

# Personnel / Compensation Update

Subject to Board approval, the County has set compensation terms for 2025-2028 for the following groups at the County:

- Deputy Sheriff's Association (48 ppl)
- Sheriff's Management Association (24 ppl)
- Management Employees' Association (85 ppl)
- Senior Executives (27 ppl)
- Elected Officials (6 ppl)





# Common Terms

- Compensation Set for Three Year Period: July 1, 2025 – June 30, 2028
- Countywide General Salary Increases of 2% in 2025, 3% in 2026 and 2% in 2027



# Deputy Sheriff's Association

Additional Changes to Compensation Package Beyond Yearly Countywide Salary Increases through 2027:

- Educational Incentives increase of \$25 month for AA/AS or BA/BS in 2026
- Longevity of 1.5% at 10 years effective July 2026 and an additional 1% in 2027, for a total of 2.5% at 10 years of service
- Market adjustments to salary of 2% in 2025, 1% in 2026, and 2% in 2027, based on total compensation labor market data from eight comparable counties

# Sheriff's Management Association

Additional Changes to Compensation Package Beyond Yearly Countywide Salary Increases through 2027:

- Educational incentives increase of \$50 / month for AA/AS or BA/BS (\$25 per month increase in July 2025 and additional \$25 in 2026)
- Increase Advanced POST pay by 1%, effective 2027 (from 5% to 6%)
- Add Critical Incident Negotiations Team specialty assignment incentive of 5%, effective July 2025
- Market adjustments to salary of 3% in 2025, 3% in 2026, and 3% in 2027, for four of five positions, based on total compensation labor market data from eight comparable counties
- Market adjustments to salary of 2% in 2025, 2% in 2026, and 3% in 2027, for one position, based on total compensation labor market data from eight comparable counties

# Management Employees Association

## Additional Changes to Compensation Package Beyond Yearly Countywide Salary Increases through 2027:

- Increase in Personal Leave accrual rate (based on years of service):
  - Years 0 through five: From 165 hours per year to 189 hours per year
  - Years six through ten: From 192 hours per year to 216 hours per year
  - Years eleven plus: From 200 hours per year to 224 hours per year
- Remove additional floating holiday per year at ten years of service, provide additional floating holiday per year for all, up from 2
- Upon completion of a graduate or doctoral degree, will have one third of their tuition forgiven upon each year of service after graduation, max 3 years.
- Market adjustments to salary of 2% in 2025, 1% in 2026, and 1.5% in 2027, based on total compensation labor market data from eight comparable counties
- Additional targeted classification-specific market adjustments to salary in 2027, based on total compensation labor market data from eight comparable counties



# Senior Executives / Department Heads (Unrepresented)

Additional Change(s) to Sr. Exec / Dept. Head Compensation Package Beyond Yearly Salary Increases through 2027

- Targeted market adjustments, based on total compensation labor market data from eight comparable counties, to salary, averaging .63% in year one for, .41% in year two, and .18% in year three, for the following positions:
  - Chief Information Officer
  - Chief Probation Officer
  - County Librarian
  - Deputy County Executive Officer
  - Director of Behavioral Health
  - Director of Child Support Services
  - Director of Emergency Services
  - Director of Facilities
  - Public Defender
  - Undersheriff
- A total of 17 senior executive classifications receive no targeted market adjustment.



# Elected Officials Group (Unrepresented)

## Additional Change(s) to Elected Officials' Compensation Package Beyond Yearly Salary Increases through 2027

- Car allowance increased from \$500/month to \$600/month
- Management benefit allowance increased from \$1,000/year to \$2,000/year
- Special allowance of 2.5% of base salary for those who have been elected to serve as a board member of a state association for the duration of their appointment (not to exceed 6 years)
- Additional market adjustments for the six Elected Official positions which average 1.33% in year one, 1.5% in year two, and .83% in year three, and based on total compensation labor market data from eight comparable counties



Thank you to all of the bargaining unit  
representatives for productive  
negotiations and timely completion of  
these agreements!