



**YUMA COUNTY BOARD OF SUPERVISORS  
RESOLUTION NO. 2025-19**

**A JOINT RESOLUTION OF YUMA COUNTY,  
JAIL DISTRICT, FREE LIBRARY DISTRICT, FLOOD CONTROL  
DISTRICT, AND PUBLIC HEALTH SERVICES DISTRICT  
ADJUSTING EMPLOYEE COMPENSATION AND PROGRAM  
FUNDING.**

**Compensation Resolution  
Fiscal Year 2025/26**

WHEREAS: Chapter III, Section 302, of the County's Personnel Rules (PR) sets forth the Board of Supervisors' (BOS) responsibility to adopt Compensation Plans, and;

WHEREAS: The BOS desires to adopt the attached Compensation and Benefits summary for Fiscal Year 2025/26 which implements language providing salary and benefit adjustments;

NOW, THEREFORE, BE IT RESOLVED that the adopted budget summary for Fiscal Year 2025/26 shall be as follows:

**I. Employee Compensation Allocation**

The Board of Supervisors approved Compensation Strategy Resolution 2025-21 allowing for predictable pay progression for Yuma County employees.

- A) Funding for a three percent salary increase is provided for all employees who have been employed in their current position with the County for a minimum of one year, except those who received a "Needs Improvement" on their most recent performance evaluation, or were placed on a performance improvement plan in Fiscal Year 2024/25. This increase is effective on the first full pay period of Fiscal Year 2025/26 (Pay period beginning July 6, 2025 through July 19, 2025; pay changes reflected on pay date July 25, 2025).
- B) Funding for one Step increase (3%) is provided for all employees on the Law Enforcement Pay Plan who have been employed in their current position with the County for a minimum of one year, except those who received a "Needs Improvement" on their most recent performance evaluation, or were placed on a performance improvement plan in Fiscal Year 2024/25. This increase is effective on the first full pay period of Fiscal Year 2025/26 (Pay period beginning July 6, 2025 through July 19, 2025; pay changes reflected on pay date July 25, 2025).

- C) County employees who experienced a change in position during Fiscal Year 2024/25, will receive a three percent salary increase the first full pay period following their one year anniversary in position. These movements include: Promotions, Voluntary Grade Decreases, Lateral Transfers or Demotions.
- D) The Regular County Pay Plan, Selective Law Enforcement Pay Plan, Historic Attorney Pay Plan and Judicial Pay Plan will not increase for Fiscal Year 2025/26.
- E) Superior Court in Yuma County will receive a three percent annual allocation based on Yuma County's compensation strategy methodology. Employee compensation adjustments are authorized by the Presiding Judge, based on recommendations from the Judicial Management Team, and implemented in accordance to the Judicial Merit Rules. The increase is effective on the first full pay period of Fiscal Year 2025/26 (Pay period beginning July 6, 2025 through July 19, 2025; pay changes reflected on pay date July 25, 2025).

## II. Reclassifications

### A) County Reclassifications

- i. Funds provided for eight reclassifications.
- ii. Effective date for reclassifications is the first full pay period of the Fiscal Year 2025/26 (Pay period beginning July 6, 2025 through July 19, 2025; pay changes reflected on pay date July 25, 2025).

All reclassifications for all pay plans shall be in accordance with the policies and guidelines as set forth in the County Personnel Rules and Regulations.

### B) Judicial Reclassifications

- i. Funds provided for two reclassifications.
- ii. Effective date for reclassifications is the first full pay period of the Fiscal Year 2025/26 (Pay period beginning July 6, 2025 through July 19, 2025; pay changes reflected on pay date July 25, 2025).

All reclassifications for the Judicial Pay Plan shall be in accordance with the policies and guidelines as set forth in the Judicial Merit Rules.

**III. Elected Judges**

Elected judicial pay is governed by Arizona State Statute; therefore the salary of Superior Court Judge will increase from \$190,000 to \$200,000 effective January 1, 2026 pursuant to A.R.S § 41-1904 (HB 2897) and the salary of non-Superior Court elected and appointed judges will increase proportionately as required.

**IV. Vacation/Paid Time Off (PTO) Buy Back Program**

- Annually, the BOS considers the approval of funding for the Vacation/PTO Buy Back Program in accordance with PR-418.
- The BOS has approved funding for the Vacation/PTO Buy Back Program for eligible employees for Fiscal Year 2025/26.
- Effective date for the Vacation/PTO buy back pay out is November 21, 2025.
- Minimum 5 hours up to a maximum 40 hours.

**V. On Call Pay**

The on call pay rate will increase from \$1.00 to \$1.50 per hour for classifications approved by the County Administrator per delegation from the Board of Supervisors.

**VI. Yuma County Employee Benefit Trust**

BE IT FURTHER RESOLVED that the Fiscal Year 2025/26 medical rates changes are as follows:

- A) The premium rate for Preferred Plan Option (PPO) A will increase by 33.3% effective July 1, 2025 through June 30, 2026.
- B) The premium rate for PPO B will increase by 15% effective July 1, 2025 through June 30, 2026.
- C) The premium rate for the High Deductible Health Plan (HDHP) will not increase for Fiscal Year 2025/26.
  - i. The County pays \$66.67 monthly to the employee's HDHP Health Savings Account.
- D) The wellness incentive remains at \$30.00 for employees who completed the Real Age Health Risk Assessment via Blue Cross Blue Shield, a biometric screening, and a preventative physician visit by May 11, 2025.

**VII. Budgetary Consideration to Compensation Changes**

BE IT FURTHER RESOLVED that no compensation changes shall be granted, other than the following changes allowed by the Yuma County Personnel Rules and Regulations that would have the effect of increasing the Fiscal Year 2026/27 base cost for compensation above the amount adopted in FY2025/26 for any of the pay plans.

The baseline for Fiscal Year 2025/26 may be exceeded to the extent that the Yuma County Personnel Rules and Regulations allow the County:

- A) To hire new employees (to include lateral transfers, promotions, voluntary grade adjustments and demotions) with County Administrator's approval.
  - i. If budget authority is not available within the department budget the County Administrator's or their designee's approval is required. County Administrator's approval is not required if budget authority is available for the vacant position or within the department budget. However, justification above the entry rate in accordance with County Personnel Rule 205 (D) 9 will require Human Resources approval.
- B) The baseline amount can be exceeded with the County Administrator's approval for the following reasons:
  - i. To comply with state or federal mandates.
  - ii. To accommodate the annualized salaries of new positions added during the fiscal year specifically by the BOS.
- C) Considering the availability of budgeted funding, sustainability of any additional expense in Fiscal Year 2025/26, and the adequacy of spendable resources, the following position control actions require approval from the BOS:
  - i. Contingency and Reserve Accounts - transfers to and from, increases or decreases.
  - ii. Combining part-time positions to create a full-time position.
- D) The following position control actions are subject to review and approval through the annual budget process:
  - i. Permanent transfer of non-General Fund positions to the General Fund.

- ii. Loss of funding for a position or subsidy
- iii. Changes to the funding allocation of a position that increases funding in the General Fund.
- iv. Permanent transfer of a grant/fee based position to the General Fund.

E) The following position control actions require approval from the department director/elected official and the County Administrator:

- i. Permanent transfer of grant positions from one grant funding source to another grant funding source administered by the same agency.
- ii. Permanent transfer of .50 FTE grant-funded position to a non-grant special revenue funded position maximum per department, per fiscal year.
- iii. Permanent transfer of non-grant special revenue funded positions to another non-grant special revenue funding source.
- iv. Permanent transfer of non-grant funded positions to funding by grants.
- v. Permanent transfer of General Fund positions under the same agency head.
- vi. Splitting one full-time position to create two part-time positions.

AND, IT IS RESOLVED FURTHER that in the event of any conflict or inconsistency between the provisions of this resolution and any other adopted resolution still in effect, the provisions of this resolution shall govern and control.

NOW, THEREFORE, BE IT RESOLVED, THE YUMA COUNTY BOARD OF SUPERVISORS, AND THE BOARDS OF DIRECTORS OF ALL SPECIAL TAXING DISTRICTS HEREBY ADOPT THIS JOINT RESOLUTION NO. 2025-19 ADJUSTING EMPLOYEE SALARY AND BENEFITS.

Adopted this

VOTE RECORD:

AYES: 5 NAYS: 0 ABSTAIN: 0 ABSENT: 0



MARTIN PORCHAS  
Chairman of the Board

ATTEST:



IAN MCGAUGHEY  
County Administrator

APPROVED AS TO FORM:



KAROLYN KACZOROWSKI  
County Attorney