

Executive Summary  
July 22, 2025

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 CM and CR and job code 000735, Park Attendant (Seasonal):  Across the board changes: Fiscal Year 2025-2026: 3% wage increase effective September 5, 2025 Fiscal Year 2026-2027: 3% wage increase effective June 26, 2026 Fiscal Year 2027-2028: 2.9% wage increase effective June 25, 2027
AMENDS APPENDIX ONE	SECTION 2 Amends Appendix One of the Compensation Ordinance	This section provides salary adjustments for the Records Clerk job class to maintain salary structure alignment effective September 5, 2025, June 26, 2026, and June 25, 2027.
AMENDS APPENDIX ONE	SECTION 3 Amends Appendix One of the Compensation Ordinance	This section deletes one terminal classification.
ADDS APPENDIX TWO	SECTION 4 Adds Appendix Two of the Compensation Ordinance	This section provides market adjustments for eligible classifications.
AMENDS SECTION 1.7.37	SECTION 5 Amends Section 1.7.37	This action extends the Civil Engineer New Hire Lateral Incentive Pay to December 24, 2026.
ADDS SECTION 1.7.44	SECTION 6 Adds Section 1.7.44	This section adds an Emergency Overtime Premium for eligible classes who are directed to perform services due to a weather emergency.
AMENDS/ADDS TO SECTION 1.8.2	SECTION 7 Amends Subsection (f) and adds Subsection (h) to Section 1.8.2	This action adds a Site Premium of \$1.00 per hour for eligible classifications working at specified locations.
AMENDS SECTION 1.12.15	SECTION 8 Amends Subsection (a) of Section 1.12.15	This action amends the amount reimbursed to eligible classes for fees incurred to obtain an Automotive Service Excellence (ASE) certification.
ADDS SECTION 1.12.16	SECTION 9 Adds Section 1.12.16	This action establishes the Class A Commercial Driver's License Premium of 5%.
AMENDS SECTION 1.13.10	SECTION 10 Amends Section 1.13.10	This action amends the Uniform Allowance for Hard Toe and Non-Slip Safety Shoes by adding specified job classes and establishing allowable boot accessories.
AMENDS SECTION 2.1.6	SECTION 11 Amends Section 2.1.6	This action provides lump sum payments over three fiscal years for classes in bargaining units CM and CR, contingent upon a change to the County's reserve policy.
AMENDS SECTIONS 2.1.10 and 2.1.17	SECTIONS 12 - 13 Amends Sections 2.1.10 and 2.1.17	This action extends the Recruitment Bonus and the Hard to Recruit Referral Reward program to December 24, 2026.
AMENDS SECTION 2.1.19	SECTION 14 Amends Subsection (d) and (e) of Section 2.1.19	This action modifies the retention premium for classes designated CM and CR.

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AMENDS SECTION 4.2.2	SECTION 15 Amends Subsection (f) (1) of Section 4.2.2	This action is for clarification of the compensation ordinance section.
AMENDS SECTION 4.2.28	SECTION 16 Amends Section 4.2.28	This action adds bargaining units CM and CR to Paid Emergency Leave.
AMENDS SECTION 4.3.11	SECTION 17 Amends Subsection (d) of Section 4.3.11	This action extends the Voluntary Time Off for certain classifications to June 24, 2028.
AMENDS SECTION 5.1.6	SECTION 18 Amends Subsection (d) of 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.