



Board Agenda Item 65

DATE: December 9, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

Approve Amendment to the Salary Resolution adjusting the salary ranges of the Sheriff's Captain and Assistant Sheriff classifications, as reflected on Appendix "A"

There is a total increase of \$1,438,663 in Net County Cost (NCC) associated with the recommended action. Approval of the recommended action is consistent with Board direction and will increase the salary ranges of the Sheriff's Captain and Assistant Sheriff classifications over the next two and three years, respectively.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the salary ranges of the impacted classifications would remain unchanged.

FISCAL IMPACT:

Approval of the recommended action will increase costs by \$1,798,329, including a total increase of \$1,438,663 in NCC. The cost for the remainder of FY 2025-26, including related retirement costs, is \$180,709, \$144,567 of which is NCC. The Department Org 3111 FY 2025-26 Adopted Budget will be monitored and adjustments will be brought to your Board, if needed. Estimated appropriations and revenues for the remaining estimated costs through June 5, 2028, will be included in future budget requests.

DISCUSSION:

On October 7, 2025, your Board approved the decertification of Representation Unit 38 and placed the now unrepresented Sheriff's Captain and Assistant Sheriff classifications into the Senior Management and Assistant Department Head units, respectively.

Approval of the recommended actions will increase the salaries of the Sheriff's Captain and Assistant Sheriff classifications consistent with Board direction and as outlined below.

- Sheriff's Captain Salary Adjustments:
 - 13.65% increase, effective December 8, 2025
 - 5% increase, effective December 7, 2026
 - 5% increase, effective December 6, 2027
- Assistant Sheriff Salary Adjustments:

- 9.18% increase, effective December 8, 2025
- 5% increase, effective December 7, 2026
- 5% increase, effective December 6, 2027
- 5% increase, effective June 5, 2028

REFERENCE MATERIAL:

BAI #37, October 7, 2025

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix A

CAO ANALYST:

Sevag Tateosian