

IN THE BOARD OF SUPERVISORS

COUNTY OF SAN LUIS OBISPO, STATE OF CALIFORNIA

_____ day _____, 2025

PRESENT:

ABSENT:

RESOLUTION NO. _____

RESOLUTION APPROVING 1) WAGE AND BENEFIT CHANGES FOR UNREPRESENTED EMPLOYEES, AND
2) AN AMENDMENT TO THE SAN LUIS OBISPO COUNTY EMPLOYEES RETIREMENT PLAN SECTION
2.12.5 – Military Service Credit

The following resolution is hereby offered and read:

WHEREAS, pursuant to Resolution 80-99, the Board of Supervisors designated certain job classes as General Management, Operations and Staff, and Confidential; and

WHEREAS, unrepresented employees are in bargaining units (BU) 07 – Operations Staff, BU08 – General Management, BU09 – Department Heads, BU10 – Elected Department Heads, BU11 – Confidential, BU16 – General Management Law Enforcement, and members of the Board of Supervisors are in BU17; and

WHEREAS, the Management Representative, in consultation with the Board of Supervisors, has traditionally recommended salaries and benefits for unrepresented classes to the Board of Supervisors for adoption; and

WHEREAS, the changes provided for by this resolution shall only apply to those persons who are employed by the County on or after the date that this Resolution is adopted by the Board of Supervisors; and

WHEREAS, the changes or certain changes provided for by this resolution satisfy the requirements of County Code Sections 2.48.034 Administration of Management and Confidential Compensation Plan and 2.48.180 Prevailing Wage Ordinance; and

WHEREAS, pursuant to Section 2.48.090 of the San Luis Obispo County Code, the compensation of all officers and employees of the County of San Luis Obispo shall be regulated by resolution of the Board of Supervisors of said County.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED by the Board of Supervisors of the County of San Luis Obispo, State of California as follows:

1. That the recitals set forth hereinabove are true, correct, and valid; and
2. That effective the pay period including July 1, 2025, salary for the classifications of Auditor-Controller-Treasurer Tax Collector-Public Administrator, Deputy Director-Auditor Controller Treasurer Tax Collector Public Administrator, Deputy Director – Information Technology, Chief Information Security Officer, Veterans' Service Officer, and Division Manager – Health Agency shall be increased as follows:
 - a. Auditor-Controller-Treasurer Tax Collector-Public Administrator, 8.83% increase;
 - b. Deputy Director-Auditor Controller Treasurer Tax Collector Public Administrator, 3.86% increase;
 - c. Deputy Director – Information Technology, 8% increase;
 - d. Chief Information Security Officer, 8% increase;
 - e. Veterans' Service Officer, 11.58% increase;
 - f. Division Manager – Health Agency, 0.29% increase; and
3. That effective the pay period including July 1, 2025, certain Confidential classifications in Bargaining Unit 11 shall receive salary increases, to maintain salary parity with their non-Confidential counterparts or other unrepresented classifications as follows:
 - a. Accounting Technician – Confidential, 4.37% increase;
 - b. Administrative Analyst Aide – Confidential, 0.26% increase;
 - c. Administrative Assistant I – Confidential, 4.25% increase;
 - d. Administrative Assistant II – Confidential, 4.27% increase;
 - e. Administrative Assistant III – Confidential, 4.28% increase;
 - f. Assistant Deputy Clerk of the Board – Confidential, 0.26% increase;
 - g. Department Personnel Technician – Confidential, 4.27% increase;
 - h. Information Technology Specialist I – Confidential, 1.02% increase;
 - i. Information Technology Specialist II – Confidential, 2.56% increase;
 - j. Information Technology Technician – Confidential, 1.03% increase;
 - k. Legal Clerk I – Confidential, 6.10% increase;
 - l. Legal Clerk II – Confidential, 6.12% increase;
 - m. Legal Clerk III – Confidential, 6.10% increase;
 - n. Payroll Technician; 4.37% increase;
 - o. Secretary I – Confidential, 4.25% increase;
 - p. Secretary – Confidential, 4.27% increase;

- q. Sr. Account Clerk – Confidential, 4.35% increase;
 - r. Sr. Information Technology Specialist – Confidential, 2.58% increase;
 - s. Supervising Administrative Clerk I - Confidential, 4.26% increase; and
4. That effective the pay period including October 1, 2025, the salary for the classification of Division Manager – Public Works shall be increased by 1% to address compaction with employees in the Supervising Engineer classification; and
 5. That effective the pay period following Board of Supervisors' approval of this Resolution, a Safety Boot Allowance of \$300 per fiscal year shall be provided to employees in Bargaining Units 07, BU08, BU09, and BU11 identified by the Department Head or designee who have specific job-related responsibilities that necessitate the use of safety shoes; and
 6. That effective January 1, 2026, unrepresented employees in BU 07, 08, 09, 10, 11, 16, or 17 shall be eligible to elect to purchase Pension Trust Service Credit for active service with the Armed Forces of the United States or the Merchant Marine of the United States, and the San Luis Obispo County Employees Retirement Plan shall be amended through the addition of Section 2.15.5(f) as follows: "Effective January 1, 2026, a Miscellaneous Member employed in County Bargaining Unit 07, 08, 09, 10, 11, or 17, a Safety Member employed in County Bargaining Unit 07, 10, or 16, or a Probation Member employed in County Bargaining Unit 07, 08, or 09 may elect to receive Pension Trust Service Credit for active service with the Armed Forces of the United States or the Merchant Marine of the United States, including time during any rehabilitation period afforded by the United States government, other than a period for purely educational purposes. Service subject to purchase under this section must have been rendered prior to the Member's first employment with the County Employer."; and
 7. That unless otherwise modified by the foregoing provisions, all other salaries and benefits provided by resolution, Board order or ordinance to employees in the designated bargaining units identified by this Resolution shall remain in effect.

Upon motion of Supervisor _____, seconded by Supervisor _____,
and on the following roll call vote, to-wit:

AYES:

NOES:

ABSENT:

ABSTAINING:

The foregoing resolution is hereby adopted:

Chair of the Board of Supervisors

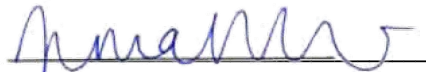
ATTEST:

Matthew Pontes
Ex-Officio Clerk of the Board of Supervisors

BY: _____, Deputy Clerk

APPROVED TO FORM AND LEGAL EFFECT:

JON ANSOLABEHERE
County Counsel



By: Jenna Morton
Assistant County Counsel

Date: November 6, 2025