

Executive Summary
August 26, 2025

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 bargaining units CC and CS: Across the board changes: Fiscal Year 2025-2026: 3% wage increase effective September 19, 2025 Fiscal Year 2026-2027: 3% wage increase effective June 26, 2026 Fiscal Year 2027-2028: 3% wage increase effective June 25, 2027
AMENDS APPENDIX ONE	SECTION 2 Amends Appendix One of the Compensation Ordinance	This section establishes two new classifications for Principal Deputy County Counsel and Supervising Deputy County Counsel.
AMENDS APPENDIX ONE	SECTION 3 Amends Appendix One of the Compensation Ordinance	This section changes the bargaining unit from CS to CC and salary schedule of the Sr. Deputy County Counsel classification.
AMENDS APPENDIX ONE	SECTION 4 Amends Appendix One of the Compensation Ordinance	This section amends the salary ranges for various classifications.
AMENDS APPENDIX ONE	SECTION 5 Amends Appendix One of the Compensation Ordinance	This section retitles two classifications.
AMENDS APPENDIX ONE	SECTION 6 Amends Appendix One of the Compensation Ordinance	This section designates two classifications as terminal.
AMENDS APPENDIX TWO	SECTION 7 Amends Appendix Two of the Compensation Ordinance	This section adjusts Appendix Two to reflect agreed upon market adjustments.
AMENDS SECTION 1.4.14	SECTION 8 Amends Section 1.4.14	This action adds two new classifications, Principal Deputy County Counsel and Supervising Deputy County Counsel, to this section.
AMENDS SECTION 2.1.6	SECTION 9 Amends Section 2.1.6	This action provides lump sum payments over three fiscal years for classes in bargaining units CC and CS, contingent upon a change to the County's Reserve Policy.

Executive Summary
August 26, 2025

Compensation Ordinance		
ACTION	SECTION	COMMENTS
AMENDS SECTION 2.1.19	SECTION 10 Amends Subsection (d) and (e) of Section 2.1.19	This action modifies the retention incentive program for bargaining units CC and CS.
AMENDS SECTION 3.5.4	SECTION 11 Amends Section 3.5.4	This action modifies severance pay provisions.
AMENDS SECTION 4.2.21	SECTION 12 Amends Subsection (b) of Section 4.2.21	This action increases professional time off up to 240 hours for bargaining units CC and CS.
AMENDS SECTION 4.2.28	SECTION 13 Amends Section 4.2.28	This action adds bargaining units CC and CS to Paid Emergency Leave.
AMENDS SECTION 4.3.11	SECTION 14 Amends Subsection (d) of Section 4.3.11	This action extends Voluntary Time Off for bargaining units CC and CS to June 24, 2028.
AMENDS SECTION 5.1.6	SECTION 15 Amends Subsection (d) of Section 5.1.6	This action increases flexible benefit plans for bargaining units CC and CS, effective January 1, 2026, January 1, 2027, and January 1, 2028.
Administrative Code		
ACTION	SECTION	COMMENTS
AMENDS SECTIONS 492 AND 493.1	SECTIONS 1-2 Amends Section 492 and 493.1	This action adds two classifications eligible for reimbursement of the annual active California Bar membership fee and professional organization fee.
AMENDS SECTION 495	SECTION 3 Amends Section 495	This action updates the classifications eligible for transportation reimbursement.