

**ALAMEDA COUNTY  
BOARD OF SUPERVISORS'  
PERSONNEL/ADMINISTRATION/LEGISLATION  
COMMITTEE**

**Monday, December 8, 2025**

**1:30 p.m.**

**Supervisor Lena Tam, Chair**  
**Supervisor Nikki Fortunato Bas**

**Location:** Susan M. Muranishi County  
Administration Building  
Board Chambers  
1221 Oak Street, 5<sup>th</sup> Floor  
Oakland, CA 94612

**Summary/Action Minutes**

**I. Federal Legislative Update – CJ Lake**

**Schedule**

The House and Senate are both in session this week with several important year-end deadlines approaching.

**Appropriations**

The Senate continues to work towards advancing an FY 2026 appropriations package covering Defense, Transportation–HUD (THUD), Commerce–Justice–Science (CJS), Interior, and Labor–HHS. However, there is division on how the package should be structured. Appropriators have emphasized the importance of advancing these bills ahead of the January 30 funding deadline. With no procedural votes held last week, the Senate enters December with a tight window to begin negotiations with the House, where leadership has indicated that they will wait for the Senate to act before determining next steps.

**Enhanced Premium Tax Credits**

The Affordable Care Act enhanced premium tax credits are scheduled to expire on December 31, and Senate leaders have committed to holding at least one vote on the issue before they break for the holidays. Senate Democrats are requesting a three-year extension, and a vote is expected on their package this Thursday. It is unclear at this point if Senate Republicans will hold a vote on a Republican package. Internal discussions continue to progress on whether to offer an alternative proposal alongside the clean extension offered by Democrats. No consensus has emerged on the exact structure of a Republican-led bill, and multiple competing frameworks remain under consideration. House leadership is developing a GOP healthcare proposal while also evaluating extension options.

**National Defense Authorization Act (NDAA)**

Over the weekend, Senate and House negotiators released the conference report for FY 2026 National Defense Authorization Act, with the goal of advancing the bill before the holiday recess. The House has begun the formal process of considering the conferenced bill. The NDAA agreement will need to be approved by each chamber before being sent to the President for his signature.

**Purpose:**

- Report progress
- Advocacy or Education
- Request PAL\_Committee Recommendation or Position
- Other: Federal Legislative Update**

This item was informational only and required no Committee action.

## II. State Legislation

### A. Legislative Update – Full Moon Strategies

#### **California Unveils Online Portal for Reporting Misconduct by Federal Agents**

Governor Gavin Newsom and Attorney General Rob Bonta announced last week that California has launched an online portal to help the public report potential misconduct by federal agents. The tool allows Californians to submit photos and videos documenting suspected unlawful actions and is intended to support the California Department of Justice in tracking improper behavior and informing possible legal challenges to protect residents' rights.

#### **Attorney General Bonta Opposes Unlawful National Guard Deployment in Support of D.C.**

California Attorney General Rob Bonta and a coalition of 22 attorneys general and 3 governors have filed an amicus brief opposing the Trump Administration's emergency appeal of a preliminary injunction that blocks the deployment of National Guard troops from Washington, D.C., and seven other states without D.C.'s consent. The amicus brief argues that deploying the National Guard for domestic policing without local authorization is unlawful, unconstitutional, and contrary to long-standing American principles that limit military involvement in civilian affairs. The coalition is asking the U.S. Court of Appeals for the D.C. Circuit to uphold the lower court's ruling, stressing that National Guard troops are neither trained nor equipped for civilian law enforcement and that their use in this manner violates the constitutional balance between federal and state authority.

#### **Tech Stock Compensation Drives Major Share of California's Withholding Growth in 2025**

The Legislative Analyst's Office (LAO) released a blog last week that notes California's income tax withholding continues to be significantly influenced by the rise of stock-based compensation at major technology companies, with new data showing that tech-company stock pay has driven more than one-quarter of withholding growth in the first quarter of 2025-26. As the Artificial Intelligence (AI) boom accelerates, stock prices at firms such as Apple, Google, Nvidia, Broadcom, and Meta are now collectively valued at \$15 trillion. The LAO notes, "including California's other large technology firms, the state's tech companies make up more than 60 percent of the total value of the Nasdaq 100 index, a list of the 100 most valuable companies listed on the Nasdaq stock exchange." Along with the rise in these tech companies, many provide employees with stock options as part of their total compensation package. Many companies offer restricted stock units (RSU), which is when a company makes installment stock payments to employees. This type of compensation requires employers to pay withholding. It has become a major contributor to state revenues, accounting for roughly 10 percent of all income tax withholding, or nearly \$10 billion annually. After a sluggish start to 2025, RSU withholding has surged back to record levels, similar to gains seen in 2024. The more the state's revenues are buoyed by the stock market, the more volatile the state's overall revenues become. Overall, California's tax outlook for 2025-26 is being buoyed by both booming tech-sector equity compensation and unexplained but robust growth in other withholding categories.

#### **Upcoming Legislative Deadlines**

Key Deadlines & Processes for Carryover Bills (Two-Year Bills):

- Amendments to a two-year bill must be submitted by December 15, 2025, to Legislative Counsel.
- Two-year bills must pass their house of origin by January 31, 2026, of the second year.

#### **Purpose:**

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#### **PUBLIC COMMENT**

None.

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