



TITLE

Fiscal Year 2025/2026 Salary Schedule

RECOMMENDATION

Adopt a Resolution Approving the Fiscal Year 2025/2026 Salary Schedule.

CONTACT

Juan Gomez, Assistant City Manager
Scott Corey, Human Resources Officer II

BACKGROUND & ANALYSIS

The City Council approves all employee salaries, classification titles and changes. The California Government Code requires pay rates for employees be established pursuant to a "publicly available" salary schedule that includes certain information, such as position title and pay range. To satisfy this requirement, it is necessary for the Council to adopt a Resolution approving the Fiscal Year 2025/2026 Salary Schedule (the "Schedule") consistent with funding appropriated by the adoption of the Fiscal Year 2025/2026 budget (the "Budget") on June 3.

The new Schedule reflects changes to employees' salaries based on the current Memorandums of Understanding (MOUs) with the two employee bargaining units, and the Unrepresented Compensation Program (Unrepresented Program). Each of these documents provide for a minimum 2% and maximum 5% cost-of-living adjustment (COLA) for Fiscal Year 2025/2026 based on the Consumer Price Index as reported by the U.S. Bureau of Labor Statistics for the month of April 2025. The Schedule includes a 2% COLA for classifications in the bargaining units and/or covered by the Unrepresented Program, and for those Temporary classifications indexed to similar Regular classifications. The City Manager's salary is increased 2%, per the terms and conditions of the current Employment Agreement.

The City completed organizational assessments for the Communications Division, Public Works and Finance Departments, and assisted in a study led by the American Canyon Fire Protection District. The proposed Schedule amends the compensation plan to add or update job classifications consistent with approved improvements to the City's operations and organizational structure, including Communications and Engagement Coordinator I/II, Communications and Engagement Supervisor, Deputy City Manager, Finance Director and Fire Administrative Division Manager.

The new salaries will go into effect the first full pay period following July 1, 2025.

Pursuant to California Government Code section 54953(c)(3), the action recommended in this report would constitute a final action on the salary or salary schedule of one or more local agency executives, which shall be orally reported prior to a Council vote.

COUNCIL PRIORITY PROGRAMS AND PROJECTS

Organizational Effectiveness: "Deliver exemplary government services."

FISCAL IMPACT

Funding for these increases is included in the City's Adopted Fiscal Year 2025/2026 Budget.

ENVIRONMENTAL REVIEW

15378(b) - The action is not a "Project" subject to the California Environmental Quality Act ("CEQA") because it does not qualify as a "Project" under Public Resources Code Sections 21065 and 21080 and in Section 15378(b) of Title 14 of the California Code of Regulations.

ATTACHMENTS:

[1. Resolution - Fiscal Year 2025/2026 Salary Schedule](#)

[Exhibit A - Full Time Permanent Classifications](#)

[Exhibit B - Part Time, Retired Annuitants and Extra Help](#)