

CALIFORNIA CITIZENS COMPENSATION COMMISSION

TRANSCRIPTION OF RECORDED
CALIFORNIA CITIZENS COMPENSATION COMMISSION MEETING
HELD JUNE 18, 2025

TRANSCRIBED BY: DONNA K. NICHOLS, RPR, CSR. 5660

JOB #: 8958

1 CHAIR SWEET: Good afternoon. It's June 18,
2 2025, 1:30 p.m. This is the regular meeting of the
3 California Citizens Compensation Commission, our last
4 meeting for the '24/'25 fiscal year.

5 And I will call the meeting to order and ask
6 the Commission secretary to take attendance.

7 SECRETARY SNARR: Laura Horrocks?

8 COMMISSIONER HORROCKS: Present.

9 SECRETARY SNARR: Darrell Roberts?

10 COMMISSIONER ROBERTS: Here.

11 SECRETARY SNARR: Tyren Thompson?

12 COMMISSIONER THOMPSON: Present.

13 SECRETARY SNARR: Margaret Wong?

14 COMMISSIONER WONG: Present.

15 SECRETARY SNARR: And Michael Sweet.

16 CHAIR SWEET: Present.

17 First item is public comment. And if the
18 Commission secretary could please read the statement
19 regarding public comment.

20 SECRETARY SNARR: The California Citizens
21 Compensation Commission welcomes comment from the public
22 on any agenda item at all its public meetings.

23 Public comment typically occurs at the
24 beginning of each meeting but the Chair has the
25 discretion to allow for additional public comment

1 periods during the meeting. The Chair may impose
2 reasonable limitations on public comment to ensure that
3 the meeting runs on schedule.

4 CHAIR SWEET: Thank you.

5 And do we have any member of the public that
6 wishes to address the Commission during the public
7 comment period?

8 SECRETARY SNARR: We don't have any that
9 signed up today.

10 CHAIR SWEET: Okay. Is there anyone in the
11 gallery who wishes to address the Commission?

12 I -- I apologize. I should have introduced
13 myself. My name is Michael Sweet. I'm the Chair of the
14 Commission.

15 All right, seeing none I will close public
16 comment and ask the Commission secretary to please read
17 the next item.

18 SECRETARY SNARR: First on the agenda is the
19 adoption of the meeting minutes from the May 29, 2025,
20 Commission meeting.

21 CHAIR SWEET: The minutes were sent out in the
22 package that commissioners received last week. I
23 believe all the commissioners received them.

24 Do any commissioners have any comments or
25 concerns about the minutes?

1 Commissioner Thompson.

2 COMMISSIONER THOMPSON: Are the meeting
3 minutes and transcript separate?

4 CHAIR SWEET: No, that's -- that is the
5 minutes.

6 COMMISSIONER THOMPSON: Sure. With respect to
7 page 77 of the transcript, line one, there's an -- it's
8 a minor error. It says paid practitioner, P-A-I-D.
9 What I said was pay, P-A-Y, practitioner.

10 CHAIR SWEET: Thank you, Commissioner.

11 Can staff make that one change?

12 Any other commissioner questions, comments?

13 Do we have a motion?

14 We have a motion.

15 Is there a second?

16 COMMISSIONER THOMPSON: Second.

17 COMMISSIONER HORROCKS: Commissioner Roberts
18 motioned, Commissioner Thompson a second.

19 Is there a discussion on the motion?

20 All right, since we're all, Ms. Cohen, in
21 person do we need to take a roll call?

22 MS. COHEN: No. (Unintelligible).

23 CHAIR SWEET: Yes?

24 MS. COHEN: (Unintelligible) -- adjournment,
25 you know, non-controversial things like that

1 (unintelligible).

2 MS. COHEN: (Unintelligible).

3 CHAIR SWEET: Okay.

4 MS. COHEN: (Unintelligible).

5 CHAIR SWEET: Thank you. I'll -- I'll ask if
6 there's any opposition to approving the minutes of the
7 May 29, 2025, meeting.

8 Looks like unanimous consent. Thank you very
9 much.

10 Could the Commission secretary please read the
11 next item.

12 SECRETARY SNARR: Next item on the agenda is
13 the Chair's report.

14 CHAIR SWEET: So I -- I've started to think
15 about how we can continue our discussions and our work
16 in the coming year. And there is an agenda item towards
17 the end about what our plans are for the coming year.

18 So I will just say briefly at the outset that
19 the whole discussion about the Board of Equalization and
20 my personal review of the salaries has me wondering if
21 we should begin a more holistic view of -- of what we're
22 doing here in terms of compensation, why it is that
23 different officers are paid different amounts, if
24 there's rhyme or reason to that, if we think we can
25 better calibrate the pay, and also to ask questions

1 as -- as I started to last week about where the State of
2 California is in relation to other states in what they
3 pay their elected officials and whether we should be
4 making any adjustments there.

5 So we can talk about that later in -- in our
6 discussion about planning for next year, but that is
7 something that I've been thinking about. And,
8 therefore, I'm going to make it my chair's report. And
9 that -- that is the total of my report.

10 And if commissioners have questions or
11 comments, I guess we could entertain them now or we
12 could save it until the discussion later.

13 Seeing none I'll ask the Commission secretary
14 please read the next item.

15 SECRETARY SNARR: Next item is the staff
16 reports.

17 CHAIR SWEET: All right. Let's have the staff
18 reports, please.

19 SECRETARY SNARR: In front of you you have
20 three staff reports that were provided. First one being
21 a copy of the agenda for today's meeting.

22 The second is the -- the transcript from the
23 May 29, 2025, Commission meeting.

24 And the third and final item is the June 18,
25 2025, draft resolution.

1 CHAIR SWEET: Thank you. Commissioners, you
2 have all of that information. It was provided in the
3 packages that were mailed out last week.

4 Does anyone have any discussion on the staff
5 reports?

6 Very well. Could the Commission secretary
7 please read the next item.

8 SECRETARY SNARR: Updates from the Department
9 of Human Resources on collective bargaining and the
10 Department of Finance on the state's revised budget and
11 the consumer price index.

12 MR. CRAWFORD: Is this working? Thank you.

13 Good afternoon, commissioners. Good to see
14 you again. Anthony Crawford from CalHR. Just to
15 provide an update on where we're at with collective
16 bargaining.

17 So when I was here a few weeks ago, it was
18 following the governor's release of the May revision.

19 As we discussed in that Commission meeting,
20 the governor's May revision called for employee
21 compensatings that were hopefully to be achieved through
22 collective bargaining.

23 So the update I have for you today is good
24 news in that we did successfully reach an agreement with
25 one of our largest state employee unions, the -- it's

1 called CCPOA, the California Correctional Peace Officers
2 Association. They represent our correctional officers.

3 We just announced the agreement. It's a
4 tentative agreement that was reached and announced on
5 Monday. So that has been submitted to legislature and
6 it is out for union membership voting at this time.

7 It's a three-year agreement so there's a lot
8 of different components to that agreement. But most
9 notably what I'll highlight for the Commission here is
10 in the budget year effective July 1st, 2025, there is a
11 three percent general salary increase for all Unit 6
12 employees.

13 Just a reminder a general salary increase is
14 something that goes to all employees within the
15 bargaining unit regardless of where they're at within a
16 classification or salary range.

17 The other item I would highlight though is
18 that there is also a personal leave program. So
19 employees will be participating in a program starting
20 July 1st, 2025. This program that was negotiated with
21 this unit calls for a three percent salary reduction.
22 And that is effective July 1st, '25, as well.

23 As part of that, employees will receive five
24 PLP hours per month. The negotiated agreement is that
25 the general salary increase is effective July 1st, '25,

1 the PLP reduction of three percent is also effective
2 July 1st, '25. And that PLP program is scheduled for
3 two years, two of the three years of their contract.

4 So that's the only update I have as of today.
5 Be happy to answer any questions if you have any.

6 CHAIR SWEET: Yes. Mr. -- Commissioner
7 Thompson.

8 COMMISSIONER THOMPSON: I'm sorry,
9 Mr. Crawford, I don't understand.

10 Do you have an example? I heard we're going
11 up three percent and then back three percent --

12 MR. CRAWFORD: Yeah.

13 COMMISSIONER THOMPSON: -- which is
14 effectively nothing in my mind.

15 MR. CRAWFORD: From a -- yeah. From a
16 simple --

17 COMMISSIONER THOMPSON: Can you -- can you
18 clarify?

19 MR. CRAWFORD: Absolutely. Yeah. No,
20 you're -- you're correct I would say from a simple math
21 comparison of they're getting a three percent general
22 salary increase and then they get a reduction of three
23 percent. So from a simple math take-home perspective
24 those two items alone would account for about a zero
25 percent take home.

1 I would note though many of the employees
2 receive pay differentials, longevity pay, things like
3 that. So when you get a general salary increase that
4 increases your base pay, so the value of some of those
5 pay differentials may actually result in a minor
6 take-home increase. But from a simple math perspective
7 it's a -- they got three, three taken away.

8 CHAIR SWEET: So, Mr. Crawford, then I have a
9 question.

10 Is the -- you said the three percent
11 effectively giveback is for the first two of the three
12 years. Correct?

13 MR. CRAWFORD: Correct, yeah.

14 CHAIR SWEET: And the three percent increase
15 also is a three -- is a three year?

16 MR. CRAWFORD: It's an ongoing increase so
17 there's no expiration. So it will be built in to their
18 base pay on July 1st.

19 CHAIR SWEET: And -- and then July 1st of 2026
20 is there another three percent?

21 MR. CRAWFORD: No. In '26 there's no
22 increase. In '27, the third year of their MOU, they
23 did -- they will get another three percent.

24 CHAIR SWEET: And they'll get back the -- the
25 three percent. So they'll effectively get -- give or

1 take a six percent in two years?

2 MR. CRAWFORD: Starting July 1st of '27
3 effectively at about six percent higher from where
4 they're at today, correct.

5 CHAIR SWEET: From a budgetary perspective it
6 kicks the can down the road two years for -- and then --
7 then the -- then the pill to swallow is six percent in
8 two years?

9 MR. CRAWFORD: Yeah, that's how I would think
10 about it, correct. Yeah.

11 CHAIR SWEET: Any other commissioners'
12 questions?

13 Commissioner Thompson?

14 COMMISSIONER THOMPSON: Any update on the SEIU
15 which I understand is the largest bargaining unit?

16 MR. CRAWFORD: They're the largest union, but
17 unfortunately we -- we don't have an agreement as of
18 today. We're still in active discussions with all of
19 our other employee organizations at this point, yeah.

20 CHAIR SWEET: Other commissioner questions?
21 Thank you, Mr. Crawford.

22 MR. CRAWFORD: Thank you.

23 CHAIR SWEET: See you next year.

24 MS. MENG: Good afternoon, Chair, and
25 commissioners. Hanzhao Meng from Department of

1 Finance. I'm here to provide an update on the state
2 budget.

3 So since May revision we have no update on the
4 state side for the budget. But we recently reached the
5 two-party agreement with the legislature and we continue
6 to work with the legislature to reach a three-party
7 agreement in arriving our final Budget Act by the end of
8 the fiscal year.

9 Happy to take any questions.

10 CHAIR SWEET: Any -- any commissioner
11 questions?

12 Can -- can you tell us what -- what's on the
13 table now and the -- what -- that you can share what's
14 on the table now in this discussion and what they're --
15 what they're driving for -- towards for this agreement?

16 MS. MENG: I don't have the specifics to share
17 at this moment. But we are continuing to work with the
18 legislature in arriving at the items they proposing, the
19 two-party agreement as well as our proposals in arriving
20 at the three-party agreement by the end of the year.

21 CHAIR SWEET: You can't give us any detail?

22 MS. MENG: No. It's kind of like ongoing
23 working -- work in progress right now so there's no
24 decisions arrived at this time that I can share.

25 CHAIR SWEET: Okay. And remind us what would

1 the outcome be if there -- if there was not an agreement
2 reached by July 1st? What happens?

3 MS. MENG: We are plan to have agreement on --
4 at this time I -- I don't have answer for you, sorry.

5 CHAIR SWEET: In -- in terms of the
6 legislative outcome you don't -- I -- I think there's --
7 there's, um -- there's penalties that kick in, or they
8 don't get paychecks, or something, right?

9 Does anyone -- you -- you don't -- you don't
10 know what the actual impact of -- of failure to pass a
11 budget by July 1st is?

12 MS. MENG: I know in the previous years
13 there's -- the legislature may not get paid if the
14 budget's not agreed on time. But this year we have -- I
15 have no information from that perspective.

16 From the legislative process, per se, we
17 receive the two party, and we have 12 days for the
18 governor to sign the final budget upon the receiving of
19 the two-party agreement.

20 CHAIR SWEET: Okay.

21 COMMISSIONER WONG: I have a question.

22 Do you --

23 CHAIR SWEET: Margaret.

24 COMMISSIONER WONG: -- do you mean that by the
25 end of the year or by the end of the fiscal year?

1 MS. MENG: Fiscal year. Sorry, yeah. Fiscal
2 year -- all the years I'm referencing here is the fiscal
3 year.

4 COMMISSIONER WONG: Thank you.

5 COMMISSIONER HORROCKS: And is there
6 anything --

7 CHAIR SWEET: Commissioner Horrocks.

8 COMMISSIONER HORROCKS: Is there anything in
9 this budget proposal that would prevent us from
10 providing an increase to the legislature from a fiscal
11 responsibility perspective?

12 MS. MENG: Not anything that I'm aware of.

13 CHAIR SWEET: Any other commissioner comments
14 or questions?

15 Thank you very much for joining us today.

16 MS. MENG: Yeah, of course. Thank you.

17 MS. VILLALPANDO CEJA: Good afternoon,
18 commissioners. Thanks again for having me.

19 We also don't necessarily have an update at
20 this point on the CPI inflation. What we've published
21 with the May revision in our economic forecast is the
22 latest.

23 And so just as a reminder we have for calendar
24 year 2025 3.5 percent inflation for the U.S. and 3.8
25 percent for California.

1 There's still uncertainty that remains in
2 terms of tariffs. In terms of actual data there hasn't
3 been much that has shown up from the tariffs. But the
4 expectation is that we might still see the impact of
5 tariffs later in the year. And so that's still a risk
6 to the inflation forecast.

7 And our official state minimum wage
8 calculation will be released on September 1st once we're
9 able to calculate based on data released in August. And
10 so that's when you can expect to see a minimum wage
11 letter.

12 But at this point no other updates on
13 inflation. But I'm happy to take any questions.

14 CHAIR SWEET: If I'm looking at your slide
15 from the last meeting --

16 MS. VILLALPANDO CEJA: Uh-huh.

17 CHAIR SWEET: -- and you had -- you were
18 projecting 3.5, as you said for the U.S. and 3.8 for the
19 state, and then you also have the next three-year
20 projections, those are all -- those all remain the same,
21 there has been no change at all in any of the
22 projections?

23 MS. VILLALPANDO CEJA: Correct. They're all
24 the same still.

25 CHAIR SWEET: And has there been any

1 adjustment to prior years or are those locked in?

2 MS. VILLALPANDO CEJA: No, there's no
3 revisions to prior -- to historical data.

4 CHAIR SWEET: Okay. That's all I have.
5 Other commissioner questions?

6 Thank you for coming back and -- and meeting
7 with us. And we look forward to working with you again
8 next year.

9 MS. VILLALPANDO CEJA: Yeah. Thank you all.

10 CHAIR SWEET: Is there any Commission
11 discussion on any of the updates?

12 Could the Commission secretary please read the
13 next item.

14 SECRETARY SNARR: Discuss and adoption of
15 proposed resolution setting compensation.

16 CHAIR SWEET: Well, this is -- this brings us
17 to the -- the main event, the culmination of our year's
18 work. And I would like to open the floor and see if any
19 of the commissioners would like to make a proposal for
20 compensation adjustments.

21 In -- in the last two years we've done an
22 across-the-board adjustment. We don't need do that, but
23 that's I think what the Commission has historically
24 done. One of you -- actually, a couple of you were here
25 for years before, one of you for many years before.

1 Has it always been that way, across the Board?
2 Okay.

3 Commissioner Wong is nodding, let the record
4 reflect.

5 There's also a draft resolution here in your
6 package. What I envision us doing is having a
7 discussion, coming to a conclusion which -- which I
8 suspect will be a percentage, and then -- I know last
9 year Commissioner Thompson was quick on the calculator.
10 I don't know if you are going to do it this way this
11 year or do it differently. But we'll fill in the
12 resolution and then ask for a vote.

13 And at this point I'll ask if any
14 commissioners would like to make a proposal.

15 Commissioner Thompson. Okay, commissioner.

16 COMMISSIONER THOMPSON: I was just going to
17 say I feel like we're in flux right now and -- and have
18 sort of incomplete information. I am leaning towards
19 one-and-a-half percent, so effectively half of the three
20 that the CCPOA has accounting for no decrease. And I
21 know that next year they're -- I imagine that three
22 percent is -- the way I understand is that three percent
23 reduction is temporary and next year they will go back
24 to their normal salary and receive another three percent
25 on top of that.

1 So if that understanding -- if that
2 understanding is correct, these people are not similarly
3 situated, so I think a one and a half for now seems
4 reasonable and fair. Historically I think we've
5 anchored to what SEIU does, and we don't know what SEIU
6 is doing.

7 CHAIR SWEET: Commissioner Horrocks.

8 COMMISSIONER HORROCKS: (Unintelligible).

9 Um, I think it reflects the legislative
10 restriction that we're under currently. I think at max
11 we should (unintelligible) no more than the
12 (unintelligible) that they are talking about for SEIU
13 currently. Even though this (unintelligible) currently
14 (unintelligible) under that (unintelligible) at this
15 point in time.

16 (Unintelligible) but I appreciate the
17 sentiment of Commissioner Thompson.

18 COMMISSIONER THOMPSON: If I'll just respond.
19 Thank you, Commissioner Horrocks.

20 I think the SEIU that we saw there's a
21 direction for them to go back and find savings. So I
22 think that three is expected to come down, but we don't
23 know where it's going or if it's moving at all.

24 CHAIR SWEET: Commissioner Roberts.

25 COMMISSIONER ROBERTS: I just think that

1 there's still so many bargaining units and so many
2 workers in the state from SEIU, to firefighters, to CHP
3 which I believe are still in the bargaining session
4 that makes it difficult to land on a -- even a blanket
5 increase. Although all valid, just the current
6 financial situation that we're in makes it difficult to
7 move.

8 So I just ask that we all move with -- with
9 caution and -- and with the thoughts that there's many
10 workers still at the bargaining table in -- in trying to
11 make sure what is fair and commensurate for -- for the
12 times and the work that they're doing.

13 My comments. Thank you.

14 CHAIR SWEET: Commissioner Wong.

15 COMMISSIONER WONG: Yes. I -- I am in a
16 position that not knowing exactly the budget situation
17 and with the tariff situation and with the recent report
18 that any (unintelligible) is presented I am more tended
19 to not up any percentage but remain status quo.

20 CHAIR SWEET: Well, I will jump in since
21 everyone else has said what they're thinking.

22 I -- I -- my mind is consistent with
23 Commissioner Horrocks because I believe that we've -- I
24 think, A, we remain behind for this -- for this group.

25 And, B, I -- I do recognize that the way some

1 of these give back works -- give backs work it will be
2 three percent plus and then minus, but then we're going
3 to be in a situation where if we were going to try to
4 keep up we'll -- we'll have to do six percent.

5 So -- and -- and at the end of the day from a
6 budgetary perspective we're talking about a relatively
7 small number. So holding back the three percent for a
8 budget trick is -- is not impactful the way it is with
9 the bargaining unit.

10 So there's -- we -- we can't -- we can't pull
11 that lever and get that impact. And where we will be
12 next year is having a conversation I think about six
13 percent is what I -- what I heard from the presentation.

14 So I would -- I would lean where Commissioner
15 Horrocks was at the -- at the full three percent at this
16 point.

17 FEMALE VOICE: Chair?

18 CHAIR SWEET: Yes.

19 FEMALE VOICE: (Unintelligible)?

20 CHAIR SWEET: Yes.

21 FEMALE VOICE: (Unintelligible) clarified. If
22 you would -- would be willing to open that agenda item
23 on the update.

24 CHAIR SWEET: I would be happy, Mr. Crawford,
25 to have you clarify.

1 MR. CRAWFORD: Yeah. I just wanted to clarify
2 something, Commissioner Thompson, I think the timing of
3 what you were referring to.

4 So the three percent general salary increase
5 and the three percent take-away personal leave program
6 is effective July 1st, '25, but then that is in place
7 for two years. I think you had mentioned one year. So
8 it's actually in place for two years. So there's
9 respectively a zero percent take-home increase for a
10 two-year period. 7-1-27 the three-percent reduction
11 goes away, and then they'll get an additional three
12 percent general salary increase. So it would be 7-1-27
13 that they would have the -- about a six-percent
14 increase.

15 CHAIR SWEET: Is it -- is it six percent or
16 nine percent? In other words, three percent, three
17 percent, and three percent, '25, '26, and '27?

18 MR. THOMPSON: No. It would be six percent
19 from where they're at today. So on July 1st, '25,
20 they're getting three, but they're giving back three.
21 So they effectively have zero percent increase for the
22 next two years. And then 7-1-27 they'll get an
23 additional three. And then the three percent that was
24 being taken away will go away as well.

25 CHAIR SWEET: So they've agreed to a -- a zero

1 for July 1 of '26 is effectively what happened?

2 MR. CRAWFORD: Exactly. Correct, yeah.

3 CHAIR SWEET: Got it.

4 MR. CRAWFORD: Yep, so just wanted to clarify
5 that.

6 CHAIR SWEET: Thank you.

7 MR. CRAWFORD: Thank you.

8 COMMISSIONER THOMPSON: I'm sorry, while
9 you're here how many employees are represented in the
10 CCPOA?

11 MR. CRAWFORD: A little over 25 -- about 25 to
12 26,000 state employees.

13 COMMISSIONER THOMPSON: Thank you. And what's
14 SEIU?

15 MR. CRAWFORD: SEIU has nine bargaining units
16 so they have over a hundred thousand.

17 COMMISSIONER THOMPSON: They're the biggest?

18 MR. CRAWFORD: Yeah. Collectively between all
19 the -- all the bargaining units, yes.

20 COMMISSIONER THOMPSON: And any direction on
21 where they're going with the -- the mandate that they
22 received in May to find savings?

23 MR. CRAWFORD: I can't speak to where we're at
24 with bargaining. But, again, the governor's May
25 revision called for the savings which, again, we said

1 was not to be a salary reduction for any employees but
2 simply the savings would be achieved by deferring any
3 salary increases.

4 So for SEIU they do have a scheduled increase
5 this July. We're having discussions with them in hopes
6 of reaching an agreement to defer or delay that salary
7 increase for two years.

8 COMMISSIONER THOMPSON: And what is their
9 increase for SEIU for July?

10 MR. CRAWFORD: It's three percent.

11 COMMISSIONER THOMPSON: Thank you.

12 MR. CRAWFORD: Okay, thank you.

13 COMMISSIONER ROBERTS: Don't go far.

14 CHAIR SWEET: So we have a one-and-a-half
15 percent, a status quo, a three percent, a proceed with
16 caution, and another three percent.

17 COMMISSIONER WONG: Well, can I comment?

18 CHAIR SWEET: Of course. Commissioner Wong.

19 COMMISSIONER WONG: Well, since, you know,
20 Mr. Crawford just clarified it it is very clear that by
21 2026, July 1st, is going to be zero. I call it no
22 increase, no decrease because of the three percent plus
23 and minus. And we are making decisions up to that time.

24 And, again, because of the situation of the
25 budget and the tariff and I still believe that status

1 quo is -- is what we should considered and -- and that's
2 what I want to comment on and being either consistent or
3 reflecting the -- the economy and the situation that we
4 are facing.

5 CHAIR SWEET: Commissioner Horrocks.

6 COMMISSIONER HORROCKS: I am leaning back
7 towards Commissioner Wong's perspective as we are -- the
8 governor's asking the employees to defer their raise.
9 Maybe we should also defer the wage increase
10 (unintelligible) as well.

11 That sounds painful. So I wouldn't be opposed
12 to the one percent, the one-and-a half percent, wherever
13 we land. But three percent may be high if everybody
14 else is being asked to defer.

15 CHAIR SWEET: Counselor? Is there precedent
16 that you know of for this Commission to award an
17 increase and -- and then ask that it be deferred?

18 MS. COHEN: Not that I'm aware of. Not that
19 I'm aware of. And the constitutional provision under
20 which the Commission operates says that it goes in to
21 effect the first time that it's (unintelligible). I
22 don't think there's (unintelligible).

23 CHAIR SWEET: So it would be -- I guess the --
24 a way to effectuate that would just be an agreement
25 amongst -- amongst the commissioners that if we did

1 something today consistent with a bargaining unit that
2 was taking a deferral and another one that we expect
3 also to be taking a deferral that we would have to
4 remember that and just act on that next year
5 effectively? Is that how that would have to work?

6 MS. COHEN: (Unintelligible).

7 CHAIR SWEET: If we wanted to effectuate the
8 same result that, for example, CCPOA is getting, which
9 is they're getting a raise and they're giving it back
10 but the raise is going to be in the books, we can't
11 actually put it in to the books because there's no
12 vehicle for us to do so, we would just have to sit here
13 and say we will remember a year from now that we meant
14 to do this?

15 MS. COHEN: Right. That's correct. Because,
16 you know, you operate annually in terms of their
17 salaries at the -- at the three-year tentative
18 agreement. And so all of what is described is put in to
19 that three years (unintelligible). And so because you
20 operate annually and every year there's a salary
21 adjustment that -- that that would be the operating
22 (unintelligible).

23 CHAIR SWEET: Any other commissioner comments?

24 I would be disinclined -- while I appreciate
25 Commissioner Wong and Commissioner Horrocks' view that

1 maintain the status quo seems appropriate I agree, it --
2 it could under the circumstances.

3 I also am loathe to provide no increase at all
4 because we're not in the same situation with the
5 bargaining unit and the ability to lock it in with an
6 agreement and then roll it out next year.

7 So if I were to come off of the three percent,
8 I would fall in line with Commissioner Thompson and
9 agree to a smaller increase but to put something on the
10 books this year and then next year see where we are and
11 we would have the benefit then of knowing what --
12 especially if SEIU, for example, does a three-year deal,
13 we'll know how that looks.

14 But I -- I -- I'm -- I'm loathe to do a zero.
15 So that's where I'm -- that's where I am at this point.

16 Any other commissioner comment? I'm going to
17 keep asking that question until someone makes a motion.

18 Is there a motion?

19 Well, is -- does anyone else want to -- want
20 to say anything before we get to -- get to a motion?

21 COMMISSIONER THOMPSON: I'll just ask a
22 clarifying question of Chairman Sweet.

23 Are you suggesting that if we do
24 one-and-a-half percent now and later we find out the
25 results of SEIU, are we to back out that one-and-a-half

1 percent from this year from the combined increase or
2 potential increase of this year and next year from SEIU
3 or some other group, for example? Is that what you're
4 suggesting or . . .

5 CHAIR SWEET: I -- I'm not -- I'm not
6 suggesting a reduction in the future. What I'm
7 suggesting is --

8 COMMISSIONER THOMPSON: I'm sorry.

9 CHAIR SWEET: -- do -- do one-and-a-half
10 percent and assume that we'll see -- in a year we'll
11 know would it have been three, would it be one and a
12 half, would it be three the next year, but -- but at
13 least move forward a little bit, small step.

14 COMMISSIONER THOMPSON: And when I say take
15 away, I don't mean a -- another reduction, I mean if we
16 were to do three percent, we would do another
17 one-and-a-half percent because they theoretically
18 shouldn't have received the first one.

19 CHAIR SWEET: I -- I am open to reevaluating
20 my -- I'm open to reevaluating in a year based on where
21 things land in the coming -- in the coming months --
22 coming weeks, I guess.

23 COMMISSIONER THOMPSON: Sure.

24 CHAIR SWEET: But I'd like to see us at least
25 move forward even -- even in smaller steps.

1 COMMISSIONER THOMPSON: And before -- I'm
2 ready for a motion.

3 But before that I know that in the past, it
4 may have been last year or the year before, we invited
5 the governor to forego -- we gave an increase and
6 invited him to forego if that's what he felt fit.

7 Would you be open to exploring that again?

8 CHAIR SWEET: Yeah. My recollection is what
9 happened last year is the night before the meeting we
10 got a letter from the governor -- and it might even be
11 in our -- I mean it's in our binders from earlier -- I
12 think I have it in here. But as I recall, he wrote to
13 us.

14 There it is. On May 23rd of 2025 we got a
15 letter from the governor -- oh, no, that's -- sorry,
16 that's the AG. I don't have the governor's letter.

17 COMMISSIONER THOMPSON: I know the letter you
18 mean.

19 CHAIR SWEET: Yeah.

20 COMMISSIONER THOMPSON: I'll see if I can find
21 it.

22 CHAIR SWEET: Right. So we got a letter from
23 him a day or two before the meeting that said he was not
24 going to take a raise. And we, nevertheless, made an
25 adjustment up and then we sent -- passed a resolution

1 that noted that we -- that we recognized his decision.

2 And we let the other recipients of the
3 increase know that if they wished to fall in line with
4 the governor that we thought that was a great thing but
5 that we also recognized that they had bills to pay,
6 effectively.

7 COMMISSIONER THOMPSON: Yes. Thank you for
8 clarifying that. That is what happened.

9 CHAIR SWEET: You ready for a motion? Anyone?
10 You have a motion?

11 COMMISSIONER THOMPSON: Sure. I have a motion
12 to increase the elected officials by 1.5 percent.

13 CHAIR SWEET: Commissioner Thompson has a
14 motion to increase all salaries by 1.5 percent.

15 Is there a second?

16 COMMISSIONER HORROCKS: I'll second.

17 CHAIR SWEET: Commissioner Horrocks has a
18 second.

19 Is there discussion on the motion?

20 COMMISSIONER WONG: Can I comment?

21 CHAIR SWEET: Of course. Commissioner Wong.

22 COMMISSIONER WONG: Well, as much as I believe
23 status quo is the way to go one-and-a-half percent is --
24 is an insignificant amount and I -- I think that I will,
25 you know, support that to increase one-and-a-half

1 percent.

2 CHAIR SWEET: Is there other commissioner
3 discussion on the motion?

4 No.

5 And -- and as I indicated, I would be
6 supportive of that too recognizing the extraordinary
7 situation we're in and the fact that there are a lot of
8 working people in the state who are right now being
9 asked to tighten their belts.

10 Also recognizing that I remain of the opinion
11 that generally speaking we are under compensating our
12 elected officials and I believe we should be taking a
13 closer look at that. And I -- I think we -- hopefully
14 we'll -- we will be doing that in the coming year.

15 So I would also be supportive of the motion.
16 And if there's no other commissioner comment I will
17 close debate and I will ask -- we'll do a roll call vote
18 here.

19 So I ask the commissioners -- Commission
20 secretary to please read the roll.

21 The motion -- the motion is for a 1.5 percent
22 increase.

23 And I guess what I would ask is does
24 Commissioner Thompson want to ask that we pass the
25 entire resolution and have them -- someone do the math

1 to put the numbers in at 1.5 percent?

2 COMMISSIONER THOMPSON: Do we need to? Or can
3 we --

4 CHAIR SWEET: Well, we have resolution. So
5 there's -- there's actually a resolution here. So I
6 think -- I think since we have resolution we should pass
7 the resolution with --

8 COMMISSIONER THOMPSON: (Unintelligible).
9 (Speaking over each other)

10 CHAIR SWEET: -- with the 1.5 baked in and ask
11 someone to do the math for us.

12 COMMISSIONER THOMPSON: Yes then.

13 CHAIR SWEET: Okay. So -- so then the -- the
14 motion as amended is that the salary and benefit
15 resolution dated June 18, 2025, which was in our packets
16 should be passed with a 1.5 percent increase and we'll
17 ask staff to make those calculations and insert each of
18 those numbers on the appropriate lines.

19 Is that correct?

20 COMMISSIONER THOMPSON: That's correct.

21 CHAIR SWEET: And Commissioner Horrocks,
22 that's -- you -- you'll second that amended motion?

23 COMMISSIONER HORROCKS: Yes. Correct.

24 CHAIR SWEET: Okay. And with that I'll ask
25 the Commission secretary to please read the roll.

1 SECRETARY SNARR: Laura Horrocks?

2 COMMISSIONER HORROCKS: Aye.

3 SECRETARY SNARR: Darrell Roberts?

4 COMMISSIONER ROBERTS: Aye.

5 SECRETARY SNARR: Tyren Thompson?

6 COMMISSIONER THOMPSON: Aye.

7 SECRETARY SNARR: Margaret Wong?

8 COMMISSIONER WONG: Aye.

9 SECRETARY SNARR: Michael Sweet?

10 CHAIR SWEET: Aye.

11 Having completed that item I'll ask the
12 Commission secretary to please read the next item.

13 SECRETARY SNARR: The last item on the agenda
14 is discussion of scheduling of meetings for the 2025,
15 '26 Commission year.

16 COMMISSIONER THOMPSON: And if -- if I may
17 start.

18 CHAIR SWEET: Commissioner Thompson, please.

19 COMMISSIONER THOMPSON: Sure. It sounds like
20 what you suggested earlier, Chairman Sweet, is that our
21 approach next year might be different and that we aren't
22 simply deciding what percentage increase to assign but
23 looking at each role individually in comparison with one
24 another and compare -- and also in comparison with other
25 states.

1 Is that generally correct?

2 CHAIR SWEET: That's right. I think in
3 addition to -- in addition to the question of what
4 should the increase be I'd like to see a -- a holistic
5 approach to the compensation process both in terms of
6 how different positions stack up differently.

7 For example, why is the state superintendent
8 of public instruction paid more than the lieutenant
9 governor. Maybe there's a reason. I don't know what it
10 is, but I'd like to find out and I'd like to understand
11 that. And maybe we'll decide that there should be an
12 adjustment there.

13 And then the question of should there be an
14 across-the-board increase that's more than just a
15 CPI-type increase but a recognition that New York pays
16 their elected officials X percent more and we think, for
17 example, we should be compensating elected officials at
18 no less than another state, something like that. So
19 two -- two parts which are distinct from the CPI
20 increase is what I would be hoping to discuss.

21 COMMISSIONER THOMPSON: Sure. And -- and
22 that's generally my understanding, and that is the way
23 that we approach this in the private sector.

24 I bring it up now because historically we've
25 had three meetings, one in March, one in May, and one in

1 June. And the work that we're hoping to do next year
2 seems to have increased significantly, so we would want
3 to revisit whether three meetings is enough to
4 accomplish that work.

5 CHAIR SWEET: Commissioner Horrocks.

6 COMMISSIONER HORROCKS: If we were to perform
7 this type of exercise out -- outside of this venue, we
8 would hire a consultant to help us.

9 Who is an expert in the field? Do we have
10 budget for that type of exercise or are we expected to
11 be the experts and perform that level of
12 (unintelligible)?

13 CHAIR SWEET: So when -- when we got to this
14 process in the '23/'24 fiscal year, which was the first
15 full year that I -- I was chair, the first full year
16 that some but not all of -- all of you were on, I went
17 to the director of CalHR and I said here's where we are,
18 here's what we want to do.

19 And we kind of -- the answer to the question
20 is we looked -- I looked within. And that's why we have
21 people like Mr. Crawford here, you know, with us today.
22 We looked within -- within the different organizations
23 in the state and said please help us get smart on this.

24 I don't know whether there's anyone in, for
25 example, CalHR who -- who is an expert in this. I -- I

1 would think if there's any place in the state there is,
2 that's where it would be. If there is not, then I think
3 we should ask for a consultant to help us.

4 MS. COHEN: May I interject?

5 CHAIR SWEET: Counselor. Please.

6 MS. COHEN: This issue did come up many, many
7 years ago. And there is actually a constitutional
8 provision within the provisions under which you operate.
9 And I'll just read it so you know.

10 It is the intent of the legislature that the
11 creation of the Commission should not generate new state
12 costs for staff or services and (unintelligible) the
13 Department of Personnel Administration which has been
14 (unintelligible). The Board of Administration of Public
15 Employees Retirement System or other appropriate
16 agencies or the successors shall (unintelligible) from
17 existing staff and services to the Commission as needed
18 (unintelligible).

19 So it's actually baked in to the
20 constitutional provision. So -- but it did come up at
21 one point.

22 COMMISSIONER HORROCKS: Excellent.

23 COMMISSIONER WONG: I have a comment.

24 CHAIR SWEET: Commissioner Wong.

25 COMMISSIONER WONG: I -- I really support the

1 Chair's suggestion of reviewing the salary range. I
2 think there are three aspect.

3 Aspect number one is about a CPI which is
4 something that next year, you know, we -- it will be,
5 you know, presented and what's the CPI, and we're based
6 on CPI.

7 The second category is based on how we compare
8 with other state, you know, our -- our officials and
9 compare with the others. And that's not hard. I think
10 that's already being done. And I've seen a number of
11 reports on that already.

12 The third part is the harder part is, like,
13 why is it -- you know, somebody -- I mean, the
14 lieutenant governor's making less than somebody else
15 just as you described. That's more historical
16 accumulation or that's how it was started.

17 We're not challenging the responsibility, or
18 the efficiency, or -- or that. But it's mostly why is
19 it that -- that there's a difference.

20 And so something that maybe there's some due
21 diligence need to be done. I don't know who's to do
22 that. I think that if we have those record -- or maybe
23 it's there forever, I mean, I don't know. I mean, it
24 been there and then we're just talking about increases.
25 We never talk about base. So I don't know whether that

1 can be research on.

2 And a time that we were talking about as
3 scheduling our meeting, I think if we have those due
4 diligence done, then it will help us to make, you know,
5 decision, not too many meetings.

6 CHAIR SWEET: Thank you. Thank you,
7 Commissioner Wong.

8 Commissioner Thompson.

9 COMMISSIONER THOMPSON: So I was under the
10 assumption that we would do the work. And when -- with
11 respect to the compensation expertise I think that's my
12 role on the Commission.

13 And Commissioner Wong mentioned we have
14 already state-by-state, position-by-position
15 benchmarking data. I think what we'll need from CalHR,
16 and not to create additional work, but it would be
17 helpful to understand the responsibilities of each of
18 these roles so that we could compare that.

19 And I understand that the constitution states
20 what our compensable factors are. There's three. Time
21 commitment and two others. I actually have them listed
22 here somewhere.

23 Or if Ms. Cohen knows.

24 MS. COHEN: Sure. I've got them handy.

25 So factor one is time commitment. Factor two

1 is comparable compensation. And (unintelligible)
2 constitution specifically says in terms of what is
3 comparable, A, other elected and appointed officials in
4 California with comparable responsibilities.

5 Two, the judiciary and to the extent
6 practicable the private sector although recognizing that
7 there's no expectation (unintelligible) salary in the
8 public sector.

9 Factor three is the importance of the state
10 entity. So, like, the responsibility and the scope of
11 authority of entity in which the state officer serves.

12 And the fourth one, actually, is the Director
13 of Finance certification of a negative balance which
14 would preclude you from (unintelligible).

15 COMMISSIONER THOMPSON: Yes.

16 MS. COHEN: Those are the four.

17 COMMISSIONER THOMPSON: Thank you, Ms. Cohen.

18 So with respect to that I understood that
19 we -- and maybe more specifically I would do that work
20 and then present it and we would discuss it and -- and
21 come to an agreement.

22 If that is agreeable, I'm happy to do that.
23 But, one, I don't know that we are allowed to work
24 outside of these meetings.

25 Does anyone know?

1 CHAIR SWEET: All right. So we -- we
2 certainly could not have a -- a group of three
3 commissioners. The question is can we have a working
4 group to work with staff or a subcommittee of -- of two
5 commissioners that does not require a public meeting?

6 MS. COHEN: We could look in to that per
7 Bagley-Keene. And I believe that's doable.

8 CHAIR SWEET: Okay. So here's -- here's my
9 general proposal.

10 First of all, Commissioner Thompson, this is
11 your sweet spot, this is what you do. I -- I appreciate
12 your willingness to roll up your sleeves, and applaud
13 that, and -- and we'll ask you to do just that.

14 COMMISSIONER THOMPSON: I don't have any.

15 CHAIR SWEET: You don't have any sleeves. Not
16 today.

17 MS. COHEN: I -- I'm sorry, can I -- one other
18 thing?

19 CHAIR SWEET: Yes. Counselor.

20 MS. COHEN: In response to your question it
21 says in the constitution again looking at -- at that
22 that you shall receive your actual and necessary
23 expenses including travel and then each member shall be
24 compensated the same (unintelligible) other than the
25 Chairperson of the Fair Political Practices Commission

1 or its successors for each day engaged in official
2 duties not to exceed 45 days (unintelligible). So is
3 that (unintelligible).

4 CHAIR SWEET: If we only knew what FPCC
5 commissioners are paid. Someone must.

6 SECRETARY SNARR: We can get you that
7 information.

8 CHAIR SWEET: So it sounds like we have some
9 room to work here. Well, that's great.

10 So what I would like to propose at this point
11 is that we just decide on the -- on the schedule and
12 cadence of this process. I think that we should shoot
13 for a similar schedule as we have this year, and that is
14 kind of -- it works with the budget on one end of the
15 schedule and our deadline of June 30th on the other end.
16 And so I think, you know, it's kind of -- it is March,
17 May, June.

18 So I'm going to ask staff to work on polling
19 people for dates and let's get dates on the calendar
20 about the same time as we did this.

21 I prefer the in-person meeting. I think
22 Commissioner Thompson you're the only one -- are you
23 down south? Yeah. So two of you are coming up. I
24 don't know how you feel about -- except if you're away
25 on your -- on trips. I don't know how you all feel.

1 Do you like the remote meeting or do you -- do
2 you prefer to do all the meetings in person if it's --
3 if it's feasible?

4 COMMISSIONER WONG: Well, I do travel a lot.
5 So I don't mind doing online if it needed, but I prefer
6 in-person meeting if possible.

7 CHAIR SWEET: Commissioner Thompson.

8 COMMISSIONER THOMPSON: Assuming we're doing
9 three meetings I prefer to in person and one remote.

10 CHAIR SWEET: Okay.

11 COMMISSIONER THOMPSON: Because I have a young
12 daughter.

13 CHAIR SWEET: Okay. All right.

14 So I will suggest that we look for a schedule
15 similar to what we have this year. I would like to add
16 to that schedule one meeting in the fall or, you know,
17 winter, October through December, at which we can have a
18 discussion about these other bigger-picture issues.

19 And I would ask Commissioner Thompson to work
20 with staff and me to start figuring out how we can
21 gather data. I mean, I do note that in -- in the
22 history which was provided I think for our first meeting
23 this year there's actually -- there was a year that the
24 AG and superintendent got five percent more and everyone
25 else got 2.75 percent more. There was another year

1 where there was a decision that the legislature should
2 get 60 percent of what the governor gets.

3 So I'll ask staff I think as a starting point
4 to pull the minutes from the meetings where there was
5 not parity as -- as a starting point for us to
6 understand.

7 COMMISSIONER THOMPSON: Chairman?

8 CHAIR SWEET: Yes, Commissioner Thompson.

9 COMMISSIONER THOMPSON: With -- learning now
10 that we can do some of this work behind the scenes and
11 not in a public setting I don't know that we need the
12 extra minute -- or the extra meeting, excuse me.

13 If we are to meet in March, I could do some of
14 this work in support with staff maybe in February and
15 have a presentation to present in that March meeting
16 which would -- in May we would be informed by, you know,
17 our friends who present to us and then we --

18 CHAIR SWEET: Sure.

19 COMMISSIONER THOMPSON: -- can make a decision
20 in June. I don't know that we need the extra meeting
21 anymore.

22 CHAIR SWEET: Well, what I was going to
23 suggest is that we -- we start with a calendar that
24 includes an opportunity for a meeting, be it virtual or
25 in person. And then as you roll up the sleeves that

1 you're not wearing today we can kind of decide if you
2 need that.

3 COMMISSIONER THOMPSON: Sure.

4 CHAIR SWEET: Counselor.

5 FEMALE VOICE: Yeah, Commissioner Thompson, I
6 just wanted to remind the Commission that I don't recall
7 whether it was in 2023 or 2024 (unintelligible) we
8 created worksheets for each of the state agencies, the
9 official duties and responsibilities, one for each of
10 them. So that should be in the record. And if it's
11 not, we could provide (unintelligible) as a starting
12 point --

13 COMMISSIONER THOMPSON: That's perfect.

14 FEMALE VOICE: -- and then we can go from
15 there.

16 COMMISSIONER THOMPSON: Thank you.

17 CHAIR SWEET: And -- and let me ask is there
18 any commissioner -- I'm -- I'm happy to do this, I'm
19 also happy to let another commissioner, if anyone's
20 really interested, work with Commissioner Thompson as
21 kind of a -- a working group to get this process
22 started.

23 Is there anyone else who would be interested
24 in joining that discussion initially with Commissioner
25 Thompson?

1 COMMISSIONER WONG: I trust both of you will
2 do a good job.

3 CHAIR SWEET: I think we were just voluntold.

4 COMMISSIONER HORROCKS: I'm happy to help if I
5 can. I don't know what that means.

6 And I might suggest that if we were to add a
7 fall or winter meeting that we use that as an
8 opportunity to define what it is that we're looking for
9 as we're about (unintelligible) the current salary and
10 how we might direct the subcommittees (unintelligible)
11 within the bounds of this is what we're looking to
12 accomplish and what -- what key initiatives we're
13 looking for (unintelligible).

14 CHAIR SWEET: That makes sense. And that
15 modest statement of willingness to help may be called
16 upon.

17 Do we have other commissioner comment on -- on
18 this item?

19 So I'm going to ask staff to start pretty soon
20 serving -- polling people on a meeting later in 2025 and
21 three meetings in 2026. I think we'll do March, May,
22 and June with May being virtual like we did this year,
23 especially if we may add an earlier meeting. I -- I
24 don't think we should do four in person. But I do
25 think -- I -- I'm -- I think the idea of having an

1 in-person meeting later this year to have the bigger
2 discussion about what we're doing and -- and what the
3 roles are, and -- and responsibilities might make sense.

4 So unless people have concern about that I'll
5 ask staff to poll us in the next few weeks and we'll
6 start to get some dates on the calendar.

7 COMMISSIONER THOMPSON: What might be helpful
8 for the later meeting is if I come in with a recommended
9 approach and then we have a motion to vote on whether we
10 follow that and then you and I go and do that work and
11 present back in March.

12 CHAIR SWEET: Sure. That makes sense.

13 Commissioner Horrocks.

14 COMMISSIONER HORROCKS: (Unintelligible) thank
15 you for putting in the legwork to roll up your sleeves
16 and figure it out for us.

17 COMMISSIONER THOMPSON: Sure.

18 CHAIR SWEET: All right. I have nothing else.
19 There's nothing else on the agenda.

20 I'll ask once more if there's any other
21 commissioner comments before we adjourn.

22 All right, hearing none I will entertain a
23 motion to adjourn.

24 COMMISSIONER ROBERTS: (Unintelligible).

25 CHAIR SWEET: Commissioner Roberts moved to

1 adjourn.

2 Do we have a second?

3 COMMISSIONER HORROCKS: Second.

4 CHAIR SWEET: Commissioner Horrocks seconds.

5 We will ask if there's any opposition.

6 That is unanimous consent.

7 This meeting is adjourned at 2:26.

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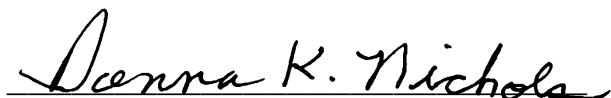
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Dated: July 10, 2025



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