

Executive Summary
May 19, 2026

Compensation Ordinance		
ACTION	SECTION	COMMENTS
AMENDS APPENDIX ONE	SECTION 1 Amends Appendix One of the Compensation Ordinance	This action amends compensation by providing wage increases for PO 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 Effective on June 26, 2026, a 5% top step will be added to the following classifications: Deputy Probation Officer (005065), and Senior Probation Officer (005090). Effective on June 23, 2028, a 5% top step will be added to the following classification: Senior Probation Officer (005090).
AMENDS APPENDIX ONE	SECTION 2 Amends Appendix One of the Compensation Ordinance	This action provides the job classifications in PO bargaining unit with a 0.5% market adjustment effective June 23, 2028.
AMENDS APPENDIX ONE	SECTION 3 Amends Appendix One of the Compensation Ordinance	This action amends the characteristics for job classification, 000249, Special Assistant, County Assessor, to properly align this class with similar classes.
AMENDS APPENDIX ONE	SECTION 4 Amends Appendix One of the Compensation Ordinance	This action amends the salary grade for one classification.
AMENDS APPENDIX ONE	SECTION 5 Amends Appendix One of the Compensation Ordinance	Effective June 23, 2028, this action adds a 5% top step to the following classification, Supervising Probation Officer (005115).
AMENDS SECTION 1.6.2	SECTIONS 6 - 7 Amends Section 1.6.2	This action removes holidays from exclusion of leave from hours worked for overtime purposes and updates the corresponding sections impacted by the change for PO bargaining unit.
AMENDS SECTION 1.6.2	SECTION 8 Amends Section 1.6.2	This action increases the FLSA maximum accrual limits from 120 hours to 160 hours for PO bargaining unit.

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AMENDS SECTION 1.7.32	SECTION 9 Amends Section 1.7.32	This action provides an increase to the Armed Unit Differential for classes designated PO: 1. Effective June 25, 2027 – from 5% to 6% higher than their hourly rate 2. Effective June 23, 2028 – from 6% to 7.5% higher than their hourly rate
AMENDS SECTION 1.7.46	SECTION 10 Amends Section 1.7.46	This action provides a K9 premium of 2.5% above their regular base rate for eligible classes designated as PO.
AMENDS SECTION 1.9.2	SECTION 11 Amends Section 1.9.2	This action increases the bilingual premium for eligible employees in classes designated as PO from \$32.30 biweekly to \$65.00 biweekly.
AMENDS SECTION 1.13.9	SECTION 12 Amends Section 1.13.9	This action updates the location assignments who are eligible for the initial issue of uniform allowance. This action provides an update to the amounts reimbursed for maintenance allowance at certain detention facilities and deletes expired section (4) for one-time uniform lump sum payments.
AMENDS SECTION 2.1.7	SECTION 13 Amends Section 2.1.7	This action provides lump sum payments over three fiscal years for classes in bargaining unit PO.
AMENDS SECTION 2.1.19	SECTION 14 Amends Section 2.1.19	This action amends Retention Incentive Program for bargaining unit designated as PO.
AMENDS SECTION 4.2.28	SECTION 15 Amends Section 4.2.28	This action amends Paid Emergency Leave for bargaining unit designated as PO.
AMENDS SECTION 5.1.6	SECTION 16 Amends Section 5.1.6	This action increases the flexible benefit plan for eligible classifications in PO bargaining unit, effective January 1, 2027, January 1, 2028, and January 1, 2029.