



CLEAR LANDING



Blue skies greeted travelers arriving at San Diego International Airport on Monday afternoon. While the region's typical "May gray" weather continues, the sun will be making an appearance earlier in the day this week in the run-up to the holiday weekend. Story, B4. **ANA RAMIREZ / U-T**

Pay gaps persist among city workers

San Diego is crafting broader strategy for equity, officials say

By David Garrick

A new study shows that women who work for the city of San Diego are still paid notably less than men, and workers of color less than White workers. Women were paid 84 cents for every dollar men made, on average, and people of color were paid less than 81 cents on the dollar compared with White employees, according to the study, which was

based on 2022 payroll data. Still, those pay gaps have shrunk in recent years, city workers noted, and they predicted they will keep shrinking as the city boosts child care options and adjusts worker recruiting strategies. The pay gap between men and women was 10 percent smaller than it was in a previous study focused on 2019 payroll data. The gap between White people and people of color shrank by 7 percent. The city is also formulating a broader pay equity strategy to shrink the gaps, human resources officials said Monday while presenting the new 192-page

study to the City Council. Officials said the goal of the survey is to determine where pay disparities exist, what is driving them and how city officials could possibly fix them. Councilmember Henry Foster said he wants specific and robust policies that will address the gaps, calling the city's habit of conducting study after study "paralysis by analysis." Councilmember Kent Lee agreed that meaningful policy changes are essential. "I think it is both expected and yet still disappointing to see the disparities, and in some cases to see how drastic," he said. City officials said a key factor

in the gaps is women and people of color are overrepresented in low-paying administrative jobs, while men and White people dominate higher-paying police and firefighter jobs. Women held nearly 84 percent of the city's administrative support jobs, and people of color nearly 77 percent. Those jobs paid, on average, less than \$67,000 a year in total compensation. In contrast, men held nearly 96 percent of city firefighting jobs and nearly 84 percent of police officer jobs. Both jobs' average total pay was about \$140,000 a year — more than twice the figure for administrative workers. See **EQUITY** on Page A5

Arrests of Israel, Hamas leaders sought

International Criminal Court prosecutor says war crimes committed

By Patrick Kingsley & Matthew Mpoke Bigg

JERUSALEM — The chief prosecutor at the world's top criminal court Monday announced that he was seeking arrest warrants for the leaders of both Israel and Hamas on charges of crimes against humanity, a strong rebuke that equated Prime Minister Benjamin Netanyahu of Israel with his Hamas counterpart, Yehia Sinwar, and compounded the growing international alarm at Israel's conduct in the Gaza Strip. In a statement, Karim Khan, the chief prosecutor of the International Criminal Court, said that after investigating Hamas' Oct. 7 attack on Israel and Israel's counterattack on Gaza he had decided to apply for arrest warrants for Sinwar, Hamas' leader within Gaza; Mohammed Deif, Hamas' military leader; and Ismail Haniyeh, the movement's Qatar-based political leader. Khan also said he was requesting warrants for Netanyahu and for Israeli Defense Minister Yoav Gallant. While Khan's request must still be approved by judges from See **ISRAEL** on Page A5

Iran acts to project stability after loss of leaders

Acting president, key minister named in wake of fatal air crash

By Farnaz Fasshi, Vivian Yee & Leily Nikounazar

Iran sought to project a sense of order and control Monday by quickly naming an acting president and foreign minister a day after a helicopter crash killed both leaders. The change in leadership came at a time of heightened tensions in the Middle East and domestic discontent in Iran, where many residents have called for an end to decades of repressive clerical rule. Iran's supreme leader, Ayatollah Ali Khamenei, announced five days of mourning for the president, Ebrahim Raisi, 63, and the foreign minister, Hossein Amirabdollahian, 60, who died when their helicopter plunged into a mountainous area near the Iranian city of Jolfa. The men had been returning from Iran's border with Azerbaijan after inaugurating a joint dam project. Iran's armed forces said they had created a committee to investigate the crash, which state media attributed to a "technical failure." Raisi, a hard-line cleric who came of age during the country's Islamic Revolution, oversaw a deadly crackdown on protesters as the head of the judiciary in 2019 and as president in 2022. He had been widely viewed See **IRAN** on Page A6

One man dead, one wounded in separate shootings

Police say one took hostage, other had gun and held daughter

By Teri Figueroa, Caleb Lunetta & Karen Kucher

San Diego police shot two suspects in separate, high-risk incidents within a roughly 12-hour period — in one case killing a man who held a knife to a hostage's neck, in another wounding a man who was holding his baby, authorities said. Both the hostage and the baby were unharmed. Investigators said one suspect had a knife and the other had a gun. The two shootings — Sunday night and Monday morning — were caught on cameras worn by officers. San Diego police said on social media they aim to release the videos of shootings by their officers within 10 days. State law generally requires videos of "critical incidents," such as shootings by officers, within 45 days. The Sheriff's Department is investigating both incidents under a countywide protocol designed to prevent departments See **SHOOTINGS** on Page A6

JAMES HUBBELL 1931-2024

Renowned sculptor, artist known for imaginative style

Santa Ysabel retreat draws admirers from around world

By Pam Kragen

James T. Hubbell, an iconic local sculptor, artist and humanitarian whose organically inspired works can be found in homes, churches and public buildings throughout San Diego County and beyond, died Friday at age 92. A famously soft-spoken and humble man, Hubbell is best known for his otherworldly "habitable sculptures" home and art compound in Santa Ysabel that's listed in the San Diego County Register of Historic Places. Due to health challenges, Hubbell and his wife, Anne, left their mountain home in 2021 for a retirement community in Chula Vista, where he passed away with Anne and his family by his side. Their property, which the couple decided to their nonprofit, the Ilan-Lael Foundation, in 2003, will carry on as an educational center, artists retreat and museum-archive for his work. Marianne Gerdes, longtime executive director of the Ilan-Lael Foundation, said the response from the public to the news of Hubbell's passing has been overwhelming and



James Hubbell takes a break in his self-designed art studio in Santa Ysabel in 2013. **K.C. ALFRED / U-T FILE**

deeply touching. "Through his art and his actions he demonstrated his love for San Diego, its nature, its culture, its people, and the beautiful ocean which inspired so much of his work. But I believe it is his kind and generous spirit, his humanity, that those of us who knew him will remember with the most fondness," Gerdes said. Art and architecture fans from around the world fly in each spring to tour the Ilan-Lael compound's imaginatively shaped buildings, which resemble the hobbit houses in Peter Jackson's "Lord of the Rings" films, and the expressionis-

tic organic style of modernist Spanish architect Antoni Gaudi. (Spring tour season at the property began May 10 and continues through June 17.) The Ilan-Lael property was built to follow the natural contours of the land. Huge boulders were incorporated where they stood into the buildings and swimming pool, and the swooping roofs suggest the shapes of shells, leaves and bones. The property was built with local stone, wood milled in nearby Julian and adobe fired in Escondido and Tecate. Colorful mosaic designs flow across walls and floors like the See **HUBBELL** on Page A6

DIGITAL ACTIVATION

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SHOOTINGS

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from investigating shootings by their own officers or deputies.

Sheriff's Lt. Michael Krugh said the first shooting happened after a woman called San Diego police around 10:20 p.m. Sunday to report that her ex-boyfriend was outside her Chollas View apartment threatening to shoot through the door.

Fearing he was going to open fire into her apartment, at 47th Street south of Hartley Street, the woman let him in, she told police.

Once inside, he pointed the gun at her and threatened to shoot, Krugh said. The man then took the couple's

11-month-old daughter and fled, the lieutenant said.

San Diego police spotted the man leaving the apartment. He saw them and took off running, going through the complex and a nearby trolley station and parking lot, ending up at an apartment complex a couple of blocks away, Krugh said.

Police were searching inside the complex when an officer spotted the man hiding in a bush and reportedly ordered him to come out with his hands up, the lieutenant said. The officer then fired at the man, striking him at least one time.

Krugh said police provided medical aid to the wounded man until they were relieved by paramedics. He was rushed to a hospital

and taken into surgery and was expected to survive, Krugh said.

The man was arrested on suspicion of domestic violence, endangering a child and other charges.

The baby was returned to her mother, Krugh said.

Authorities have not yet released the name of the man or the police officer who shot him. Krugh said the officer has been with San Diego Police Department for a year and a half.

The second shooting happened a little more than 12 hours later in the Morena neighborhood.

The incident started about 10:40 a.m. Monday when San Diego police responded to a reported robbery at a store on Morena Boulevard north

of Friars Road.

According to Krugh, a man carrying merchandise walked up to a store employee and asked if the store accepted credit cards. She said it did and headed behind the counter to ring up his purchases.

But the man started to walk out of the market, still carrying the items. The clerk tried to stop him, but the man pulled out a knife and threatened her, Krugh said.

An officer arrived, took his description and broadcast it by radio to other officers.

Officers soon spotted a man matching the description on nearby Napa Street. Krugh said they tried to detain him but he refused to give up.

"They could see that he

had what looked like two knives still on him," Krugh said.

The officers shot him with a stun gun but it "had no effect on him," Krugh said. The man instead ran off toward Friars Road, along a stretch of road closed for construction near Interstate 5.

When he reached a homeless encampment, the suspect grabbed a man and held a knife to his neck, Krugh said.

Three officers opened fire and the suspect went down, the lieutenant said. Officers began to perform lifesaving measures on the wounded man until medics arrived and took over, but the man died.

Authorities have not

released the name of the man who died, Krugh said he appeared to be in his 20s.

The names of the officers were not released, but two of them are patrol officers assigned to Western Division, and the third is assigned to the Neighborhood Policing Team.

One of the officers has been with the department for 12 years, another has been with the department for more than six years, Krugh said. The other started with the department a year and a half ago.

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HUBBELL

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stream that crosses his property. Stained-glass windows amplify sunlight, washing walls and floors with rainbows of color. Door handles and cabinet drawer pulls were hand-forged with metal and manzanita burls.

In 2008, San Diego County's Historic Site Board voted unanimously to grant Ilan-Lael historic status, declaring the property as a good example of the "Hubbell style" of modern organic architecture, a "treasured resource" and "one of the most important historic sites in the county."

"James Hubbell brought to his own work a love of nature, honest and clear intention, and a sincere appreciation for the impact of art upon our world," Gerdes said. "I think Jim's legacy could best be summed up by helping us realize that nature inspires art, and art builds a better, more compassionate world where people are more sensitive to each other's needs and just the immeasurable, immense value of protecting and appreciating nature."

Working with his studio of artisans on commission, Hubbell created hundreds of works for private homes, commercial buildings and public art installations. Highlights include the Pacific Portal gazebo on Shelter Island, a mosaic fountain at the Coronado Ferry Landing, and numerous stained-glass windows, gates and mosaics in homes, libraries and churches.

In 1983, the Hubbells started Ilan-Lael — a Hebrew phrase meaning "tree that is a gift from God" — with the goal of bringing art to the masses. He launched a magazine, Hidden Leaves, and became a vocal advocate for promoting peace and securing and protecting open space and nature.

His masterwork was Ilan-Lael's Pacific Rim Park project, a series of eight seaside parks built from 1994 to 2018 in cities that touch the Pacific Ocean, from San Diego to Vladivostok, Russia, to Puerto Princesa, the Phil-



The Ilan-Lael property in Santa Ysabel was built to follow the natural contours of the land and was constructed with local stone, wood milled in nearby Julian and adobe fired in Escondido and Tecate. **EDUARDO CONTRERAS / U-T FILE**

ippines. The goal of the project, which Hubbell designed, supervised and built on-site with local volunteers, was to foster international peace and connection through art.

Hubbell was born Oct. 23, 1931, in Mineola, N.Y. Naturally shy and uncomfortable in a traditional school setting, he turned to nature and art to make sense of his world. In his youth, Hubbell's family moved constantly, fueling in him an adventurous spirit. After high school, he met and befriended Quentin Keynes, the grandson of Charles Darwin. They embarked on a one-year trip abroad, visiting great works of art in Europe and studying tribal cultures in Africa.

In 1951, Hubbell enrolled at the Whitney art school in New York and later studied at the prestigious Cranbrook Academy of Art in Bloomfield, Mich., where he majored in sculpture and learned the principles of integrating art and craft into buildings. Later he moved to Rancho Santa Fe, where his mother ran a hotel. He

served two years in the U.S. Army during the Korean War, not as a fighter but as a base artist.

Dave Hampton, author of the 2011 book "San Diego's Craft Revolution: From Post-war Modernism to California Design," said Hubbell made his mark in San Diego's art scene well before he began building his famous home.

Hampton said that after Hubbell met prominent San Diego architect Sim Bruce Richards in the early 1950s, they began collaborating on homes designed with artistic features like Hubbell's carved doors and one-of-a-kind windows. In 1956, Hubbell had his first solo exhibition at the Capri theater in San Diego, where Hampton said he attracted a great deal of attention for his experimental works with resins, plastics, welded metal and other new materials.

Many artists who later came to the San Diego region were influenced by Hubbell's work with new materials for home-based artistic designs, including Rhoda Lopez, Tosa

and Ruth Radakovich, Kay Whitcomb and Ellamaria and Jackson Wolley.

"Hubbell became the backbone of an architecturally inclined art practice that developed in San Diego and flourished in the 1960s and early '70s," Hampton said. "And due to Hubbell's decision to not practice elsewhere, he contributed to the flourishing of architectural art"

Hampton said Hubbell's peripatetic life and his exposure to so many cultures, places and artists' work were clearly influences on his style.

Asked to describe his artistic inspirations in 2013, Hubbell told The San Diego Union-Tribune that he admired the principles of Frank Lloyd Wright, the expressionism of Antoni Gaudi (creator of the fantastical Sagrada Familia cathedral and Park Güell in Barcelona, Spain), the abstract forms of African sculpture and the meditative qualities of Buddhism.

After marrying the former

Anne Stewart in 1958, he purchased the Santa Ysabel land just outside of Julian and built them a one-room cabin. In the years that followed, their property — much of which he hand-built with their four sons — would grow to 14 buildings connected by meandering paths. In 1968, the Hubbells' home was featured in the Los Angeles Times, and was the subject of a book by Otto Rigan in 1979.

Hubbell became well known for his nontraditional stained-glass works, curved metal art for gates and sculpture, hand-carved wood doors, vibrantly colorful tile mosaics and imaginatively designed structures. In the 1970s, he created windows, doors and sculpture for the now-shuttered Triton restaurants in San Diego and Cardiff. And in the 1990s, he helped design and build a kindergarten in Tijuana named Colegio La Esperanza, where he volunteered his time and talent for nearly 30 years.

One of Hubbell's best-

known commissions is the whimsical Sea Ranch Chapel in Northern California, which was pictured on the cover of Progressive Architecture Magazine in 1985.

Hubbell was diagnosed with Parkinson's disease several years ago, and it gradually reduced his ability to paint and sculpt. Instead, he sketched rough designs in charcoal that his studio artisans finished under his supervision. He also continued to help Gerdes curate exhibits of his work right up to the end of his life. He is now represented in the four-part exhibit "James Hubbell: Architecture of Jubilation," on display through Aug. 4 at the San Diego Central Library and its Scripps Miramar Ranch, Mission Valley and Otay Mesa-Nestor branches.

In an email to the Union-Tribune in September 2022, Hubbell wrote about how he always looked for the positive after every setback.

After the Cedar fire roared through the property in 2003 and destroyed half of the buildings, Hubbell turned many of the burned items into art, like shattered dinner plates that became part of a mosaic. He also repurposed a Madonna statue that lost its head into an outdoor planter (with flowers sprouting from her neck cavity).

"Often tell students not to worry about what you've lost. Just use what you've got," Hubbell said. "The 'Headless Madonna' reminds us that disasters can also release potential. Like the Madonna, I don't have the use of my hands, but I'm using what I have and being open to change. Change is scary, but it can be a good thing. Even in the darkest of times, seeds of hope are planted."

Hubbell is survived by his wife, Anne; sons Torrey, Drew, Lauren and Brennan; three daughters-in-law; six grandchildren; and one great-grandchild. In his memory, the Ilan-Lael Foundation has established The James Hubbell Memorial Art Fund. A public memorial service is in the planning stages.

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IRAN

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as a possible successor to Khamenei, 85.

On Monday, Khamenei named Iran's first vice president, Mohammad Mokhber, acting president and announced that Mokhber would organize elections for a new president within 50 days. A conservative political operative, Mokhber has a long history of involvement in large business conglomerates tied to Khamenei.

Iran's Cabinet appointed Ali Bagheri Kani, a deputy foreign minister, as the ministry's "caretaker," the IRNA state news agency reported. Bagheri Kani has served as Iran's chief nuclear negotiator and was involved in a deal last year that freed imprisoned Americans in exchange for several jailed Iranians and eventual access to about \$6 billion in Iranian funds.

Iranian officials said there would be a public procession in Tabriz, the closest big city to the site of the crash, today and that the bodies would then be brought to Tehran for a state funeral.

Some Iranians mourned Raisi, including people who held an overnight vigil in his hometown, Mashhad, in northeastern Iran. State media also showed images

of vigils in Tehran and many other cities.

"Raisi was tireless," Khamenei said in a statement. "In this very sad incident, the people of Iran have lost a valuable and loyal public servant."

Mohammad Ali Ahangaran, a prominent religious scholar in Tehran, said in a telephone interview that he had cried for hours when he heard the news and said that although he had once campaigned against Raisi, the death of a president was a somber moment for the nation.

Analysts in Iran said that while there was speculation about who might be elected as the next president, there was little question about the overall stability of the country or the government. They pointed out that Khamenei will remain supreme leader, with power over major state policies.

"The deaths have shocked everybody; even the rival political factions have all come together to express solidarity, as is customary in Iranian culture when someone dies," Sasan Karimi, an adjunct professor and foreign policy researcher at the University of Tehran, said in a telephone interview. "In reality, there will be no real power vacuum in Iran because the Cabinet and the government is in place and



People pay their respects to President Ebrahim Raisi during a mourning ceremony at Vall-e-Ashr square in downtown Tehran, Iran, on Monday. **VAHID SALEMI / AP**

functioning."

Despite the official calls for mourning, many Iranians welcomed Raisi's death, seeing him as one of the key figures in a corrupt regime who oversaw the execution of dissidents, used brutal violence to suppress and kill protesters, and arrested journalists and activists. Many of the victims were women and young people.

Over the past two years, anger at the government has also grown as Iran's currency has plunged to

a record low, water shortages have been intensified by climate change and the country was hit by the deadliest terrorist attack since the Islamic Republic was founded in 1979.

On social media, one widely circulated meme showed a helicopter being brought down by the braided hair of a young woman with her head uncovered. The image was a reference to the "Woman, Life, Freedom" protests that began in 2022, opposing a

law that requires women to dress modestly and wear headscarves.

"All this humor is a bitter expression of the pain of a nation," said Safa, 55, a doctor in Mashhad who, like other Iranians, asked to be identified only by her first name for fear of government retribution.

Many countries, including the United States, offered condolences after the crash.

Iranian state television reported that President Vladimir Putin of Russia, a

close ally of Iran, had spoken to Mokhber and had offered Russia's assistance "in full capacity." Turkey, Iraq and the European Union said they had also offered help in search-and-recovery efforts at the crash site.

John Kirby, a national security spokesperson at the White House, said that the United States had offered its "condolences" but added, "We're going to continue to hold Iran accountable for all their destabilizing behavior in the region, which continues to this day."

Last month, a long shadow war between Iran and Israel burst into the open with an exchange of direct strikes. Two Iran-backed militias, Hamas in the Gaza Strip, and Hezbollah in Lebanon, continue to battle Israeli forces. And the future of Iran's nuclear program looms over the Middle East. The country has produced nuclear fuel enriched to a level just short of what would be needed to produce several bombs.

In Israel, Raisi was perceived as a figurehead who had little influence on foreign policy or Iran's support for Hamas, Hezbollah and the Houthis in Yemen.

Fassihi, Yee and Nikounazar write for The New York Times.