

Executive Summary
March 3, 2026

Compensation Ordinance		
ACTION	SECTION	COMMENTS
AMENDS APPENDIX ONE	SECTION 1 Amends Appendix One of the Compensation Ordinance	This section is amended by establishing compensation which provides wage increases for DS and SM bargaining units: Across the board changes: Fiscal Year 2026-2027: 3% wage increase effective June 26, 2026 Fiscal Year 2027-2028: 3% wage increase effective June 25, 2027 Fiscal Year 2028-2029: 3% wage increase effective June 23, 2028 Effective on June 26, 2026, and June 25, 2027, a 5% top step will be added to the following classifications: Deputy Sheriff (005746), Sheriff's Captain (005775), Sheriff's Commander (005778), Sheriff's Lieutenant (005780), Sheriff's Sergeant (005790). Effective on June 23, 2028, a 5% top step will be added to the following classifications: Dep Sheriff – Detentions/Court Services (005757), Sheriff's Detentions Lieutenant (005767), Sheriff's Sergeant Detentions (005781), and Sheriff's Detentions Captain (005783).
AMENDS APPENDIX ONE	SECTION 2 Amends Appendix One of the Compensation Ordinance	This action amends the salary grade for Chief Financial Officer in the Unclassified Service.
AMENDS SECTION 1.7.12	SECTION 3 Amends Section 1.7.12	This action amends In-Service Sheriff's Training premium by increasing the premium from \$45.00 to \$100.00 biweekly.
ADDS SECTION 1.7.45	SECTION 4 Adds Section 1.7.45	This action amends compensation for bargaining unit DS by incorporating the 2.5% Major Crimes premium into the base wage.
ADDS SECTION 1.7.46	SECTION 5 Adds Section 1.7.46	This action amends compensation for bargaining unit DS by incorporating the 5% K9 premium into the base wage.
AMENDS SECTION 1.9.2	SECTION 6 Amends Section 1.9.2	This action increases the Bilingual premium from \$75.00 to \$100.00 biweekly for bargaining unit DS.

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ADDS SECTION 2.1.7	SECTION 7 Adds Section 2.1.7	This action provides lump sum payments over three fiscal years for classes in bargaining units DS and SM.
AMENDS SECTION 2.1.19	SECTION 8 Amends Section 2.1.19	This action amends the Retention Incentive Program for bargaining units designated as DS and SM.
AMENDS SECTION 4.2.28	SECTION 9 Amends Section 4.2.28	This action amends Paid Emergency Leave to include bargaining units designated as DS and SM.
AMENDS SECTION 5.1.6	SECTION 10 Amends Section 5.1.6	This action increases the flexible benefit plan for eligible classifications, effective January 1, 2027, January 1, 2028, and January 1, 2029.