Memorial Park Cemetery mentioned above are owned by Service Corporation International, a publicly-traded company with a market capitalization of \$11.5 billion which owns over 1,900 cemeteries and funeral homes.<sup>ix</sup>

The emergence of large cemetery chains and private equity has brought professional management and increased profitability to the cemetery industry.<sup>x</sup> The Funeral Consumers Alliance compared funeral services pricing before and after acquisitions by large players and found a pattern of price hiking. For example, when Service Corporation International purchased the Lakeshore Mortuary in Mesa, Arizona burial prices increased 32% from \$2,795 to \$3,680.<sup>xi</sup> Large cemetery operators have the capacity to responsibly employ outdoor cemetery workers.

**SUBJECT: ENHANCED PROTECTIONS FOR OUTDOOR CEMETERY WORKERS  
(DISTRICTS: ALL)**

By cutting corners with their outdoor workers, private cemeteries increase the likelihood of incidents that undermine dignity in death. Greenwood Memorial Park and Mortuary in San Diego disclosed in 2023 that it misplaced the remains of Sidney Cooper, a black businessman who popularized Juneteenth in San Diego.<sup>xii</sup> The Forest Lawn Cemetery in the Hollywood Hills was sued last year when the family learned their mother's headstone had been placed over the wrong burial plot.<sup>xiii</sup> In egregious cases, cemetery management takes advantage of groundskeepers' economic precarity and limited training to make unethical or illegal demands. Eden Memorial Park Cemetery, a Jewish cemetery in Los Angeles, settled an \$80.5 million class action for mass disturbances of graves. According to the lawsuit, groundskeepers were instructed to "secretly break concrete vaults with a backhoe and remove, dump and/or discard the human remains, including human skulls, to make room for new interments."<sup>xiv</sup>

Burial incidents like these take years to be discovered, if discovered at all, and only through the courage of internal whistleblowers. Families have no other way of verifying that their loved ones have been buried properly. In the Forest Lawn Cemetery case, the family only learned of the mistake because a cemetery worker pulled the family aside. Yet for outdoor cemetery workers, economic precarity and a lack of workplace protections act as a powerful disincentive to whistleblowing.

Today's item takes a step toward safeguarding dignity in death by raising labor standards and enhancing whistleblower protections for outdoor workers in active private cemeteries, defined as private cemeteries that conduct ten or more burials, interments, or memorializations annually. By raising the wage and benefits floor and tightening oversight, the County can encourage private cemetery operators to invest in training and retaining a quality workforce. And by strengthening whistleblower protections, the County can encourage cemetery workers to come forward so families can seek the redress their loved ones deserve.

**LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN**

Today's proposed action to enhance protections for outdoor workers in private cemeteries supports the Equity, and Community initiatives in the County of San Diego's 2026-2031 Strategic Plan by protecting dignity in death and addressing economic precarity facing outdoor cemetery workers.

Respectfully submitted,



TERRA LAWSON-REMER  
Supervisor, Third District



PALOMA AGUIRRE  
Supervisor, First District

**SUBJECT:** ENHANCED PROTECTIONS FOR OUTDOOR CEMETERY WORKERS  
(DISTRICTS: ALL)

**ATTACHMENT(S)**

Attachment A – Draft Ordinance

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- <sup>i</sup> [Preliminary Approval Given for \\$2.47 Million Cemetery Worker Settlement - MyNewsLA.com](#)
- <sup>ii</sup> [4f4df085-a39f-4587-9ffa-e8f075029477.pdf](#)
- <sup>iii</sup> [Family suing San Diego cemetery after remains of Juneteenth trailblazer missing from burial plot | AP News](#)
- <sup>iv</sup> [Family sues a Hollywood Hills cemetery for placing mother’s headstone over wrong grave | KTLA](#)
- <sup>v</sup> [Los Angeles Jewish Cemetery Sued for Dumping Bodies — Again – The Forward](#)
- <sup>vi</sup> [Preliminary Approval Given for \\$2.47 Million Cemetery Worker Settlement - MyNewsLA.com](#)
- <sup>vii</sup> [4f4df085-a39f-4587-9ffa-e8f075029477.pdf](#)
- <sup>viii</sup> [Deathcare M&A hits two-decade high - ION Analytics](#)
- <sup>ix</sup> [Service Corp. International InvestorRoom - Stock Information](#)
- <sup>x</sup> [Death Is Anything but a Dying Business as Private Equity Cashes In - KFF Health News](#)
- <sup>xi</sup> [Death Is Anything but a Dying Business as Private Equity Cashes In - KFF Health News](#)
- <sup>xii</sup> [Family suing San Diego cemetery after remains of Juneteenth trailblazer missing from burial plot | AP News](#)
- <sup>xiii</sup> [Family sues a Hollywood Hills cemetery for placing mother’s headstone over wrong grave | KTLA](#)
- <sup>xiv</sup> [Los Angeles Jewish Cemetery Sued for Dumping Bodies — Again – The Forward](#)

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# COUNTY OF SAN DIEGO

## BOARD OF SUPERVISORS

1600 PACIFIC HIGHWAY, ROOM 335, SAN DIEGO, CALIFORNIA 92101-2470

### AGENDA ITEM

**DATE:** March 24, 2026

**22**

**TO:** Board of Supervisors

#### **SUBJECT**

**ENHANCED PROTECTIONS FOR OUTDOOR CEMETERY WORKERS (DISTRICTS: ALL)**

#### **OVERVIEW**

San Diego families turn to the cemetery industry in their most difficult moments. They trust the deceased will be treated with professionalism and their burial rites and traditions will be properly observed. Burial mistakes, negligence or malfeasance profoundly offend the bereaved and often wind up in court. Too often this is a consequence of the private cemetery industry putting families' peace of mind at risk through low-road employment practices for the outdoor cemetery workers who inter bodies, install headstones, and maintain the grounds.

The labor practices of private cemeteries in California have come under increasing scrutiny for allegations of negligence and abuse. Rose Hills Cemetery, a 1,400 acre property in Whittier, faces a \$15 million class action lawsuit alleging wage theft and denial of legally-required meal and rest breaks. The Catholic Archdiocese of Los Angeles recently settled a \$2.5 million case involving similar accusations, including unpaid overtime.<sup>i</sup> Poor wages and working conditions show up in the recruitment challenges facing the private cemetery industry. A 2024 survey by the National Funeral Directors Association found that recruiting qualified personnel was the industry's top challenge, while profitability placed fourth.<sup>ii</sup>

By cutting corners with their outdoor workers, private cemeteries increase the likelihood of incidents that undermine dignity in death. Greenwood Memorial Park and Mortuary in San Diego disclosed in 2023 that it misplaced the remains of Sidney Cooper, a black businessman who popularized Juneteenth in San Diego.<sup>iii</sup> The Forest Lawn Cemetery in the Hollywood Hills was sued last year when the family learned their mother's headstone had been placed over the wrong burial plot.<sup>iv</sup> In egregious cases, cemetery management takes advantage of groundskeepers' economic precarity and limited training to make unethical or illegal demands. Eden Memorial Park Cemetery, a Jewish cemetery in Los Angeles, settled an \$80.5 million class action for mass disturbances of graves. According to the lawsuit, groundskeepers were instructed to "secretly

**SUBJECT: ENHANCED PROTECTIONS FOR OUTDOOR CEMETERY WORKERS  
(DISTRICTS: ALL)**

break concrete vaults with a backhoe and remove, dump and/or discard the human remains, including human skulls, to make room for new interments.”<sup>v</sup>

Burial incidents like these take years to be discovered, if discovered at all, and only through the courage of whistleblowers. In the Forest Lawn Cemetery case, the family learned of the mistake when a cemetery worker pulled the family aside. Families have no other way to verify that their loved ones have been buried properly. Yet economic precarity and a lack of workplace protections act as a powerful disincentive to whistleblowing for outdoor cemetery workers.

Today’s item takes a step toward safeguarding dignity in death by raising labor standards and enhancing whistleblower protections for outdoor workers in private cemeteries that are actively accepting new burials, interments, or memorializations. By raising the wage and benefits floor and tightening oversight, the County can encourage private cemetery operators to invest in training and retaining a quality workforce. And by strengthening whistleblower protections, the County can encourage incidents to come to light so families can seek the redress their loved ones deserve.

**RECOMMENDATIONS**

**CHAIR TERRA LAWSON-REMER AND CHAIR PRO TEM PALOMA AGUIRRE**

1. Direct the Chief Administrative Officer to return to the Board within 90 days with a draft ENHANCED PROTECTIONS FOR OUTDOOR CEMETERY WORKERS ordinance as outlined in this Board Letter and modeled on the attached Draft Ordinance. The final ordinance shall only apply to private cemeteries in the unincorporated areas that conduct ten or more burials, interments, or memorializations per year and include the following:
  - a. A \$30.55 per hour minimum wage for direct and subcontracted outdoor cemetery workers, with an exemption for workers covered by valid collective bargaining agreements with terms dictating wages and benefits.
  - b. Enforcement mechanisms, including recordkeeping requirements and penalties
  - c. Whistleblower protections for reporting violations of labor law or any other laws and regulations governing private cemeteries.
  - d. Notice and posting requirements.

**EQUITY IMPACT STATEMENT**

Today’s action promotes equity by raising the floor on wages, benefits, and working conditions for a marginal workforce in the San Diego region. This will help to improve living standards for low-wage workers and reduce reliance on the County safety net.

**SUSTAINABILITY IMPACT STATEMENT**

N/A

**FISCAL IMPACT**

Funds for this request are included in the Fiscal Year 2025-26 Operational Plan based on existing staff time in the Office of Labor Standards Enforcement funded by existing 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 for implementation and enforcement, which staff would return to the Board for consideration and approval.

**SUBJECT: ENHANCED PROTECTIONS FOR OUTDOOR CEMETERY WORKERS  
(DISTRICTS: ALL)**

**BUSINESS IMPACT STATEMENT**

By establishing workforce standards that foster better retention, compliance, and whistleblower practices, today’s action serves to deter bad actors in the private cemetery business. The scope of today’s action is limited to private cemeteries in the unincorporated areas that conduct ten or more burials annually; mall cemeteries, legacy cemeteries and cemeteries that only accept burials under exceptional circumstances will be exempt.

**ADVISORY BOARD STATEMENT**

N/A

**BACKGROUND**

San Diego families turn to the cemetery industry in their most difficult moments. They trust the deceased will be treated with professionalism and their funereal rites and traditions will be properly observed. Burial mistakes, negligence or malfeasance profoundly offend the bereaved and often wind up in court. Too often this is a foreseeable consequence of the private cemetery industry putting families’ peace of mind at risk through low-road employment practices for the outdoor cemetery workers who inter bodies, install headstones, and maintain the grounds.

The labor practices of private cemeteries in California have come under scrutiny recently for allegations of negligence and abuse. Rose Hills Cemetery, a 1,400 acre property in Whittier, faces a \$15 million class action lawsuit alleging wage theft and denial of legally-required meal and rest breaks. The Catholic Archdiocese of Los Angeles recently settled a \$2.5 million case involving similar accusations, including unpaid overtime.<sup>vi</sup> Poor wages and working conditions show up in the recruitment challenges facing the private cemetery industry. A 2024 survey by the National Funeral Directors Association found that recruiting qualified personnel was the industry’s top challenge, while profitability placed fourth.<sup>vii</sup>

The private cemetery industry no longer consists just of small family businesses operating on shoestring budgets with informal timekeeping and compliance practices. Large, sophisticated cemetery chains and private equity firms have been rolling up the death care industry in expectation of future growth from population aging. In 2022, nearly a billion dollars of mergers and acquisitions took place, the busiest year for consolidation since 2004.<sup>viii</sup> Both the Glenn Abbey Cemetery and the Eden Memorial Park Cemetery mentioned above are owned by Service Corporation International, a publicly-traded company with a market capitalization of \$11.5 billion which owns over 1,900 cemeteries and funeral homes.<sup>ix</sup>

The emergence of large cemetery chains and private equity has brought professional management and increased profitability to the cemetery industry.<sup>x</sup> The Funeral Consumers Alliance compared funeral services pricing before and after acquisitions by large players and found a pattern of price hiking. For example, when Service Corporation International purchased the Lakeshore Mortuary in Mesa, Arizona burial prices increased 32% from \$2,795 to \$3,680.<sup>xi</sup> Large cemetery operators have the capacity to responsibly employ outdoor cemetery workers.

By cutting corners with their outdoor workers, private cemeteries increase the likelihood of incidents that undermine dignity in death. Greenwood Memorial Park and Mortuary in San Diego disclosed in 2023 that it misplaced the remains of Sidney Cooper, a black businessman who

**SUBJECT: ENHANCED PROTECTIONS FOR OUTDOOR CEMETERY WORKERS  
(DISTRICTS: ALL)**

popularized Juneteenth in San Diego.<sup>xii</sup> The Forest Lawn Cemetery in the Hollywood Hills was sued last year when the family learned their mother’s headstone had been placed over the wrong burial plot.<sup>xiii</sup> In egregious cases, cemetery management takes advantage of groundskeepers’ economic precarity and limited training to make unethical or illegal demands. Eden Memorial Park Cemetery, a Jewish cemetery in Los Angeles, settled an \$80.5 million class action for mass disturbances of graves. According to the lawsuit, groundskeepers were instructed to “secretly break concrete vaults with a backhoe and remove, dump and/or discard the human remains, including human skulls, to make room for new interments.”<sup>xiv</sup>

Burial incidents like these take years to be discovered, if discovered at all, and only through the courage of internal whistleblowers. Families have no other way of verifying that their loved ones have been buried properly. In the Forest Lawn Cemetery case, the family only learned of the mistake because a cemetery worker pulled the family aside. Yet for outdoor cemetery workers, economic precarity and a lack of workplace protections act as a powerful disincentive to whistleblowing.

Today’s item takes a step toward safeguarding dignity in death by raising labor standards and enhancing whistleblower protections for outdoor workers in active private cemeteries, defined as private cemeteries that conduct ten or more burials, interments, or memorializations annually. By raising the wage and benefits floor and tightening oversight, the County can encourage private cemetery operators to invest in training and retaining a quality workforce. And by strengthening whistleblower protections, the County can encourage cemetery workers to come forward so families can seek the redress their loved ones deserve.

**LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN**

Today’s proposed action to enhance protections for outdoor workers in private cemeteries supports the Equity, and Community initiatives in the County of San Diego’s 2026-2031 Strategic Plan by protecting dignity in death and addressing economic precarity facing outdoor cemetery workers.

Respectfully submitted,



TERRA LAWSON-REMER  
Supervisor, Third District



PALOMA AGUIRRE  
Supervisor, First District

**ATTACHMENT(S)**

Attachment A – Draft Ordinance

<sup>i</sup>[Preliminary Approval Given for \\$2.47 Million Cemetery Worker Settlement - MyNewsLA.com](#)

<sup>ii</sup>[4f4df085-a39f-4587-9ffa-e8f075029477.pdf](#)

**SUBJECT:** ENHANCED PROTECTIONS FOR OUTDOOR CEMETERY WORKERS  
(DISTRICTS: ALL)

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- iii [Family suing San Diego cemetery after remains of Juneteenth trailblazer missing from burial plot | AP News](#)
- iv [Family sues a Hollywood Hills cemetery for placing mother's headstone over wrong grave | KTLA](#)
- v [Los Angeles Jewish Cemetery Sued for Dumping Bodies — Again — The Forward](#)
- vi [Preliminary Approval Given for \\$2.47 Million Cemetery Worker Settlement - MyNewsLA.com](#)
- vii [4f4df085-a39f-4587-9ffa-e8f075029477.pdf](#)
- viii [Deathcare M&A hits two-decade high - ION Analytics](#)
- ix [Service Corp. International InvestorRoom - Stock Information](#)
- x [Death Is Anything but a Dying Business as Private Equity Cashes In - KFF Health News](#)
- xi [Death Is Anything but a Dying Business as Private Equity Cashes In - KFF Health News](#)
- xii [Family suing San Diego cemetery after remains of Juneteenth trailblazer missing from burial plot | AP News](#)
- xiii [Family sues a Hollywood Hills cemetery for placing mother's headstone over wrong grave | KTLA](#)
- xiv [Los Angeles Jewish Cemetery Sued for Dumping Bodies — Again — The Forward](#)

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**Attachment A Draft Ordinance**  
**ENHANCED PROTECTIONS FOR OUTDOOR CEMETERY WORKERS**

**Purpose and Intent**

Economic precarity and disempowerment discourages whistleblowing by outdoor workers at private cemeteries for illegal or unethical cemetery practices and increases the risk of labor abuses. In addition, inadequate pay and poor working conditions undermines outdoor cemetery workers' ability to meet basic needs and contributes to regionwide problems that place demands on the County's safety net programs, such as housing instability and hunger. The County of San Diego seeks to safeguard families' peace of mind and protect outdoor cemetery workers by establishing a compensation floor and enforcement mechanisms, ensuring whistleblower protections for reporting or serving as a witness to violations of labor and cemetery laws, and providing notification of workers' rights.

**Citation**

This ordinance shall be cited as the County of San Diego Enhanced Protections for Outdoor Cemetery Workers Ordinance ("Ordinance").

**Authority**

This ordinance is adopted pursuant to the powers vested in the County under the Constitution and the laws of the State of California, including the police powers vested in the County by Article XI, section 7 of the California Constitution and California Labor Code section 1205(b).

**Definitions**

For purposes of this Ordinance, the following definitions apply to the terms in this Ordinance:

- *Cemetery* means a privately-owned facility, premises, or property designated or used for burial, interment, or memorialization of the deceased. This includes but is not limited to burial services or plots, cremation interment options or services, and funeral home facilities or services.
- *Cemetery employer* means any *person* who owns, controls, or operates any premises — including but not limited to any contracted, leased, or sublet premises — that is a *cemetery* or is connected to or operated in conjunction with the purpose of a *cemetery*. *Cemetery employer* does not include any *person* who does not conduct ten or more burials, internments, or memorializations annually or any public agency.
- *County* means the County of San Diego.
- *Employee* means any *person*, whether directly employed or subcontracted, who:
  1. in one or more calendar weeks of the year performs at least 2 hours of work within the geographic boundaries of the County for a *cemetery employer*; and
  2. who performs any of the following type(s) of work for a *cemetery employer*: interment in burial plots or mausoleums, ground maintenance, landscaping,

equipment operation, heavy equipment operation, backfilling, maintenance or repair of machinery or other equipment, or horticulture.

3. An *employee* does not include a person who is employed as an independent contractor as defined by the California Labor code.
4. An *employee* does not include any office or sales employees of a *cemetery employer*.
- *Enforcement official* means the Director of the San Diego County Office of Labor Standards Enforcement (OLSE), or any person designated by the Director of OLSE.
- *Minimum wage* means ~~the hourly minimum rate to be paid to employees~~ the compensation paid to employees calculated as the regular hourly rate of pay plus fringe benefits.
- *Person* means any natural person, firm, joint venture, joint stock company, partnership, association, club, company, corporation, business trust, organization, or the manager, lessee, agent, servant, officer or employee of any of them or any other entity which is recognized by law as the subject of rights or duties.

### **Minimum Wage**

- a) *Cemetery employers* must pay *employees* no less than the minimum wage identified below for each hour worked within the unincorporated areas of the County.
- b) The minimum wage is an hourly rate defined as follows:
  1. Starting thirty days after the effective date of this Ordinance, the minimum wage is \$30.55.
  2. Starting January 1, 2027, and each year thereafter, each time the California minimum wage is increased, the Minimum Wage rate set forth herein shall be increased by an equal percentage, meaning the County shall increase the Minimum Wage rate using the same percentage increase utilized for the California Minimum Wage increase. The adjusted Minimum Wage will become effective on the same date as the increase for the California minimum wage takes effect. The adjusted Minimum Wage will be noticed and posted as set forth in this Division

### **Notice and Posting**

- a) The County shall publish a bulletin and notice and make them available to *Cemetery employers* in English, Spanish, and any other language for which the San Diego County Registrar of Voters provides translated ballot materials under section 203 of the Federal Voting Rights Act or California Elections Code section 14201. The County will make the materials available to *Cemetery employers* within 30 days after the ordinance goes into effect, with 2026 information and by October 1 of each year thereafter with information for the following year. The materials will include:
  1. a bulletin announcing the adjusted minimum wage for the upcoming year and its effective date; and

2. a notice for *Cemetery employers* to post in the workplace informing *employees* of the current minimum wage and of their rights under the Ordinance, including the right to be free from retaliation and the right to file a complaint with the *enforcement official*.
- b) Every *Cemetery employer* must post in a conspicuous place at any workplace or job site where any *employee* works the notice published each year by the County informing *employees* of the current minimum wage and of their rights to the minimum wage under this Ordinance. Every *Cemetery employer* must post this notice in the workplace or on the job site in English and any other language that is spoken by at least five percent of the *employees* at the *employee's* job site.

### **Employer Records**

*Cemetery employers* must create contemporaneous written or electronic records documenting their *employees'* wages paid, provide these records to *employees* on a regular basis in a manner that comports with California Labor Code section 226(a), and retain these records for a period of at least three years. *Cemetery employers* must allow the *enforcement official* reasonable access to these records in furtherance of any investigation conducted pursuant to this Ordinance. A *Cemetery employer's* failure to create and retain contemporaneous written or electronic records documenting its *employees'* wages paid, or a *Cemetery employer's* failure to allow the *enforcement official* reasonable access to records creates a rebuttable presumption that the *Cemetery employer* has violated this Ordinance, and the *enforcement official* may rely on an *employee's* reasonable estimate regarding hours worked and wages they should have been paid.

### **Retaliation Prohibited**

- a) *Cemetery employers* are prohibited from engaging in retaliation against an *employee* for exercising any right provided by this Ordinance or by state or federal whistleblower laws. The protections of this Ordinance apply to any *employee* who reasonably and in good faith reports a violation, or acts as a witness to a violation on behalf of another employee, of this Ordinance or any state laws or regulations governing private cemeteries to their *Cemetery employer* or a governmental agency tasked with overseeing the enforcement of any wage and hour law or cemetery laws and regulations applicable to the *Cemetery employer*.
- b) Under this ordinance, *employees* have the right to request payment of the minimum wage, file a complaint for alleged violations of this Ordinance with the *enforcement official*, communicate with any *person* about any violation or alleged violation of this Ordinance, participate in any administrative action regarding an alleged violation of this Ordinance, inform any *person* of their potential rights under this Ordinance, and take any other lawful action to enforce this Ordinance and their rights under other applicable federal and state employment laws. Protections of this Ordinance apply to any *employee* who mistakenly, but in good faith, alleges noncompliance with this Ordinance.

- c) A *Cemetery employer's* adverse action against an *employee* within 90 calendar days of the *employee's* exercise of rights provided by this Ordinance creates a rebuttable presumption that the *Cemetery employer* acted in retaliation against the *employee* for the *employee's* exercise of protected rights.

### **Remedies**

- a) Any *employee* claiming harm from a violation of this Ordinance can seek to enforce the provisions of this Ordinance by filing a complaint with the *enforcement official*.
- b) Any *employee* claiming harm from violation of this Ordinance is entitled to all legal and equitable relief to remedy any violation of this Ordinance, including, but not limited to, the payment to an *employee* of back wages withheld in violation of this Ordinance; reinstatement of employment or other injunctive relief; and payment of liquidated damages to an *employee* equal to double back wages withheld, except as otherwise provided in this subsection. When a *Cemetery employer* engages in retaliation against an *employee*, the *Cemetery employer* is subject to liquidated damages that are the greater of double back wages or \$1,000 for each violation not resulting in termination of employment, and the greater of double back wages or \$3,000 when an *employee* is terminated from employment for exercising any right provided by this Ordinance. Violations of this Ordinance are declared to irreparably harm the public and covered *employees* generally.
- c) Any *Cemetery employer* who violates any requirement of this Ordinance is also subject to a civil penalty, assessed and payable to the County, of no less than \$500, but no more than \$1,000 per violation, except as otherwise provided in this subsection. Each and every day that a *Cemetery employer* fails to pay an *employee minimum wage* constitutes a separate and distinct violation. Any *Cemetery employer* who fails to comply with the notice and posting requirements of this Ordinance is subject to a civil penalty of \$500 for each *employee* who was not given appropriate notice pursuant to that section, up to a maximum of \$2,000. Any *Cemetery employer* who engages in retaliation against an *employee* for exercising any right provided by this Ordinance is subject to a civil penalty of no less than \$1,000, but no more than \$3,000 per violation. The cumulative civil penalties that may be assessed against a *Cemetery employer*, who has not previously violated any provision of this Ordinance, are limited to \$10,000.
- d) This Ordinance does not create any right of action or cause of action for damages against the County in its enforcement of this Ordinance.
- e) If a *cemetery employer* ceases its business operations, sells out, exchanges, or otherwise disposes of the *Cemetery employer's* business, then any *person* who becomes a successor to the business will be liable for the unpaid wage amount as defined in the Notice of Satisfaction (Notice) and Administrative Enforcement Order (Order) issued by the enforcement official, with a finding of a violation if, at the time of the conveyance of the business, the successor has actual or constructive knowledge of the fact and amount of the Notice and Order.

### **Enforcement Official**

- a) Any *employee* claiming harm from violation of this Ordinance may file a complaint with the *enforcement official*.
- b) The *enforcement official* has full authority to implement and enforce this Ordinance.
- c) The *enforcement official* is authorized to develop administrative regulations that standardize compliance requirements, investigative procedures, and enforcement processes specific to this ordinance, and will report back to the Board of Supervisors on the development of those regulations

### **Exemption for Collective Bargaining Agreements**

*Cemetery employers* and *employees* may jointly waive the minimum wage requirements described in this Ordinance by clear and unambiguous terms in a bona fide collective bargaining agreement if the agreement expressly provides for the wages, hours of work, and working conditions of employees, and expressly provides for paid sick days or a paid leave or paid time off policy that permits the use of sick days for those *employees*, final and binding arbitration of disputes concerning the application of its paid sick days provisions, premium wage rates for all overtime hours worked, and regular hourly rate of pay and fringe benefits totaling the equivalent of the *minimum wage* identified in this Ordinance ~~of not less than 30 percent more than the state minimum wage rate. However, a *Cemetery employer* may not rely on unilaterally imposed wages that are less than or otherwise inconsistent with the minimum wage as an exemption to the requirements of this Ordinance. For *cemetery employers* and *employees* covered by a bona fide collective bargaining agreement, the provisions of this Ordinance relating to the *enforcement official* and liquidated damages as a remedy shall only apply to any alleged whistleblowing by an *employee*.~~

### **Compliance with Other Laws**

- a) This Ordinance must not be construed to discourage or prohibit a *Cemetery employer* from providing higher wages to its *employees* than specified in this Ordinance.
- b) This Ordinance is not intended to, and must not be interpreted to, modify any obligation of a *Cemetery employer* to comply with any contract, collective bargaining agreement, employment benefit plan, or other agreement providing higher wages to an *employee* than specified in this Ordinance.
- c) This Ordinance is not intended to, and must not be interpreted to, require or coerce a *Cemetery employer* to enter into a collective bargaining agreement establishing the substantive terms and conditions of employment, including wages.
- d) This Ordinance is not intended to, and must not be interpreted to, enact or express any generally applicable policy regarding labor-management relations or to regulate those relations in any way.

- e) All provisions in this Ordinance are intended to be consistent with all applicable federal and state laws.
- f) To the extent a *Cemetery employer* is also subject to a minimum wage or minimum fringe benefits set forth in another County ordinance or federal or state law, the *Cemetery employer* shall comply with the higher of the minimum wage or fringe benefits requirements.

**Attachment A Draft Ordinance**  
**ENHANCED PROTECTIONS FOR OUTDOOR CEMETERY WORKERS**

**Purpose and Intent**

Economic precarity and disempowerment discourages whistleblowing by outdoor workers at private cemeteries for illegal or unethical cemetery practices and increases the risk of labor abuses. In addition, inadequate pay and poor working conditions undermines outdoor cemetery workers' ability to meet basic needs and contributes to regionwide problems that place demands on the County's safety net programs, such as housing instability and hunger. The County of San Diego seeks to safeguard families' peace of mind and protect outdoor cemetery workers by establishing a compensation floor and enforcement mechanisms, ensuring whistleblower protections for reporting or serving as a witness to violations of labor and cemetery laws, and providing notification of workers' rights.

**Citation**

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**Definitions**

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- *County* means the County of San Diego.
- *Employee* means any *person*, whether directly employed or subcontracted, who:
  1. in one or more calendar weeks of the year performs at least 2 hours of work within the geographic boundaries of the County for a *cemetery employer*; and
  2. who performs any of the following type(s) of work for a *cemetery employer*:  
interment in burial plots or mausoleums, ground maintenance, landscaping,

equipment operation, heavy equipment operation, backfilling, maintenance or repair of machinery or other equipment, or horticulture.

3. An *employee* does not include a person who is employed as an independent contractor as defined by the California Labor code.
4. An *employee* does not include any office or sales employees of a *cemetery employer*.
- *Enforcement official* means the Director of the San Diego County Office of Labor Standards Enforcement (OLSE), or any person designated by the Director of OLSE.
- *Minimum wage* means the compensation paid to *employees* calculated as the regular hourly rate of pay plus fringe benefits.
- *Person* means any natural person, firm, joint venture, joint stock company, partnership, association, club, company, corporation, business trust, organization, or the manager, lessee, agent, servant, officer or employee of any of them or any other entity which is recognized by law as the subject of rights or duties.

### **Minimum Wage**

- a) *Cemetery employers* must pay *employees* no less than the minimum wage identified below for each hour worked within the unincorporated areas of the County.
- b) The minimum wage is an hourly rate defined as follows:
  1. Starting thirty days after the effective date of this Ordinance, the minimum wage is \$30.55.
  2. Starting January 1, 2027, and each year thereafter, each time the California minimum wage is increased, the Minimum Wage rate set forth herein shall be increased by an equal percentage, meaning the County shall increase the Minimum Wage rate using the same percentage increase utilized for the California Minimum Wage increase. The adjusted Minimum Wage will become effective on the same date as the increase for the California minimum wage takes effect. The adjusted Minimum Wage will be noticed and posted as set forth in this Division

### **Notice and Posting**

- a) The County shall publish a bulletin and notice and make them available to *Cemetery employers* in English, Spanish, and any other language for which the San Diego County Registrar of Voters provides translated ballot materials under section 203 of the Federal Voting Rights Act or California Elections Code section 14201. The County will make the materials available to *Cemetery employers* within 30 days after the ordinance goes into effect, with 2026 information and by October 1 of each year thereafter with information for the following year. The materials will include:
  1. a bulletin announcing the adjusted minimum wage for the upcoming year and its effective date; and

2. a notice for *Cemetery employers* to post in the workplace informing *employees* of the current minimum wage and of their rights under the Ordinance, including the right to be free from retaliation and the right to file a complaint with the *enforcement official*.
- b) Every *Cemetery employer* must post in a conspicuous place at any workplace or job site where any *employee* works the notice published each year by the County informing *employees* of the current minimum wage and of their rights to the minimum wage under this Ordinance. Every *Cemetery employer* must post this notice in the workplace or on the job site in English and any other language that is spoken by at least five percent of the *employees* at the *employee's* job site.

### **Employer Records**

*Cemetery employers* must create contemporaneous written or electronic records documenting their *employees' wages* paid, provide these records to *employees* on a regular basis in a manner that comports with California Labor Code section 226(a), and retain these records for a period of at least three years. *Cemetery employers* must allow the *enforcement official* reasonable access to these records in furtherance of any investigation conducted pursuant to this Ordinance. A *Cemetery employer's* failure to create and retain contemporaneous written or electronic records documenting its *employees' wages* paid, or a *Cemetery employer's* failure to allow the *enforcement official* reasonable access to records creates a rebuttable presumption that the *Cemetery employer* has violated this Ordinance, and the *enforcement official* may rely on an *employee's* reasonable estimate regarding hours worked and wages they should have been paid.

### **Retaliation Prohibited**

- a) *Cemetery employers* are prohibited from engaging in retaliation against an *employee* for exercising any right provided by this Ordinance or by state or federal whistleblower laws. The protections of this Ordinance apply to any *employee* who reasonably and in good faith reports a violation, or acts as a witness to a violation on behalf of another employee, of this Ordinance or any state laws or regulations governing private cemeteries to their *Cemetery employer* or a governmental agency tasked with overseeing the enforcement of any wage and hour law or cemetery laws and regulations applicable to the *Cemetery employer*.
- b) Under this ordinance, *employees* have the right to request payment of the minimum wage, file a complaint for alleged violations of this Ordinance with the *enforcement official*, communicate with any *person* about any violation or alleged violation of this Ordinance, participate in any administrative action regarding an alleged violation of this Ordinance, inform any *person* of their potential rights under this Ordinance, and take any other lawful action to enforce this Ordinance and their rights under other applicable federal and state employment laws. Protections of this Ordinance apply to any *employee* who mistakenly, but in good faith, alleges noncompliance with this Ordinance.

- c) A Cemetery employer's adverse action against an employee within 90 calendar days of the employee's exercise of rights provided by this Ordinance creates a rebuttable presumption that the Cemetery employer acted in retaliation against the employee for the employee's exercise of protected rights.

### **Remedies**

- a) Any employee claiming harm from a violation of this Ordinance can seek to enforce the provisions of this Ordinance by filing a complaint with the enforcement official.
- b) Any employee claiming harm from violation of this Ordinance is entitled to all legal and equitable relief to remedy any violation of this Ordinance, including, but not limited to, the payment to an employee of back wages withheld in violation of this Ordinance; reinstatement of employment or other injunctive relief; and payment of liquidated damages to an employee equal to double back wages withheld, except as otherwise provided in this subsection. When a Cemetery employer engages in retaliation against an employee, the Cemetery employer is subject to liquidated damages that are the greater of double back wages or \$1,000 for each violation not resulting in termination of employment, and the greater of double back wages or \$3,000 when an employee is terminated from employment for exercising any right provided by this Ordinance. Violations of this Ordinance are declared to irreparably harm the public and covered employees generally.
- c) Any Cemetery employer who violates any requirement of this Ordinance is also subject to a civil penalty, assessed and payable to the County, of no less than \$500, but no more than \$1,000 per violation, except as otherwise provided in this subsection. Each and every day that a Cemetery employer fails to pay an employee minimum wage constitutes a separate and distinct violation. Any Cemetery employer who fails to comply with the notice and posting requirements of this Ordinance is subject to a civil penalty of \$500 for each employee who was not given appropriate notice pursuant to that section, up to a maximum of \$2,000. Any Cemetery employer who engages in retaliation against an employee for exercising any right provided by this Ordinance is subject to a civil penalty of no less than \$1,000, but no more than \$3,000 per violation. The cumulative civil penalties that may be assessed against a Cemetery employer, who has not previously violated any provision of this Ordinance, are limited to \$10,000.
- d) This Ordinance does not create any right of action or cause of action for damages against the County in its enforcement of this Ordinance.
- e) If a cemetery employer ceases its business operations, sells out, exchanges, or otherwise disposes of the Cemetery employer's business, then any person who becomes a successor to the business will be liable for the unpaid wage amount as defined in the Notice of Satisfaction (Notice) and Administrative Enforcement Order (Order) issued by the enforcement official, with a finding of a violation if, at the time of the conveyance of the business, the successor has actual or constructive knowledge of the fact and amount of the Notice and Order.

### **Enforcement Official**

- a) Any *employee* claiming harm from violation of this Ordinance may file a complaint with the *enforcement official*.
- b) The *enforcement official* has full authority to implement and enforce this Ordinance.
- c) The *enforcement official* is authorized to develop administrative regulations that standardize compliance requirements, investigative procedures, and enforcement processes specific to this ordinance, and will report back to the Board of Supervisors on the development of those regulations

### **Exemption for Collective Bargaining Agreements**

*Cemetery employers* and *employees* may jointly waive the minimum wage requirements described in this Ordinance by clear and unambiguous terms in a bona fide collective bargaining agreement if the agreement expressly provides for the wages, hours of work, and working conditions of employees, and expressly provides for paid sick days or a paid leave or paid time off policy that permits the use of sick days for those *employees*, final and binding arbitration of disputes concerning the application of its paid sick days provisions, premium wage rates for all overtime hours worked, and regular hourly rate of pay and fringe benefits totaling the equivalent of the *minimum wage* identified in this Ordinance. For *cemetery employers* and *employees* covered by a bona fide collective bargaining agreement, the provisions of this Ordinance relating to the *enforcement official* and liquidated damages as a remedy shall only apply to any alleged whistleblowing by an *employee*.

### **Compliance with Other Laws**

- a) This Ordinance must not be construed to discourage or prohibit a *Cemetery employer* from providing higher wages to its *employees* than specified in this Ordinance.
- b) This Ordinance is not intended to, and must not be interpreted to, modify any obligation of a *Cemetery employer* to comply with any contract, collective bargaining agreement, employment benefit plan, or other agreement providing higher wages to an *employee* than specified in this Ordinance.
- c) This Ordinance is not intended to, and must not be interpreted to, require or coerce a *Cemetery employer* to enter into a collective bargaining agreement establishing the substantive terms and conditions of employment, including wages.
- d) This Ordinance is not intended to, and must not be interpreted to, enact or express any generally applicable policy regarding labor-management relations or to regulate those relations in any way.
- e) All provisions in this Ordinance are intended to be consistent with all applicable federal and state laws.
- f) To the extent a *Cemetery employer* is also subject to a minimum wage or minimum fringe benefits set forth in another County ordinance or federal or state law, the *Cemetery*

*employer* shall comply with the higher of the minimum wage or fringe benefits requirements.



# COUNTY OF SAN DIEGO

## AGENDA ITEM

### BOARD OF SUPERVISORS

PALOMA AGUIRRE  
First District

JOEL ANDERSON  
Second District

TERRA LAWSON-REMER  
Third District

MONICA MONTGOMERY STEPPE  
Fourth District

JIM DESMOND  
Fifth District

**DATE:** March 24, 2026

**27**

**TO:** Board of Supervisors

### **SUBJECT**

**RETURN BACK ON OPTIONS FOR ESTABLISHING A SAFETY NET BRIDGE PROGRAM TO ADDRESS ANTICIPATED GAPS IN SERVICES FOR RESIDENTS DISENROLLED FROM BENEFIT PROGRAMS AND AUTHORIZE IMPLEMENTATION PLANNING FOR A SAFETY NET BRIDGE PROGRAM PILOT (DISTRICTS: ALL)**

### **OVERVIEW**

On November 4, 2025 (12), the San Diego County Board of Supervisors (Board) directed the Chief Administrative Officer to explore opportunities to establish a Safety Net Bridge program. This program would provide no-cost primary care medical services co-located with social services, same-day access to prescription medication free-of-charge, and same-day access to fresh food to address anticipated gaps in services due to barriers created by shifts in federal policy.

In partnership with the Board office that initiated this action, County of San Diego (County) staff assessed the anticipated impacts of new eligibility requirements, analyzed existing County and community resources, gathered extensive community input, and developed six potential options to support residents disenrolled from benefit programs. This work builds on a broader County strategy focused on proactive customer service, advocacy, technology solutions, workforce readiness, and strong community partnerships. The results of the assessment are included in the Safety Net Bridge Feasibility Analysis Report (Attachment A).

Today's action requests the Board receive the Safety Net Bridge Feasibility Analysis Report. In addition, today's action authorizes staff to develop and refine a proposed pilot in one or more of the identified high-need areas as outlined in the Implementation Plan in the Safety Net Bridge Feasibility Analysis Report and return to the Board within 180 days with the pilot proposal for approvals and authorizations needed to implement. These actions align with a larger, coordinated County strategy to strengthen the safety net and assist eligible persons to access health care and resources amidst State and federal policy changes. Subsequent Board action would be needed to implement any of the Safety Net Bridge options proposed.

### **RECOMMENDATION(S)**

#### **CHIEF ADMINISTRATIVE OFFICER**

1. Receive the Safety Net Bridge Feasibility Analysis Report.

**SUBJECT:** RETURN BACK ON OPTIONS FOR ESTABLISHING A SAFETY NET BRIDGE PROGRAM TO ADDRESS ANTICIPATED GAPS IN SERVICES FOR RESIDENTS DISENROLLED FROM BENEFIT PROGRAMS AND AUTHORIZE IMPLEMENTATION PLANNING FOR A SAFETY NET BRIDGE PROGRAM PILOT (DISTRICTS: ALL)

2. Authorize the Chief Administrative Officer to ~~move forward with the~~ develop an Implementation Plan included in based on the Safety Net Bridge Feasibility Analysis Report to develop a pilot in one or more ZIP Codes identified as high-need areas where Medi-Cal disenrollment is most likely, and return to the Board within 180 days for any authorization and appropriations needed for pilot implementation.

### **EQUITY IMPACT STATEMENT**

Residents who are most at risk of losing Medi-Cal coverage are disproportionately low-income households, immigrants, and people of color. This action advances equity by prioritizing services for residents who have lost benefits or lack the ability to pay for care, communities most impacted by food insecurity, and populations historically underserved by the health system. The Safety Net Bridge Feasibility Analysis describes options to expand access to critical health care resources and strengthen social service supports for residents, which are anticipated to be directly impacted by changes in federal and State policy.

### **SUSTAINABILITY IMPACT STATEMENT**

This action supports the County's sustainability goals of economic stability and local resilience by reducing reliance on uncompensated emergency care and expanding access to primary care while also reducing food waste through recovery and distribution.

### **FISCAL IMPACT**

There is no fiscal impact for Fiscal Year (FY) 2025-26 associated with today's recommendation. There may be future fiscal impacts based on the implementation of the options described in the Safety Net Bridge Feasibility Analysis Report. Any such recommendations would be brought to the San Diego County Board of Supervisors for consideration and approval at a subsequent date. There is no change to net general fund costs and no additional staff years.

### **BUSINESS IMPACT STATEMENT**

N/A

### **ADVISORY BOARD STATEMENT**

The Safety Net Bridge Feasibility Analysis was presented to the Health Services Advisory Board on March 10, 2026, and the Healthy San Diego Consumer and Professional Advisory Committee on March 12, 2026.

### **BACKGROUND**

On November 4, 2025 (12), the San Diego County Board of Supervisors (Board) directed the Chief Administrative Officer to explore opportunities to establish a Safety Net Bridge program that would provide no-cost primary care medical services co-located with social services, same-day access to prescription medication free-of-charge, and same-day access to fresh food to address anticipated gaps in services due to barriers created by shifts in federal policy.

**SUBJECT: RETURN BACK ON OPTIONS FOR ESTABLISHING A SAFETY NET BRIDGE PROGRAM TO ADDRESS ANTICIPATED GAPS IN SERVICES FOR RESIDENTS DISENROLLED FROM BENEFIT PROGRAMS AND AUTHORIZE IMPLEMENTATION PLANNING FOR A SAFETY NET BRIDGE PROGRAM PILOT (DISTRICTS: ALL)**

In partnership with the Board office that initiated this action, County of San Diego (County) staff have assessed potential gaps in service as a result of changes to eligibility programs, mapped out the current landscape and existing resources for providing Transitional Access Clinic services, and generated options for the Board's consideration to prepare for the potential impacts of residents losing access to food assistance and primary care.

Under new federal and State rules, significant portions of the San Diego County's population may face reduced or lost CalFresh and Medi-Cal benefits, leading to a growing gap in the areas of access to food, continuity of primary care, and access to prescription medication. Various agencies have produced different estimates for Medi-Cal impacts. Using the methodology from the California Department of Health Care Services, it is anticipated that approximately 100,000 of the 314,000 San Diego County Medi-Cal recipients subject to the new requirements will be at risk of losing coverage. Existing County resources, including Public Health Centers and pharmacies, do not currently provide primary care, limiting their ability to serve as a fully integrated safety net without new investments or partnerships.

In response to the Board's direction, County staff built upon a series of listening sessions held in 2025 with 94 community health and social care providers, consumers and advocates and created additional opportunities to gather input from community partners. Opportunities included in-person visits to observe delivery of primary care services, including community health fairs, federally qualified health centers, and mobile medical units; in-person conversations with Medi-Cal members (304 adults attended Community events, which were held in every supervisorial district); participation in curated conversations led by the Board office initiating this action; and multiple conversations and meetings with clinical and social care leaders throughout the region, including those with clinic directors to estimate staffing and productivity standards.

Based on an assessment of existing resources and extensive community input, County staff developed six potential Transitional Access Clinic options to support residents disenrolled from benefit programs. This work builds on a broader County strategy focused on proactive customer service, advocacy, technology solutions, workforce readiness, and strong community partnerships.

On February 5, 2026, County staff provided via a memorandum, a preliminary feasibility analysis that detailed the six Transitional Access Clinic options that vary in scope, cost, infrastructure requirements, and implementation timeline. All options deliver primary care, assistance with reenrolling in benefits, and access to medications and food. Since then, County staff have further refined the Transitional Access Clinic options outlined in the Safety Net Bridge Feasibility Analysis Report (Attachment A). The following provides an overview of the six proposed options:

**1. Telehealth Transitional Access Clinic**

A low barrier, scalable virtual model leveraging County volunteers or Community Health Centers. It has minimal facility requirements but requires investment in telehealth platforms and pharmacy strategies.

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**2. Expand Capacity at Existing Free Clinics**

Builds on two existing free clinic networks to add clinic sites, medication support, and eligibility assistance.

**3. Mobile Medical Units at Live Well Centers**

Deploys mobile clinics at County Live Well Centers. Timelines are shorter than brick and mortar clinics but require pharmacy solutions and staffing.

**4. County Operated Transitional Access Clinics in Live Well Centers**

Establishes permanent primary care clinics within existing County facilities. This option requires the most significant infrastructure, licensing, and information technology investments.

**5. Community Health Fairs**

Provides flexible, geographically targeted services through mobile medical units in partnership with community health centers. This option can be deployed quickly and supports the delivery of services within communities, meeting individuals where they are.

**6. Contract with Community Health Centers for Medical Care and Linkage to Social Services**

Subsidizes visits, medication, and food through existing clinic contracts (similar to the County Medical Services model), enabling residents to remain with their established primary care providers.

A separate description of food access resources is included in the Safety Net Bridge Feasibility Analysis Report with a menu of food access options that can be combined with the different clinic models.

County staff recommend a phased approach to implementation, beginning with a pilot in a geographically high need area where Medi-Cal disenrollment is most likely. Pilot findings would inform expansion and refinement of Transition Access Clinic models. Longer term decisions, including potential pursuit of FQHC lookalike status, infrastructure investments, and partnership structures, will depend on available funding, policy guidance, and identified community needs. County staff will develop and return to the Board with a proposed pilot that incorporates pending direction received from the State on implementation of Medi-Cal work requirements, further analysis of data available to determine ZIP codes most likely to experience the greatest impact, and recommendations on clinic options most feasible in the identified ZIP codes.

In addition, On March 3, 2026 (17), the Board of Supervisors directed the Chief Administrative Officer to analyze and make recommendations for reforms to County Medical Services and Board Policy A-67 on Primary Care Services, the County's indigent health care as required by State law. The Safety Net Bridge program framework will need to coordinate and align with any changes to the County's indigent care program.

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Today's action is to receive the Safety Net Bridge Feasibility Analysis Report. In addition, today's action authorizes staff to develop and refine a proposed pilot in one or more of the identified high-need areas as outlined in the Implementation Plan in the Safety Net Bridge Feasibility Analysis Report and return to the Board within 180 days with the pilot proposal for approvals and authorizations needed to implement. These actions align with a larger, coordinated County strategy to strengthen the safety net and assist eligible persons to remain enrolled amidst State and federal policy changes. Subsequent Board action would be needed to implement any of the Safety Net Bridge options proposed.

**LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN**

This action supports the County of San Diego 2026-2031 Strategic Plan initiatives of Community and Equity by ensuring access for all to health and social services, providing services that enhance the community's well-being, and ensuring the capability to respond to the needs of individuals in the community.

Respectfully submitted,



FOR

EBONY N. SHELTON  
Chief Administrative Officer

**ATTACHMENT(S)**

Attachment A – Safety Net Bridge Feasibility Analysis Report

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# COUNTY OF SAN DIEGO

## AGENDA ITEM

### BOARD OF SUPERVISORS

PALOMA AGUIRRE  
First District

JOEL ANDERSON  
Second District

TERRA LAWSON-REMER  
Third District

MONICA MONTGOMERY STEPPE  
Fourth District

JIM DESMOND  
Fifth District

**DATE:** March 24, 2026

**27**

**TO:** Board of Supervisors

### **SUBJECT**

**RETURN BACK ON OPTIONS FOR ESTABLISHING A SAFETY NET BRIDGE PROGRAM TO ADDRESS ANTICIPATED GAPS IN SERVICES FOR RESIDENTS DISENROLLED FROM BENEFIT PROGRAMS AND AUTHORIZE IMPLEMENTATION PLANNING FOR A SAFETY NET BRIDGE PROGRAM PILOT (DISTRICTS: ALL)**

### **OVERVIEW**

On November 4, 2025 (12), the San Diego County Board of Supervisors (Board) directed the Chief Administrative Officer to explore opportunities to establish a Safety Net Bridge program. This program would provide no-cost primary care medical services co-located with social services, same-day access to prescription medication free-of-charge, and same-day access to fresh food to address anticipated gaps in services due to barriers created by shifts in federal policy.

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### **RECOMMENDATION(S)**

#### **CHIEF ADMINISTRATIVE OFFICER**

1. Receive the Safety Net Bridge Feasibility Analysis Report.

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2. Authorize the Chief Administrative Officer to develop an Implementation Plan based on the Safety Net Bridge Feasibility Analysis Report to develop a pilot in one or more ZIP Codes identified as high-need areas where Medi-Cal disenrollment is most likely, and return to the Board within 180 days for any authorization and appropriations needed for pilot implementation.

### **EQUITY IMPACT STATEMENT**

Residents who are most at risk of losing Medi-Cal coverage are disproportionately low-income households, immigrants, and people of color. This action advances equity by prioritizing services for residents who have lost benefits or lack the ability to pay for care, communities most impacted by food insecurity, and populations historically underserved by the health system. The Safety Net Bridge Feasibility Analysis describes options to expand access to critical health care resources and strengthen social service supports for residents, which are anticipated to be directly impacted by changes in federal and State policy.

### **SUSTAINABILITY IMPACT STATEMENT**

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### **FISCAL IMPACT**

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**LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN**

This action supports the County of San Diego 2026-2031 Strategic Plan initiatives of Community and Equity by ensuring access for all to health and social services, providing services that enhance the community's well-being, and ensuring the capability to respond to the needs of individuals in the community.

Respectfully submitted,



FOR

EBONY N. SHELTON  
Chief Administrative Officer

**ATTACHMENT(S)**

Attachment A – Safety Net Bridge Feasibility Analysis Report

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# **PALOMA AGUIRRE**

## **CHAIR PRO TEM**

**SUPERVISOR, FIRST DISTRICT  
SAN DIEGO COUNTY BOARD OF SUPERVISORS**

### **AGENDA ITEM**

**DATE: March 24, 2026**

**29**

**TO: Board of Supervisors**

#### **SUBJECT**

**RENAMING CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY AT THE COUNTY OF SAN DIEGO, ADOPTION OF A RESOLUTION CALLING ON THE STATE OF CALIFORNIA AND THE UNITED STATES FEDERAL GOVERNMENT TO RENAME CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY, AND A-72 WAIVER (DISTRICTS: ALL)**

#### **OVERVIEW**

In the mid twentieth century, agricultural laborers organized in the face of entrenched exploitation to demand fair wages, safe working conditions, and the basic dignity owed to every worker. Their efforts transformed labor standards and challenged systems that had long denied visibility and power to the workers who sustained the agricultural economy. This movement reshaped expectations of fairness and helped establish that labor rights are inseparable from human rights.

Across California and neighboring regions, farmworkers built a movement grounded in courage, sacrifice, and collective action. They organized strikes, led boycotts, and built alliances despite facing retaliation and systemic discrimination. Their persistence forced a national reckoning and secured protections that continue to shape labor standards today. The legacy of this movement endures as a model for how collective action can drive lasting change.

History must remember that this movement was never the work of a single individual. It was built by a diverse coalition of Mexican, Filipino, and other immigrant communities united in common cause. Women were not only essential as organizers and strategists but were often the backbone of the movement including leading campaigns, shaping strategy, and sustaining the work in the face of both external opposition and internal inequities that too often minimized their contributions. Additionally, Filipino farmworkers played a central role in the early organizing that sparked broader action. These contributions have too often gone unrecognized. An honest account of this history requires recognizing that collective struggle, not the efforts of a single individual, lead to sustained progress.

**SUBJECT: RENAMING CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY AT THE COUNTY OF SAN DIEGO, ADOPTION OF A RESOLUTION CALLING ON THE STATE OF CALIFORNIA AND THE UNITED STATES FEDERAL GOVERNMENT TO RENAME CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY, AND A-72 WAIVER (DISTRICTS: ALL)**

At a time when women and girls across the country continue to come forward with experiences of sexual violence and abuse, exclusion, and stripping of rights, it is critical that public institutions move beyond symbolic acknowledgment and take meaningful steps to elevate women's experiences and leadership. The farm worker movement is a powerful example of how women, particularly women of color, have driven transformative change while too often being denied full recognition. This moment calls for a deliberate correction of that imbalance.

Among the leaders who embodied this collective spirit is Dolores Huerta, whose leadership was foundational to the success and direction of the farm worker movement and whose contributions exemplify the role women played in building and sustaining this historic struggle. As a co-founder of the United Farm Workers, she helped lead organizing efforts, negotiations, and national campaigns that improved wages and working conditions for thousands of people. She played a key role in the national grape boycott and helped build alliances that brought the struggle of farmworkers into the national consciousness. Her advocacy extended to advancing gender equity and expanding civic participation among historically marginalized communities. She endured personal sacrifice, including arrest and serious injury, yet remained steadfast in her commitment to nonviolence and justice. Her leadership demonstrates how women were not secondary figures in this movement. They were central drivers of its success. Recognizing this truth is essential to ensuring that public honors reflect not only the outcomes of the movement, but the full diversity of those who made those outcomes possible.

Recent allegations regarding César Chávez demand a direct and principled response, particularly in a moment when communities are calling for greater accountability around gender-based harm and the misuse of power. Silence or avoidance is not acceptable in a moment when communities across the nation are confronting the realities of sexual violence gender-based harm, and long-standing patterns of minimizing or dismissing the experiences of women. Public honors reflect our collective values and when credible concerns related to harm arise, it is necessary to reevaluate which individuals we elevate and why. Truthful representation of history requires that recognition align with our commitment to justice and the dignity of those impacted by harm.

The work of building a more just society is ongoing, and it requires actively centering the leadership, dignity, and safety of women not only in policy, but in the symbols and narratives we elevate as a society. This is especially true for women of color who continue to face systemic inequities and disproportionate harm. Advancing justice involves making deliberate choices about who we honor and uplift. Representation in public commemorations shapes cultural values and signals whose contributions are worthy of recognition.

This item directs the Chief Administrative Officer to take decisive action to rename César Chávez Day to Farmworkers Day through changes to the County Administrative Code and Compensation Ordinance. This item also calls on the State of California and the United States federal government to rename César Chávez Day to Farmworkers Day. This change is necessary to more accurately reflect the collective spirit of the farm worker movement, to elevate the leadership of women

**SUBJECT:** RENAMING CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY AT THE COUNTY OF SAN DIEGO, ADOPTION OF A RESOLUTION CALLING ON THE STATE OF CALIFORNIA AND THE UNITED STATES FEDERAL GOVERNMENT TO RENAME CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY, AND A-72 WAIVER (DISTRICTS: ALL)

workers who were foundational to its success, and to ensure that public honors are aligned with our shared commitment to equity, accountability, and justice.

This item is being submitted as a late agenda item due to the need for a prompt response to recent public allegations involving César Chávez, which emerged after the standard board letter docket deadline.

### **RECOMMENDATION(S)**

#### **CHAIR PRO TEM PALOMA AGUIRRE**

1. Waive Board Policy A-72 Agenda and Related Process, Section 2.C.2.ii, which establishes required timelines for review when preparing a Board Letter.
2. Direct the Chief Administrative Officer (CAO) to return to the Board on April 21, 2026 with an ordinance amending the County Administrative Code and the Compensation Ordinance to rename César Chávez Day as Farmworkers Day.
3. Adopt a Resolution entitled: “CALLING ON THE STATE OF CALIFORNIA AND THE UNITED STATES FEDERAL GOVERNMENT TO RENAME CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY”
4. Direct the CAO to send a letter to appropriate State and federal officials calling for the renaming of César Chávez Day as Farmworkers Day.

### **EQUITY IMPACT STATEMENT**

This action advances equity by recognizing the full and inclusive history of the farm worker movement and aligning public honors with values of accountability and representation. Renaming the holiday as Farmworkers would shift recognition from a single individual to the collective struggle led by a diverse coalition of workers and organizers. By affirming a more accurate and inclusive representation of the farm workers movement, this action promotes cultural equity and ensures that public recognition reflects the diversity of those who have driven social progress. By shifting away from a single-individual framework, this action helps correct gender imbalances in public recognition and affirms the County’s commitment to ensuring that women’s leadership is visible, valued, and centered in how history is honored.

### **SUSTAINABILITY IMPACT STATEMENT**

This action supports the County of San Diego’s commitment to equity and community wellbeing. By recognizing the collective contributions of diverse farm worker communities and elevating women’s leadership within the movement, this item aligns with County goals to support marginalized populations and strengthen community trust.

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**FISCAL IMPACT**

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

**BUSINESS IMPACT STATEMENT**

N/A

**ADVISORY BOARD STATEMENT**

N/A

**BACKGROUND**

In the mid twentieth century, agricultural laborers organized in the face of entrenched exploitation to demand fair wages, safe working conditions, and the basic dignity owed to every worker. Their efforts transformed labor standards across the agricultural economy and challenged systems that had long denied visibility and power to the workers who sustained it. This movement was not only about labor rights, but about human rights, and it reshaped the moral expectations placed on employers, institutions, and government.

History must remember that this movement was never the achievement of any single individual. It was built by a diverse, multicultural coalition that included Mexican, Filipino, and other immigrant communities who stood together in common cause. Women were vital to these efforts, serving as organizers, negotiators, and strategists whose leadership sustained and expanded the fight for justice. Additionally, Filipino farmworkers were instrumental in initiating labor actions that catalyzed the broader movement, and their leadership has too often been minimized in public recognition. Collective effort and struggle are what delivered progress, not the efforts of a single individual.

Among the leaders who embodied this collective spirit is Dolores Huerta, whose lifelong work reflects an unwavering commitment to justice, equity, and community power. As a co-founder of the United Farm Workers, she played a central role in organizing workers, coordinating large scale campaigns and leading complex negotiations. As a result, she helped secure contracts that improved wages, benefits, and working conditions for thousands of farmworkers. She was a principal architect of the national grape boycott, helping to mobilize millions of consumers and build alliances with labor unions, students, faith leaders, and civil rights organizations across the country. Her strategic leadership demonstrated a deep understanding of both grassroots organizing and national advocacy, bridging local struggles with broader movements for change.

Her contributions also extended well beyond labor organizing. She was a leading voice in advancing gender equity within the movement at a time when women's voices were often minimized or resisted. She consistently pushed for women to be recognized not only as participants

**SUBJECT: RENAMING CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY AT THE COUNTY OF SAN DIEGO, ADOPTION OF A RESOLUTION CALLING ON THE STATE OF CALIFORNIA AND THE UNITED STATES FEDERAL GOVERNMENT TO RENAME CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY, AND A-72 WAIVER (DISTRICTS: ALL)**

but as decision makers and leaders. In addition, her advocacy expanded into voter registration, civic engagement, and public policy, helping to increase political participation among historically marginalized communities. Her work contributed to legislative and institutional changes that strengthened protections for workers and expanded access to opportunity. Her life's work embodies the inclusive, selfless, and forward looking values that public institutions should elevate and honor.

Recent allegations regarding César Chávez demand a direct and principled response. Silence or avoidance is not acceptable in a moment when communities across the nation are confronting the realities of sexual violence and abuse of power. Public honors reflect our collective values and when credible concerns related to harm arise, it is necessary to reevaluate which individuals we elevate and why. Truthful representation of history requires that recognition align with our commitment to justice and the dignity of those impacted by harm.

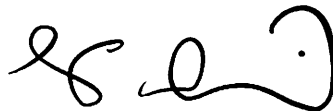
The work of building a more just society is ongoing, and it requires centering the leadership, dignity, and safety of women. This is especially true for women of color who continue to face systemic inequities and disproportionate harm. Advancing justice involves making deliberate choices about who we honor and uplift. Representation in public commemorations shapes cultural values and signals whose contributions are worthy of recognition.

This item directs the Chief Administrative Officer to take decisive action to rename César Chávez Day to Farmworkers Day through changes to the County Administrative Code and Compensation Ordinance. This item also calls on the State of California and the United States federal government to rename César Chávez Day to Farmworkers Day. This change is necessary to more accurately reflect the collective spirit of the farm worker movement, to elevate the leadership of women workers who were foundational to its success, and to ensure that public honors are aligned with our shared commitment to equity, accountability, and justice.

**LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN**

Today's proposed action supports the County of San Diego's 2026–2031 Strategic Plan initiative of Community (Engagement) by elevating the contributions of historically marginalized groups and promoting accurate and inclusive public representation.

Respectfully submitted,



PALOMA AGUIRRE

**SUBJECT:** RENAMING CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY AT THE COUNTY OF SAN DIEGO, ADOPTION OF A RESOLUTION CALLING ON THE STATE OF CALIFORNIA AND THE UNITED STATES FEDERAL GOVERNMENT TO RENAME CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY, AND A-72 WAIVER (DISTRICTS: ALL)

Supervisor, First District

**ATTACHMENT(S)**

Attachment A: A RESOLUTION CALLING ON THE STATE OF CALIFORNIA AND THE UNITED STATES FEDERAL GOVERNMENT TO RENAME CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY.

**County of San Diego Board of Supervisors  
AGENDA ITEM INFORMATION SHEET**

**AGENDA ITEM SUBJECT/TITLE:**

**RENAMING CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY AT THE COUNTY OF SAN DIEGO, ADOPTION OF A RESOLUTION CALLING ON THE STATE OF CALIFORNIA AND THE UNITED STATES FEDERAL GOVERNMENT TO RENAME CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY, AND A-72 WAIVER (DISTRICTS: ALL)**

**REQUIRES FOUR VOTES:**

Yes  No

**WRITTEN DISCLOSURE PER COUNTY CHARTER SECTION §1000.1 REQUIRED:**

Yes  No

**NOTICED PUBLIC HEARING REQUIRED:**

Yes  No

**PROJECT UNDER CEQA:**

Yes  No

If Yes, approval of CEQA document required?

Yes  No

**DECISION WITHIN GOVERNMENT CODE SECTION 84308:**

Yes  No

**PREVIOUS RELEVANT BOARD ACTIONS:**

**BOARD POLICIES APPLICABLE:**

Board Policy A-72, Board of Supervisors' Agenda and Related Processes

**BOARD POLICY STATEMENTS:**

N/A

**MANDATORY COMPLIANCE:**

N/A

**ORACLE AWARD NUMBER(S) AND CONTRACT AND/OR REQUISITION NUMBER(S):**

**ORIGINATING DEPARTMENT:** District 1

**OTHER CONCURRENCE(S):**

INTERNAL REVIEW COMPLETED:

YES  NO

Bardia.Moojedi@sd  
county.ca.gov

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Bardia.Moojedi@sdcounty.ca.gov  
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Signature

**CONTACT PERSON(S):**

Lyle Pavuk

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Name

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Phone

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E-mail

Signature

Resolution No.:

Meeting Date: March 24, 2026

**A RESOLUTION CALLING ON THE STATE OF CALIFORNIA AND THE UNITED STATES  
FEDERAL GOVERNMENT TO RENAME CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY**

WHEREAS, in the mid twentieth century, agricultural laborers organized in the face of entrenched exploitation to demand fair wages, safe working conditions, and basic dignity, transforming labor standards and establishing that labor rights are inseparable from human rights; and

WHEREAS, farmworkers across California and neighboring regions built a movement grounded in courage, sacrifice, and collective action, organizing strikes and boycotts and securing protections that continue to shape labor standards today; and

WHEREAS, this movement was driven by a diverse coalition of Mexican, Filipino, and other immigrant communities, with women serving as essential organizers and leaders; and

WHEREAS, an honest account of this history requires recognizing that collective struggle, not the efforts of a single individual, lead to sustained progress, and that public institutions have a responsibility to ensure public honors reflect a truthful and inclusive understanding of history; and

WHEREAS, the farm worker movement demonstrates the transformative leadership of women, particularly women of color, whose central role has too often been minimized despite their lasting impact; and

WHEREAS, Dolores Huerta's leadership as a co-founder of the United Farm Workers was foundational to organizing efforts, negotiations, and national campaigns, and her work advancing gender equity and civic participation reflects the broader leadership of women in the movement; and

WHEREAS, recent allegations regarding César Chávez warrant a direct and principled response in a time when communities are calling for accountability related to harm and the misuse of power, and public honors must align with commitments to justice and the dignity of those impacted; and

WHEREAS, renaming César Chávez Day to Farmworkers Day would more accurately reflect the collective spirit of the movement, elevate the leadership of women and

historically marginalized communities, and ensure that public recognition aligns with values of equity, inclusion, and accountability;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Supervisors of the County of San Diego to call upon the State of California and the United States federal government to rename César Chávez Day to Farmworkers Day.

APPROVED AS TO FORM AND LEGALITY  
Damon M. Brown, County Counsel  
BY: Shiri Hoffman, Chief Deputy County Counsel

**REQUEST FOR ADDITION OF LATE ITEM  
TO THE BOARD OF SUPERVISORS AGENDA**

**DATE:** March 19, 2026

**TO:** Chairwoman Terra Lawson-Remer

**FROM:** Chair Pro Tem Paloma Aguirre

**MEETING DATE REQUESTED:** Tuesday, March 24, 2026

**SUBJECT OF ITEM: RENAMING CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY AT THE COUNTY OF SAN DIEGO, ADOPTION OF A RESOLUTION CALLING ON THE STATE OF CALIFORNIA AND THE UNITED STATES FEDERAL GOVERNMENT TO RENAME CÉSAR CHÁVEZ DAY AS FARMWORKERS DAY, AND A-72 WAIVER**

**REASON ITEM CANNOT BE PLACED ON A FUTURE AGENDA:**

This item requires immediate action at the next board meeting due to the need for a prompt response to recent public allegations involving César Chávez, which emerged after the standard board letter docket deadline.

Sincerely,



Paloma Aguirre  
Supervisor, First District

**CHAIR'S APPROVAL** \_\_\_\_\_



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# COUNTY OF SAN DIEGO

## AGENDA ITEM

### BOARD OF SUPERVISORS

PALOMA AGUIRRE  
First District

JOEL ANDERSON  
Second District

TERRA LAWSON-REMER  
Third District

MONICA MONTGOMERY STEPPE  
Fourth District

JIM DESMOND  
Fifth District

**DATE:** March 24, 2026.

30

**TO:** Board of Supervisors

**SUBJECT**  
**CLOSED SESSION (DISTRICTS: ALL)**

### OVERVIEW

- A. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION  
(Paragraph (1) of subdivision (d) of Section 54956.9)  
James R. Clements v. County of San Diego; Workers' Compensation Appeals Board, San Diego District Case No.: ADJ14789738
- B. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION  
(Paragraph (1) of subdivision (d) of Section 54956.9)  
Stavinoha v. County of San Diego;  
San Diego Superior Court Case No.: 37-2024-00900818-CU-EI-NC
- C. CONFERENCE WITH LEGAL COUNSEL – INTITATION OF LITIGATION  
Initiation of litigation pursuant to paragraph 4 of subdivision (d) of Government Code section 54956.9: (Number of Cases – 1)
- D. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION  
(Paragraph (1) of subdivision (d) of Section 54956.9)  
Beizae, et al. v. County of San Diego, et al.;  
San Diego Superior Court Case No.: 37-2024-00006611-CU-PO-CTL
- E. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION  
(Paragraph (1) of subdivision (d) of Section 54956.9)  
Litigation re: Childhood Sexual Assault Claims;  
San Diego Superior Court Case No.: 37-2022-00047960-CU-PO-NC
- F. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION  
(Paragraph (1) of subdivision (d) of Section 54956.9)  
T.C. v. County of San Diego;  
San Diego Superior Court Case No.: 37-2022-00044721-CU-PO-CTL

**SUBJECT: CLOSED SESSION ( DISTRICTS: ALL)**

**G. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION**  
(Paragraph (1) of subdivision (d) of Section 54956.9)  
County of San Diego v. AmeriSourceBergen Drug Corp., et al.; United States  
District Court for the Northern District of Ohio Case No. MDL2804

**RECOMMENDATION(S)**  
**CHIEF ADMINISTRATIVE OFFICER**  
At the direction of the Board.

**EQUITY IMPACT STATEMENT**  
N/A

**SUSTAINABILITY IMPACT STATEMENT**  
N/A

**FISCAL IMPACT**  
N/A

**BUSINESS IMPACT STATEMENT**  
N/A

**ADVISORY BOARD STATEMENT**  
N/A

**BACKGROUND**  
N/A

**LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN**  
N/A

Respectfully submitted,

**Damon  
Brown**

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Brown  
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**DAMON M. BROWN**  
County Counsel

**ATTACHMENT(S)**  
N/A

County of San Diego Board of Supervisors  
AGENDA ITEM INFORMATION SHEET

AGENDA ITEM SUBJECT/TITLE:  
CLOSED SESSION (DISTRICTS: ALL)

REQUIRES FOUR VOTES:

Yes  No

WRITTEN DISCLOSURE PER COUNTY CHARTER SECTION §1000.1 REQUIRED:

Yes  No

NOTICED PUBLIC HEARING REQUIRED:

Yes  No

PROJECT UNDER CEQA:

Yes  No

If Yes, approval of CEQA document required?

Yes  No

DECISION WITHIN GOVERNMENT CODE SECTION 84308:

Yes  No

PREVIOUS RELEVANT BOARD ACTIONS:

N/A

BOARD POLICIES APPLICABLE:

N/A

BOARD POLICY STATEMENTS:

N/A

MANDATORY COMPLIANCE:

N/A

ORACLE AWARD NUMBER(S) AND CONTRACT AND/OR REQUISITION NUMBER(S):

N/A

ORIGINATING DEPARTMENT: County Counsel

OTHER CONCURRENCE(S): N/A

INTERNAL REVIEW COMPLETED: YES  NO  Damon Brown

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Signature

CONTACT PERSON(S):

Damon M. Brown

Name  
(619) 531-5457

Name

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Phone

E-mail

E-mail

Damon Brown

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Signature

Signature

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