

IN THE BOARD OF SUPERVISORS

COUNTY OF SAN LUIS OBISPO, STATE OF CALIFORNIA

_____ day _____, 2025

PRESENT:

ABSENT:

RESOLUTION NO. _____

RESOLUTION APPROVING WAGE AND BENEFIT CHANGES FOR UNREPRESENTED EMPLOYEES,
INCLUDING CERTAIN BENEFIT CHANGES FOR THE BOARD OF SUPERVISORS, AND B) AMENDMENTS
TO THE SAN LUIS OBISPO COUNTY EMPLOYEES RETIREMENT PLAN APPENDICES

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 salary increases are approved for employees in BU07, BU08, BU09, BU10, BU11, and BU16 as follows:
 - a. Effective the pay period including July 1, 2025, all employees in BU07, BU08, BU09, BU10, BU11, and BU16 will receive a 3% across the board wage increase. In addition, certain unrepresented classifications with pay ranges determined to be below market, or with internal alignment or compaction issues shall receive a market equity increase, as detailed in Attachment B; and
 - b. Effective the pay period including July 1, 2026, for classifications in BU07, BU08, BU09, BU11, and BU16, a new seventh salary step shall be added to the salary range. The pay rate of the seventh step shall be 5% above the pay rate of the sixth step, and employees may qualify for the advancement to step seven after completion of the equivalent of one year of full-time service in step six and upon the recommendation of the department head and approval by the Human Resources Director. As Elected Officials in BU10 and employees in the Legislative Assistant classification in BU07 do not have salary steps, these employees will receive a 5% increase to base wages; and
 - c. Effective the pay period including July 1, 2027, for classifications in BU07, BU08, BU09, BU11, and BU16, an additional salary step shall be added to the salary range at 5% above the pay rate of the current seventh step. The current first step will be eliminated which will keep the number of salary steps at seven. Employees in steps two through six of the current pay range, and employees at step seven of the current pay range who are not yet eligible for the new top step, shall have their step placement reduced one level, but their hourly rate of pay shall remain unchanged. This is referred to as add-a-step/drop-a-step. As Elected Officials in BU10 and employees in the Legislative Assistant classification in BU07 do not have salary steps, these employees will receive a 5% increase to base wages; and
3. That County Cafeteria Plan contribution increases for employees in BU07, BU08, BU09, BU10, BU11, BU16, and Board of Supervisors in BU17 are approved as follows:
 - a. Effective the first paycheck in January 2026, the County Cafeteria Plan contribution for employees with one dependent shall increase from \$1,300 to \$1,399. The

County Cafeteria Plan contribution for employees with two or more dependents shall increase from \$1,625 to \$1,727. Additionally, effective the first paycheck in January 2026, for employees enrolled in employee-plus-one dependent medical coverage, and employees enrolled in employee-plus-two-or-more dependents medical coverage, the County shall increase the employer contribution amount by the percentage increase applied to premiums, up to ten percent (10.0%), as set by the County's medical insurance pool, relative to the 2025 rates, calculated to one tenth of one percent of the lowest-cost non-high deductible plan. If the premium increase for the lowest-cost non-high-deductible medical plan exceeds ten percent (10.0%), calculated to one tenth of one percent, the County and employees shall share 50/50 the cost of the percentage increase in excess of 10%; and

- b. Effective the first paycheck in January 2027, the County Cafeteria Plan for employees enrolled in employee-only medical coverage, the cafeteria contribution will be increased to cover 100% of the lowest cost health, dental and visions plans, excluding the high-deductible health plan. Additionally, effective the first paycheck in January 2027, for employees enrolled in employee-plus-one dependent medical coverage, and employees enrolled in employee-plus-two-or-more dependents medical coverage, the County shall increase the 2026 contribution amount by the percentage increase in premiums as set by the County's medical insurance pool, up to ten percent (10.0%), calculated to one tenth of one percent of the lowest-cost non-high deductible plan. If the premium increase for the lowest-cost non-high-deductible medical plan exceeds ten percent (10.0%), calculated to one tenth of one percent, the County and employees shall share 50/50 the cost of the percentage increase in excess of 10%; and
- c. Effective the first paycheck in January 2028, for employees enrolled in employee-only, employee-plus-one dependent medical coverage, and employees enrolled in employee-plus-two-or-more dependents medical coverage, the County shall increase the 2027 contribution amount by the percentage increase in premiums as set by the County's medical insurance pool, up to ten percent (10.0%), calculated to one tenth of one percent of the lowest-cost non-high deductible plan. If the premium increase for the lowest-cost non-high-deductible medical plan exceeds

ten percent (10.0%), calculated to one tenth of one percent, the County and employees shall share 50/50 the cost of the percentage increase in excess of 10%.

- d. Effective the first paycheck of January 2026, the County's Health Savings Account (HSA) contribution for employees with employee-only medical coverage shall be increased from \$28.85 per pay period (up to \$750 per year), to \$38.46 per pay period (up to \$1,000 per year) and for employees with employee-plus-one and employee-plus-two-or-more dependents medical coverage shall be increased from \$28.85 per pay period (up to \$750 per year) to \$76.92 per pay period (up to \$2,000 per year); and
4. That effective the pay period including July 1, 2025, the pension contribution rate for Tier 1 and Tier 2 miscellaneous employees in BU07, BU08, BU09, BU10, BU11, and BU17 shall be reduced by 0.8% and the County contribution rate shall be increased by 0.8%, the pension contribution rate for Tier 1 and Tier 2 safety employees in BU07 and BU10 shall be reduced by 3.17% and the County contribution rate shall be increased by 3.17%, and Tier 1 probation employees in BU07, BU08, and BU09 shall be reduced by 2.87% and the County contribution rate shall be increased by 2.87%. Additionally, effective the pay period including July 1, 2025, the pension contribution rate for Tier 3 miscellaneous employees in BU07, BU08, BU09, BU10, BU11, and BU17 shall be reduced by 1.8% and the County contribution rate shall be increased by 1.8%, the pension contribution rate for Tier 3 safety employees in BU07 and BU10 shall be reduced by 4.17% and the County contribution rate shall increase by 4.17%, and the pension contribution rate for Tier 3 probation employees in BU07, BU08, and BU09 shall be decreased by 3.87% and the County contribution rate shall be increased by 3.87%. There will be no pension rate increases for employees in all pension tiers for Fiscal Years 2025-26, 2026-27, and 2027-28; and
5. Effective the pay period including June 3, Matthew Pontes, County Administrative Officer, shall receive a step increase to step 6 of the salary range for County Administrative Officer.
6. 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; and
7. That the San Luis Obispo County Employees Retirement Plan is hereby amended to include the revisions to Appendix A – Miscellaneous Member Contribution Rates, attached hereto; and

8. That the San Luis Obispo County Employees Retirement Plan is hereby amended to include the revisions to Appendix B – Safety Member Contribution Rates, attached hereto; and
9. That the San Luis Obispo County Employees Retirement Plan is hereby amended to include the revisions to Appendix C – Probation Member Contribution Rates, attached hereto.

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: July 7, 2025