

FIRST 5 FRESNO COUNTY

ADMINISTERED BY CHILDREN & FAMILIES COMMISSION OF FRESNO COUNTY
ADMINISTRATIVE COMMITTEE

DATE: Tuesday, October 14, 2025

Lighthouse for Children

2405 Tulare Street

TIME: 11:00 a.m.

Fresno, CA 93721

This Regular Meeting will also be broadcasted to the public via Zoom using the following link:

<https://us06web.zoom.us/j/85889599211?pwd=NYNwzeBco6FrNefGMaQOuMZE6Ib1Da.1>

Meeting ID: 858 8959 9211 | Passcode: 492959

The public may participate in the meeting, as otherwise permitted under the Brown Act, by joining using the link above.

AGENDA

ITEM	SUBJECT	PRESENTER
1.	CALL TO ORDER	L. Chavez, Committee Chair
2.	POTENTIAL CONFLICTS OF INTEREST Any Commission Member who has potential conflict of interest may now identify the item and recuse themselves from discussing and voting on the matter.	L. Chavez, Committee Chair
3.	PUBLIC COMMENT This portion of the agenda is reserved for members of the public desiring to address the Commission on any matter not on the agenda. Limit two minutes per speaker.	L. Chavez, Committee Chair
4. Action Pg. 1	APRIL 22, 2025 COMMITTEE MEETING MINUTES	F. González, E.D.
5. Action Pg. 3	SALARY SCHEDULE UPDATE	F. González, E.D. A. Hillis, Staff
6.	ADJOURNMENT	L. Chavez, Committee Chair

NOTE: If you need disability modification(s) and/or other accommodation(s) in order to participate in this meeting, please contact the Commission office at (559) 558-4900 at least 48 hours prior to the start of the meeting. Government Code Section 54954.2(a).

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ADMINISTRATIVE COMMITTEE MEETING

October 14, 2025 – 11:00 a.m.

2405 Tulare Street
Fresno, CA 93721

AGENDA ITEM NO. 4

RECOMMENDED ACTION:

Approve the April 22, 2025, Administrative Committee Meeting Minutes.

ACTION SUMMARY MINUTES

April 22, 2025 – 2:00 p.m.

Present: Luis Chavez, Kari Gilbert, Dr. Marcia Sablan

Absent: None

Staff: Fabiola González, Alix Hillis, Ken Price (Legal Counsel), Craig Armstrong (Legal Counsel)

1. CALL TO ORDER

2. POTENTIAL CONFLICTS OF INTEREST

None heard.

3. MINUTES FROM JANUARY 21, 2025 COMMITTEE MEETING

The Committee approved the January 21, 2025 meeting minutes.

Motion by: Sablan Second by: Chavez

Ayes: Chavez, Gilbert, Sablan

Noes: None heard.

4. CLOSED SESSION: CONFERENCE WITH REAL PROPERTY NEGOTIATORS

Ken Price, Legal Counsel, had no action to report out of closed session.

5. PUBLIC COMMENT

Ken Price, Legal Counsel, introduced Craig Armstrong, who will be stepping in to support the Commission after Ken Price's departure from Baker, Manock and Jensen on May 2nd, 2025.

6. ADJORNMENT

Motion by: Gilbert Second by: Sablan
Ayes: Chavez, Gilbert, Sablan
Noes: None heard.

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ADMINISTRATIVE COMMITTEE MEETING

October 14, 2025 – 11:00 a.m.

2405 Tulare Street
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AGENDA ITEM NO. 5

TO: Children & Families Commission of Fresno County

FROM: Fabiola González, Executive Director

SUBJECT: Salary Schedule Update

RECOMMENDED ACTION:

Review and approve, for full Commission consideration, an updated Salary Schedule.

BACKGROUND:

The Commission, in June 2025, completed the performance evaluation of the Executive Director and approved a salary outside of the approved Salary Schedule. Additionally, California’s state minimum wage is scheduled to increase as of January 1, 2026, from \$16.50 to \$16.90/hr. for Non-Exempt employees and for Exempt employees at two times the non-exempt rate (as shown in the table below).

Year	Mandated Salary per CA Labor Code	
	<i>Exempt</i>	<i>Non-Exempt</i>
2025	\$68,640	\$16.50/hr
2026	\$70,304	\$16.90/hr

To ensure the Commission fulfills its responsibility to review the salary schedule when any required changes arise, the proposed updates to the salary range schedule are in accordance with state regulations for minimum wage/salary requirements. Commission staff gathered information from County First 5 Commissions to inform the update to the Executive Director range, revised the ranges based on the effects of the State minimum wage increase and subsequently adjusted the remaining ranges as a result. The Commission’s contracted HR firm reviewed and provided feedback.

Additionally, under the Standards and Procedures for Audits of Local Entities Administering the California Children and Families Act (First 5), which details all audit and expanded audit requirements, the Commission is required to review and approve the salary and benefit schedule when any revisions are made. The expanded audit requirement states the following:

“The county commission must adopt, in a public hearing, policies and procedures for establishing salaries for its employees. The employees’ salaries policies must comply with those set forth in the commission policies... [Health and Safety Code sections 130151(b)(8) and 130140 (d)(6)].”

Recommendation:

The table below outlines the proposed updates to the Salary Schedule for 2025 to be made effective October 30 of this year. Changes include:

- Increase to the range for the Executive Director position, as required due to approved salary
- Consolidate the range for Deputy Director & Director positions
- Changes to the Manager and Specialist positions as a result of State minimum wage increases

CLASSIFICATION	POSITION	APPROVED 2024 RANGE	PROPOSED 2025 RANGE
Exempt	Executive Director	\$117,520 - \$142,080	\$117,520 - \$155,126
Exempt	Deputy Director	\$98,200 - \$117,200	\$83,824 - \$116,515
Exempt	Director	\$84,160 - \$98,160	
Exempt	Manager	\$68,640 - \$83,560	\$70,304 - \$91,050
Non-Exempt	Specialist	\$36,344 - \$57,344	\$36,152 - \$70,300

Fiscal Impact: Any wage updates resulting from the state minimum wage requirements have been included within the 2025-2026 Approved Agency Budget – Salaries Expense line. Additionally, range updates will be incorporated in the construction of future budgets.

CONCLUSION:

Reviewing the Commission’s Salary Schedule regularly allows the opportunity for revisions and/or to incorporate any needed updates based on new regulations. If approved by the Administrative Committee, staff will incorporate any feedback provided and prepare this item for review and approval by the full Commission at the next regular meeting.