



**CITY OF WILDOMAR
CITY COUNCIL REGULAR MEETING
GENERAL BUSINESS
Agenda Staff Report # 3.2
Meeting Date: July 8, 2026**

SUBJECT: Approve a Resolution Amending the City's Pay Plan to Establish the City Manager's Annual Base Salary Effective July 1, 2026, Pursuant to the Terms of the City Manager Employment Agreement

SUBMITTED BY: Emily Wolf

ACTION:
Approve a resolution entitled:

RESOLUTION NO. 2026 - _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WILDOMAR, CALIFORNIA, APPROVING AN AMENDED PAY ESTABLISHING THE CITY MANAGER'S ANNUAL BASE SALARY EFFECTIVE JULY 1, 2026, PURSUANT TO THE CITY MANAGER EMPLOYMENT AGREEMENT

SUMMARY:

The City Manager Employment Agreement provides for an annual cost of living adjustment based on the Consumer Price Index (CPI) measured from May to May. The applicable CPI increase for the current year is 3.4 percent. Approval of the proposed resolution will amend the City's Pay Plan to reflect the City Manager's updated annual salary of \$290,554, consistent with the terms of the Employment Agreement.

BACKGROUND:

The City Manager is employed pursuant to an Employment Agreement approved by the City Council. The Employment Agreement provides that, on July 1 of each year, the City Manager is entitled to receive a cost of living adjustment ("COLA") equal to the Consumer Price Index ("CPI") "all items index, not seasonally adjusted" data from May of the prior year to May of the current year, as provided by the Bureau of Labor Statistics for the Riverside-San Bernardino-Ontario, California area, typically published as "Table A."

For the current adjustment period, the applicable CPI increase is 3.4 percent. The City's Pay Plan is being updated to reflect the resulting salary adjustment in accordance with the terms of the Employment Agreement.

DISCUSSION:

Pursuant to section 9.2 of the City Manager Employment Agreement, the City Manager is

entitled to an annual cost of living adjustment effective July 1 of each year. The adjustment is based on the Consumer Price Index ("CPI") "all items index, not seasonally adjusted" data from May of the prior year to May of the current year for the Riverside-San Bernardino-Ontario, California area, as published by the Bureau of Labor Statistics.

The applicable CPI increase for the current period is 3.4 percent. Applying this adjustment to the City Manager's current annual salary of \$281,000 results in an increase of \$9,554, establishing a new annual salary of \$290,554. Associated salary-based benefits increase by approximately \$1,454, for a fully burdened increase of approximately \$11,008. This amount is consistent with the funding level previously forecasted and adopted in the Fiscal Year 2026/27 budget.

The proposed resolution amends the City's Pay Plan, attached as Exhibit A to the resolution, establishing the City Manager's annual base salary at \$290,554, effective July 1, 2026. California Code of Regulations, title 2, section 570.5 requires that reportable compensation be contained in a publicly available pay schedule approved and adopted by the governing body. Approval of the resolution, including the attached Pay Plan, satisfies this requirement while implementing the annual cost of living adjustment required by the Employment Agreement.

FISCAL IMPACT:

The proposed cost of living adjustment will increase the City Manager's annual salary from \$281,000 to \$290,554. The total fiscal impact, including associated benefit costs, is estimated at \$11,008 and is budgeted within the previously adopted Fiscal Year 2026-27 budget.

ATTACHMENTS:

[Attachment A. Resolution](#)
[Exhibit A. Pay Plan Effective July 1, 2026](#)
[Presentation](#)