

Executive Summary
June 9, 2025

ACTION	SECTION	COMMENTS
AMENDS APPENDIX ONE	<p>SECTIONS 1-2</p> <p>Amends Appendix One of the Compensation Ordinance</p>	<p>These sections are amended by establishing compensation which provides wage increases for bargaining units AM, AS, DA, PD, PM, CE, CEM, and MA:</p> <p>Across the board changes:</p> <p style="padding-left: 40px;">Fiscal Year 2025-2026: 3% wage increase effective June 27, 2025</p> <p style="padding-left: 40px;">Fiscal Year 2026-2027: 3% wage increase effective June 26, 2026</p> <p style="padding-left: 40px;">Fiscal Year 2027-2028: 3% wage increase effective June 25, 2027</p> <p>For the unrepresented unclassified classifications, the ranges will be changed by the above amounts except for the salary grades outlined in Section 4.</p>
AMENDS APPENDIX ONE	<p>SECTION 3</p> <p>Amends Appendix One of the Compensation Ordinance</p>	<p>This section is amended by establishing compensation which provides wage increases for bargaining units AE, CL, FS, HS, MM, PR, PS, RN, SS, and SW:</p> <p>Across the board changes:</p> <p style="padding-left: 40px;">Fiscal Year 2025-2026: 3% wage increase effective June 27, 2025</p> <p style="padding-left: 40px;">Fiscal Year 2026-2027: 3.5% wage increase effective June 26, 2026</p> <p style="padding-left: 40px;">Fiscal Year 2027-2028: 3% wage increase effective June 25, 2027</p>
AMENDS APPENDIX ONE	<p>SECTION 4</p> <p>Amends Appendix One of the Compensation Ordinance</p>	<p>This section is amended by providing range changes for various unclassified classifications.</p>
AMENDS APPENDIX ONE	<p>SECTION 5 - 6</p> <p>Amends Appendix One of the Compensation Ordinance</p>	<p>These sections provide salary adjustments to maintain salary structure alignment for various classifications.</p>
AMENDS APPENDIX ONE	<p>SECTION 7</p> <p>Amends Appendix One of the Compensation Ordinance</p>	<p>This action amends compensation for the Protective Services Worker class by incorporating the 10% Protective Services Worker Classification premium into the base wage.</p>
AMENDS APPENDIX ONE	<p>SECTION 8</p> <p>Amends Appendix One of the Compensation Ordinance</p>	<p>This action amends compensation for specified job classes by adding additional steps to the salary schedule.</p>

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AMENDS APPENDIX ONE	SECTION 9 Amends Appendix One of the Compensation Ordinance	This action amends the salary grades for various job classifications in the Unclassified Service.
AMENDS APPENDIX ONE	SECTION 10 Amends Appendix One of the Compensation Ordinance	This action deletes specified job classifications.
AMENDS APPENDIX ONE	SECTION 11 Amends Appendix One of the Compensation Ordinance	This action adds three new classifications: Sheriff's Crime & Intel Analysis Admin, Sheriff's Communication & Engagement Officer, and Sheriff's Re-Entry Services Admin.
AMENDS APPENDIX ONE	SECTION 12 Amends Appendix One of the Compensation Ordinance	This action provides job codes/classifications designated as CE, CEM, MA with a 1.49% market adjustment.
ADD APPENDIX TWO	SECTION 13 Add Appendix Two of the Compensation Ordinance	This section provides market adjustments for eligible classifications designated as AE, AM, AS, CL, DA, FS, HS, MM, PD, PM, PR, PS, RN, SS, and SW.
AMENDS SECTION 1.7.16	SECTION 14 Amends Section 1.7.16	This section changes the premium for the Sheriff's Dispatcher from \$2.50 per hour to 10%. In addition, this establishes a 5% premium for the Sheriff's Licensing Clerk I, II and Sheriff's Licensing Specialist.
AMENDS SECTION 1.7.21	SECTION 15 Amends Section 1.7.21	This action increases the Child Support Officer Lead Premium from 7.5% to 10%.
ADDS SECTION 1.7.38	SECTION 16 Adds Section 1.7.38	This action establishes the Air Pollution Control District After-Hours Complaint Program Premium of 10%.
ADDS SECTION 1.7.39	SECTION 17 Adds Section 1.7.39	This action establishes the Forensic Chemical Premium of 2.5%.
ADDS SECTION 1.7.40	SECTION 18 Adds Section 1.7.40	This action establishes the Homeless Outreach Team Premium of \$3.00 per hour.
ADDS SECTION 1.7.41	SECTION 19 Adds Section 1.7.41	This action establishes the Covered Healthcare Worker Premium.

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ADDS SECTION 1.7.42	SECTION 20 Adds Section 1.7.42	This action establishes the Emergency Response Premium of 5%.
ADDS SECTION 1.7.43	SECTION 21 Adds Section 1.7.43	This action establishes the Crime Scene Premium of 2.5%.
AMENDS SECTION 1.8.2	SECTION 22 Amends Section 1.8.2	This action adds specified work location premiums.
AMENDS SECTION 1.8.10	SECTION 23 Amends Section 1.8.10	This action amends the Psychiatric Hospital Location Premium by adding the Pharmacy Technician, Certified Nurse Assistant, Admissions Clerk, and Sr. Admissions Clerk.
ADDS SECTION 1.8.11	SECTION 24 Adds Section 1.8.11	This action adds the Emergency Psychiatric Unit Premium of 10%.
AMENDS SECTION 1.13.3	SECTION 25 Amends Section 1.13.3	In accordance with Board Policy G-14, Employee-Occupied County-Owned Residences, this action increases the bi-weekly rate charged to County employees who live in specific county-owned and maintained housing facilities.
AMENDS SECTION 1.13.10	SECTION 26 Amends Section 1.13.10	This action amends the Uniform Allowance for Hard Toe and Non-Slip Safety Shoes by adding new job classes.
AMENDS SECTIONS 1.14.2 AND 1.14.3	SECTIONS 27-28 Amends Sections 1.14.2 and 1.14.3	This action removes outdated language and establishes a 3% premium for the Behavioral Health Program Manager.
REPEALS SECTIONS 1.14.9, 2.1.6, 2.1.7, 2.1.8, AND 2.1.9	SECTIONS 29-30 Repeals Sections 1.14.9, 2.1.6, 2.1.7, 2.1.8, and 2.1.9	This action repeals sections of the Compensation Ordinance that are no longer needed or obsolete.
ADDS SECTION 2.1.6	SECTION 31 Adds Section 2.1.6	This action provides lump sum payments over three fiscal years for classes in bargaining units: AE, AM, AS, CE, CEM, CL, DA, EM, FS, HS, MA, MM, NA, NE, NM, NS, PD, PM, PR, PS, RN, SS, SW, and UM contingent upon a change to the County's reserve policy.
AMENDS SECTION 2.1.19	SECTION 32 Amends Section 2.1.19	This action modifies the retention premium for classes designated AE, AM, AS, CL, DA, FS, HS, MM, PD, PM, PR, PS, RN, SS, and SW.
AMENDS SECTION 3.5.4	SECTION 33 Amends Section 3.5.4	This action modifies severance pay provisions.
REPEALS SECTION 3.6.2	SECTION 34 Repeals Section 3.6.2	This action repeals sections of the Compensation Ordinance that are no longer needed or obsolete.
AMENDS SECTION 4.2.2	SECTION 35	This action amends the conversion of sick leave credits to cash for bargaining units EM, NA, NE, NM, and UM.

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ACTION	SECTION	COMMENTS
	Amends Section 4.2.2	
AMENDS SECTION 4.2.21	SECTION 36 Amends Section 4.2.21	This action amends the section of the Compensation Ordinance for bargaining units AM, AS, and DA to provide employees with up to 240 hours of professional time off.
ADDS SECTION 4.2.28	SECTION 37 Adds Section 4.2.28	This action establishes Paid Emergency Leave in the event of a natural disaster or other emergency.
AMENDS SECTION 5.1.6	SECTION 38 Amends Section 5.1.6	This action increases the flexible benefit plan for eligible classifications, effective January 1, 2026, January 1, 2027, and January 1, 2028.
AMENDS SECTION 494 OF THE ADMINISTRATIVE CODE	Section 494 is hereby amended	This action adds eligible classifications to the required license reimbursement.
AMENDS SECTION 495 OF THE ADMINISTRATIVE CODE	Section 495 is hereby amended	This action increases the transportation reimbursement for eligible classifications.