



Board Agenda Item 44

DATE: August 19, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Salary Resolution Amendments

RECOMMENDED ACTION(S):

1. **Approve Amendments to the Salary Resolution, Section 100 - Footnotes and Alphabetical Position Listing, effective August 18, 2025, as reflected on Appendix "A"; and**
2. **Approve Amendments to the Salary Resolution, Section 100 - Alphabetical Position Listing, effective June 22, 2026, as reflected on Appendix "A"; and**
3. **Approve Amendments to the Salary Resolution, Section 100 - Alphabetical Position Listing, effective December 21, 2026, as reflected on Appendix "A"; and**
4. **Approve Amendments to the Salary Resolution, Section 100 - Alphabetical Position Listing, effective June 7, 2027, as reflected on Appendix "A".**

There is a \$10,531 increase in Net County Cost (NCC) associated with the recommended actions for FY 2025-26. Approval of the recommended actions would: revise Footnote "5" to establish a 10-year retention pay premium differential for the Assistant Chief Probation Officer classification; revise Footnote "5" and Footnote "6" to update language for consistency with other provisions in the Salary Resolution; revise the Alphabetical Position Listing to clarify salary ties denoted in Footnotes "4" and "y", and reflect that the Special Sheriff's Investigator is not a "sworn" peace officer; revise Footnote "4" to align the salary of the Special Sheriff's Investigator with Deputy Sheriff II, Step 2; and adjust the salaries of designated extra-help classifications, as delineated in Footnote "4", to align with their corresponding permanent classifications. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the Salary Resolution would remain unchanged.

FISCAL IMPACT:

The total estimated cost of the recommended actions for FY 2025-26 is approximately \$19,870; \$10,531 of which is NCC. Impacted department appropriations for FY 2025-26 will be monitored and budget adjustments will be brought to your Board prior to fiscal year end, if needed. Sufficient appropriations will be included in the budget requests for FY 2026-27.

DISCUSSION:

On August 22, 2023, the Board approved an amendment to the Salary Resolution adding a 10-year retention pay premium differential for identified management classifications, effective August 21, 2023. Approval of the first recommended action would revise Footnote "5" to establish a five percent (5%)

retention pay premium differential for ten (10) years of continuous service for the Assistant Chief Probation Officer classification, maintaining equity with subordinate staff. Additional modifications to Footnotes "5" and "6" would update language for consistency with other provisions of the Salary Resolution.

Approval of the first recommended action would also revise the Alphabetical Position Listing to clarify which unrepresented and represented classifications are tied in salary, as denoted in Footnotes "4" and "y", and specify that employees in the Special Sheriff's Investigator classification are not defined as "sworn" peace officers pursuant to California Penal Code, Section 830.

Additionally, the first recommended action would revise Footnote "4" to update the salary alignment for the Special Sheriff's Investigator extra-help classification from Deputy Sheriff III, Step 3 to Deputy Sheriff II, Step 2 (\$38.55/hour), effective August 18, 2025. It would also align the salaries of the Special Probation Investigator, Reserve Juvenile Correctional Officer, and Post Bar Clerk extra-help classifications with their corresponding permanent classifications. Approval of Recommended Actions 2 through 4 would effectuate the future-dated salary adjustments for these classifications, based on approved increases to their corresponding permanent classifications. Outlined below are the salary adjustments effective August 18, 2025, under the first recommended action, and the future-dated increases under Recommended Actions 2 through 4.

- Special Probation Investigator
 - \$36.1875/hour effective August 18, 2025
 - \$36.9125/hour effective June 22, 2026
- Reserve Juvenile Correctional Officer
 - \$24.10/hour effective August 18, 2025
- Post Bar Clerk
 - \$37.25/hour effective August 18, 2025
 - \$39.1125/hour effective June 22, 2026
 - \$40.675/hour effective December 21, 2026
 - \$42.30/hour effective June 7, 2027

REFERENCE MATERIAL:

BAI #52, August 5, 2025
BAI #41, July 8, 2025
BAI #57, June 24, 2025
BAI #24, April 8, 2025
BAI #32, August 22, 2023

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "A"

CAO ANALYST:

Sevag Tateosian