

ITEM 6
SALARY ADJUSTMENT
Attorney to the Commission/Chief Legal Counsel (CEA B)
Pursuant to Government Code Section 17529 (Action)

Background

At the Commission meeting on June 12, 2026, in closed session, the Commission members conducted an annual evaluation of the performance of Chief Legal Counsel Camille Shelton.

Salary Adjustment

The Chief Legal Counsel position was established at the CEA B level. Ms. Shelton was appointed to her current position on December 9, 2005. Generally, the salary range for a CEA B is \$12,131 - \$14,453 per month. However, state policy authorizes the salary of CEA incumbents, whose duties require membership in the State Bar of California, to be increased above the applicable CEA range to a maximum of \$19,046 per month.

In January 2013, the Commission approved a five percent pay increase for Ms. Shelton, but approval was not granted by California Department of Human Resources (CalHR). However, she did receive an automatic three percent increase on July 1, 2013, along with those civil service and CEA employees at the top of their classes. Other than automatic increases for all CEAs, Ms. Shelton has not received a salary adjustment since January 2008.

Ms. Shelton's current salary is \$18,399 per month, which is below the maximum salary. The Commission may approve an increase of approximately 2.5 percent to the maximum salary of \$19,046 effective on July 1, 2026.

Next Steps

Ms. Shelton's pay is considered in the "restricted zone" which complicates salary adjustment without delegated authority and approval from CalHR. The Commission's Delegation Agreement – CEA expired at the close of the 2025-2026 fiscal year. Commission staff is in the process of renewing the agreement.

Should the Commission approve a salary adjustment, staff will pursue including the new amount in the 2026-2027 Delegation Agreement – CEA and to obtain approval from CalHR to effectuate the will of the Commission.

Recommendation

If the Commission decides to adjust the Executive Director's salary, the following motion and action must be taken:

"I move to adjust the Executive Director's monthly salary to \$_____, effective July 1, 2026."