



## Agenda Abstract

### BOARD OF COMMISSIONERS

Meeting Date:	June 23, 2025
Department:	Administrative Services
Agenda Section:	Consent
Public hearing:	No
Date of public hearing:	NA

#### PRESENTER/INFORMATION CONTACT

Human Resources Manager Haley Thore

#### ITEM TO BE CONSIDERED

**Subject:** Classification and Pay: Fiscal Year 2026 Pay Schedule

**Attachments:**

Fiscal Year 2026 Pay Schedule

**Summary:**

Attached is the proposed Fiscal Year 2026 pay schedule as a result of the pay study and cost of living adjustment. The pay study smoothed out our ranges to ensure a consistent 4.75% spread between grades and a 60% spread within each range. In addition to the pay study adjustments, a 2.5% increase for each pay range has been added to account for the cost of living adjustment.

**Financial impacts:**

An increase of \$222.59 in salaries that are outside of the pay study and cost of living adjustment implementation. This minimal increase is to ensure all employees will be at the new minimum of the applicable salary range.

**Staff recommendation and comments:**

None.

**Action requested:**

Approve the attached Fiscal Year 2026 Pay Schedule.