

**ADDITIONAL MATERIAL
REGULAR MEETING**

OCTOBER 7, 2025

**SUBMITTED AT THE REQUEST OF
COUNTY ADMINISTRATION**

UNREPRESENTED COMPENSATION POLICY
FOR FISCAL YEAR 2026

The following is the unrepresented compensation policies for Fiscal Year 2026.

Base Salary Increase - Effective the first full pay period in October of 2025 (October 12, 2025) 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 2% base salary increase and a \$2,000 increase in their base pay (within the salary range). To be eligible, current employees recently hired and who are employed by the County as of October 11, 2025 who have yet to receive their annual performance review for their current position, shall receive the base salary increase. For the County Attorney’s Office, compensation increases are nonuniform and the amount and methodology shall be consistent with the County Attorney’s August 21, 2025, Memorandum to the Board; the County Auditor’s Office also provides nonuniform increases consistent with the methodology stated in the referenced memorandum from the County Attorney.