



Board Agenda Item 35

DATE: October 7, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Salary Resolution Amendments

RECOMMENDED ACTION(S):

1. **Approve a salary adjustment of 1% for Unrepresented (including confidential classifications covered by Footnote “y”), Management, and Extra-Help classifications within U98 (as outlined in Salary Resolution Section 100), effective November 10, 2025, as reflected on Appendix “B”; and**
2. **Approve Amendments to the Salary Resolution, Section 100, effective November 10, 2025, as reflected on Appendix “B”.**

The total estimated cost of approving all the Recommended Actions, including retirement and related costs is \$692,883; \$179,578 of which is Net County Cost (NCC). Approval of the recommended actions would serve to increase salaries and remain attractive and competitive in the local labor market, while retaining a quality workforce. This item is County wide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the Salary Resolution would remain unchanged, creating inequity amongst unrepresented and represented classifications.

FISCAL IMPACT:

The estimated cost for FY 2025-26 is approximately \$692,883, including related retirement costs, \$179,578 of which is NCC. Impacted department appropriations will be monitored, and adjustments will be brought to your Board if needed. The estimated cost for FY 2026-27 is \$1,059,703; \$274,648 of which is NCC. Sufficient appropriations will be included in the impacted department’s FY 2026-27 budget request.

DISCUSSION:

The recommended action provides for a 1% salary adjustment for Unrepresented (including confidential classifications tied to Footnote “y”), Management, and classifications within U98 (as outlined in Salary Resolution Section 100), effective November 10, 2025.

REFERENCE MATERIAL:

BAI #11, April 23, 2024

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Sevag Tateosian