

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 SO bargaining unit: 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
AMENDS APPENDIX ONE	SECTION 2 Amends Appendix One of the Compensation Ordinance	This action provides the job class in SO bargaining unit with a 1% market adjustment effective June 25, 2027, and June 23, 2028.
AMENDS SECTION 1.7.32	SECTION 3 Amends Section 1.7.32	Effective June 23, 2028, this action amends Armed Unit Differential by increasing the premium from 5% to 6% for SO bargaining unit.
AMENDS SECTION 1.8.4	SECTION 4 Amends Section 1.8.4	Effective June 25, 2027, this action amends Probation Institutional Employees Premium by increasing the premium from 2.5% to 5% for SO bargaining unit. And, effective June 23, 2028, the premium will increase to 6%, for SO bargaining unit.
AMENDS SECTION 2.1.7	SECTION 5 Amends Section 2.1.7	This action provides lump sum payments over three fiscal years for classes in bargaining unit SO.
AMENDS SECTION 2.1.19	SECTION 6 Amends Section 2.1.19	This action amends the Retention Incentive Program for bargaining unit designated as SO.
AMENDS SECTION 4.2.28	SECTION 7 Amends Section 4.2.28	This action amends Paid Emergency Leave for bargaining unit designated as SO.
AMENDS SECTION 5.1.6	SECTION 8 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.