

**ITEM #35<sub>(2)</sub>**

(Motion A, Motion B, and Exhibit 1 of Item 35 modification)

**ADDITIONAL MATERIAL  
REGULAR MEETING**

**SEPTEMBER 17, 2024**

**SUBMITTED AT THE REQUEST OF  
COUNTY ADMINISTRATION**

Motion A, Motion B, and Exhibit 1 of Item 35 are modified as follows (shaded underlining indicates additions; ~~shaded strikethrough text~~ indicates deletions):

**Motion A:**

A. MOTION TO APPROVE Unrepresented Pay Plan and Compensation Policy for Fiscal Year 2025, as reflected in Exhibit 1.

**Motion B:**

B. MOTION TO APPROVE ~~elimination of unused~~ new job classifications, ~~title changes, board-level reclassifications,~~ and salary range reallocations, as reflected in Exhibit 2.

**Exhibit 1:**

**UNREPRESENTED PAY PLAN AND COMPENSATION POLICY  
FOR FISCAL YEAR 2025**

The following is the unrepresented compensation policies for Fiscal Year 2025.

1. **Base Salary Increase** - Effective the first full pay period in October of 2024 (October 13, 2024) eligible unrepresented employees, who on their most recent annual Leadership Performance Review (LPR) received a rating of “meets overall expectations” or “exceeds overall expectations”, shall receive a 3% base salary increase and a \$2,600 increase in their base pay (within the salary range). Those current unrepresented employees, recently hired and who have yet to receive their annual performance review for their current position as of September 30, 2024, shall also receive the 3% plus \$2,600 base salary increase. To be eligible, employees must be in an unrepresented position as of the effective date and be employed by the County as of the date of Board approval of this policy. For the County Attorney’s Office, the amount and methodology for the personnel budget increase shall be as reflected in the County Attorney’s August 26, 2024, Memorandum to the Board; and the amount of the personnel budget for the County Auditor’s Office shall be increased based upon that same methodology.
2. **Range Extension** – Effective the first full pay period in October 2024 (October 13, 2024), all pay range minimums and maximums in the County’s Unified Pay Plan shall be increased by 3%.