



# Finance, Budget and Administration

Nicole Gorle

Council Initiated:

☐ Yes

☒ No

**ECAF:** 2025-0934

**Motion:** 25-168

**Type:**

☐ Contract

☐ Board Appt.

☐ Code Amendment

☐ Budget Action

☒ Other

**Requested Handling:**

☐ Normal

☒ Expedite – 4/9/25

☐ Urgent

**Fund Source:**

☐ General Fund

☐ Other

☒ N/A

**Executive Rec:**

☒ Approve

☐ Do Not Approve

☐ N/A

**Approved as to**

**Form:**

☐ Yes

☐ No

☒ N/A

**Subject:** 2025 Sheriff's Office Exempt Salary Schedule

**Scope:** Motion 25-168 would approve the 2025 Sheriff's Office Exempt Compensation Plan update. The salary schedule will be updated by applying a 3.63% COLA to each of the pay ranges.

**Duration:** The request is to have this approved prior to April in order to have the 3.63% COLA go into effect April 1<sup>st</sup>.

**Fiscal Impact:** ☐ Current Year ☐ Multi-Year ☒ N/A

There will be an indirect fiscal impact as a result of this action. The 2025-2026 budget included funds in the Non-Departmental budget for COLA increases resulting from union contract negotiations.

**Authority Granted:** n/a

**Background:** [SCC 3.68.050](#) requires amendments to the Sheriff's Office Exempt Compensation Plan be established by the Human Resources Director and approved by both the Executive and Council. The Sheriff's Office Management Team (SOMT) is under this plan and is comprised of the Major, Bureau Chief, and Undersheriff positions.

Typically, the annual adjustments to this schedule are based off of the Deputy Sheriff Association (DSA) contract as it takes into consideration salary compression and other factors that may be adjusted in the contract. Because this contract has yet to be approved, the Human Resources Director is requesting to make an adjustment to the SOMT schedule now that would bring this group into alignment with other unions by applying the COLA for 2025 to the schedule.

**Requested Action:** Move to GLS March 26<sup>th</sup> for consideration.