ARTICLE 13 - ECONOMIC PROVISIONS

WAGE REOPENER FOR FISCAL YEAR 2026 (October 1, 2025 – September 30, 2026)

13.1 GENERAL: Pay range adjustments, market equity adjustments, wage adjustments, one-time lump sum payments and performance (merit) increases shall not continue after the expiration of this contract.

This wage reopener for Fiscal Year 2026 replaces, in its entirety, Article 13 – Economic Provisions and corresponding Exhibit F in the current CBA (October 1, 2023 – September 30, 2026).

13.2 MERIT INCREASE FY26: Beginning the first full pay period starting in January 2026, Employees will receive a merit increase to their base salary of 3.00% up to the maximum of the pay range. Employees whose current pay rate is at the maximum of the pay grade shall receive a one-time lump sum payment equivalent to the annualized merit increase amount or percentage in lieu of a salary increase.

13.3 MERIT INCREASE ELIGIBILITY CRITERIA: To be eligible for the merit increase identified in 13.2, Employees must meet the following criteria: (1) have been employed with the County Administrator since June 30, 2025; (2) must have a performance review of Meets Expectations or higher on their end of term performance evaluation, or equivalent in the event the performance rating scale is revised, or most recent evaluation if no end of term evaluation exists; (3) Not have received a disciplinary suspension or disciplinary demotion in the calendar year 2025. Employees who are actively enrolled in the Drug Free Workplace program as of January 10, 2026 will not be eligible to receive the increase; and (4) Employees currently enrolled in the Performance Improvement Program will not be eligible to receive the increase. Upon successful completion of the program, the Employee will receive the wage adjustment at the time of completion of the program, and it will not be retroactive.

13.4 COST-OF-LIVING INCREASE FY26: Employees will receive a one-time payment of five-hundred dollars ($500) in the second full pay period after ratification. To be eligible for this cost-of-living payment, the Employee must be employed with the County Administrator on or before October 1, 2025.

Beginning the first full pay period starting in July 2026, Employees will receive a 1% increase to their base salary up to the maximum of the pay range. Employees whose current pay rate is at the maximum of the pay grade shall receive a one-time lump sum payment equivalent to the annualized cost-of-living (COLA) amount or percentage in lieu of a salary increase. To be eligible for this COLA increase, the Employee must be employed with the County Administrator on or before June 1, 2026.

13.5 PAY COMPRESSION ADJUSTMENT: Beginning the second full pay period after ratification, employees identified in Exhibit F will receive a wage adjustment in order to address pay compression. The County conducted a classification-based analysis that considered each employee's length of service (tenure) and current rate of pay. Employees in Exhibit F were identified for pay adjustment when a comparator within the same classification and grade, with less tenure, was earning a rate of pay that was higher than, equal to, or within a close range of a longer-tenured rate of pay. Employees whose adjustment would exceed the maximum of the pay range, shall receive a one-time lump sum payment based on the calculated amount, as set forth in Exhibit F. The Union may discuss any potential errors in calculations and Human Resources will meet with the Union to discuss same. Human Resources will have the authority to make any pay adjustments as needed.