



CITY COUNCIL STAFF REPORT

ITEM NO. 6.11

DATE: June 22, 2026

TO: Honorable Mayor and City Council

FROM: Kristen Hilton, Acting Administrative Services Director

SUBJECT: Resolution amending the City of Livermore Salary Plan dated July 2026 to reflect salary increases for the Livermore Police Management Association, Livermore Management Group, Police Chief, Management Confidential, Confidential, and Retired Annuitant classifications in accordance with the California Code of Regulations, Title 2, Section 570.5.

RECOMMENDED ACTION

Staff recommend the City Council adopt a resolution amending the City of Livermore Salary Plan dated July 2026 to reflect salary increases for the Livermore Police Management Association, Livermore Management Group, Police Chief, Management Confidential Employees, Confidential Employees, and Retired Annuitant classifications in accordance with the California Code of Regulations, Title 2, Section 570.5.

SUMMARY

Staff recommends the following changes to the salary plan:

1. Amend the Livermore Police Management Association Salary Schedule to incorporate a 5% salary increase effective July 13, 2026;
2. Amend the Livermore Management Group (LMG) Salary Schedule to incorporate a 4% salary increase effective July 13, 2026;
3. Amend the Police Chief salary range to incorporate a 6% salary increase effective July 13, 2026;
4. Amend the Management Confidential and Confidential Salary Schedule to incorporate a 4% salary increase effective July 13, 2026;
5. Adjust the salaries for the Retired Annuitant classifications to match those associated with the Livermore Management Group, Management Confidential, and Confidential classifications effective July 13, 2026;
6. Add the following classification to the Retired Annuitant Salary Schedule effective July 13, 2026:
 1. Retired Annuitant - Principal Planner (Class Code 8516) \$76.08 - 95.10/hour
7. Delete the following classification from the Retired Annuitant Salary Schedule effective July 13, 2026:
 1. Retired Annuitant - Planning Manager (Class Code 8515)

DISCUSSION

Based on previously approved Memorandum of Understandings (MOUs), staff is recommending the following changes be made to the salary plan:

1. The Livermore Police Management Association MOU, approved by the City Council on July 14, 2025, provides for a base salary increase of 5% effective July 13, 2026.
2. The Livermore Management Group (LMG) MOU, approved by the City Council on July 14, 2026, provides a base salary increase of 4%, effective July 13, 2026;
3. The Police Chief's compensation is structured such that salary adjustments are aligned with the Police Management Association, while medical benefits are aligned with the City's executive management team whose compensation adjustments follow those provided to LMG. As noted above, LMG is recommend to receive a 4% base salary increase, which includes 1% in recognition of rising medical costs. The Police Chief should receive a 5% salary increase to align with the Police Management Association, plus a 1% increase in recognition of rising medical costs, consistent with the portion of the LMG increase provided to executive management classifications. This results in a total base salary increase of 6%, effective July 13, 2026.
4. CalPERS requires retired annuitant salaries to fall within the range of active employees. Accordingly, the salary ranges for the following classifications much be adjusted to align with the updated Livermore Management Group and Management Confidential salary increases:
 1. Retired Annuitant – Assistant City Engineer (Class Code 8500)
 2. Retired Annuitant – Senior Civil Engineer (Class Code 8505)
 3. Retired Annuitant – Senior Management Analyst (Class Code 8540)
 4. Retired Annuitant – Senior Human Resources Analyst (Class Code 8545)
 5. Retired Annuitant – Public Works Supervisor (Class Code 8550)
 6. Retired Annuitant – Management Analyst II (Class Code 8555)
 7. Retired Annuitant – Deputy City Clerk (Class Code 8575)
 8. Retired Annuitant – Assistant City Clerk (Class Code 8580)
 9. Retired Annuitant – City Clerk (Class Code 8585)
5. The inclusion of “Retired Annuitant” classifications in the salary plan is necessary to comply with Government Code sections 7522.56 and 21224, which authorizes CalPERS covered employers to hire retirees on a temporary basis. Compensation for retired annuitants must fall within established salary range for comparable duties performed by classifications listed on the employer's publicly available pay schedule. As such, the following classifications need to be added to the Retired Annuitant Salary Schedule:
 1. Retired Annuitant – Principal Planner (Class Code 8516)
6. The following Retired Annuitant Classification needs to be removed from the Retired Annuitant Salary Schedule:
 1. Retired Annuitant - Planning Manager (Class Code 8515)

FISCAL AND ADMINISTRATIVE IMPACTS

The MOU salary increases and the Police Chief increases have already been included in the FY 2026-27 adopted budget. Retired Annuitants are not entitled to any City employment benefits or property rights associated with regular employment. The cost of hire is limited to salary only. Funding for retired annuitants will be provided through existing departmental budgets allocated for temporary employees.

COMMUNITY PILLAR

5: A City that Works

GOAL

8: Attract, develop, engage, and retain a diverse and highly skilled workforce across the organization.

ATTACHMENTS

- 1. Resolution
- 2. Exhibit A - Salary Plan Dated July 2026

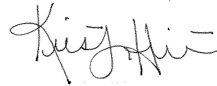
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Approved by:



Marianna A. Burch
City Manager

Fiscal Review by:



Kristen Hilton
Acting Administrative Services Director