



## **CITY COUNCIL STAFF REPORT**

**ITEM NO. 8.1**

**DATE:** July 13, 2026

**TO:** Honorable Mayor and City Council

**FROM:** Kristen Hilton, Acting Administrative Services Director

**SUBJECT:** Resolution approving the Executive Management, Management Confidential, and Confidential Compensation Plan effective July 1, 2025.

### **RECOMMENDED ACTION**

Staff recommends that the City Council adopt a resolution approving the Executive Management, Management Confidential, and Confidential Compensation Plan effective July 1, 2025.

### **SUMMARY**

The proposed Executive Management, Management Confidential, and Confidential Compensation Plan consolidates the salaries, benefits, and other terms and conditions of the of employment for executive management, management confidential, and confidential employees into a single Council adopted document. The plan is intended to provide clear and consistent framework for compensation administration while reflecting current City practices.

### **DISCUSSION**

Currently, there is no single document that codifies the compensation and benefits applicable to the City's unrepresented executive management, management confidential, and confidential employees. Executive management, management confidential, and confidential salary increases and benefits have historically followed those provided those provided to the Livermore Management Group (LMG) with some additional benefits to provided to executive management employees. The Police Chief has historically received salary adjustments and selected benefits consistent with the Police Management Group while receiving health benefits consistent with executive management.

The proposed Executive Management, Management Confidential, and Confidential Compensation Plan consolidates the City's current compensation and benefits practices into a single, comprehensive, Council adopted document. The plan is intended to provide a clear and consistent framework for administrating salaries, benefits, leave provisions, and other terms and conditions of employment, while improving transparency and ease of administration.

In addition to consolidating existing practices, the proposed Plan includes two benefit modifications.

First, the Police Chief would become eligible to receive the same Police Officer Standards and Training (POST) incentive pay provided to the Police Management Group, recognizing the Chief's continued maintenance of POST certification and ensuring consistency with the Police Department's management team. Second, executive management employees in the classifications of Assistant City Manager, Deputy City Manager, Administrative Services Director, Community Development Director, Innovation and Economic Development Director, Library Services Director, and Public Works Director currently receive a monthly vehicle allowance of \$250. The proposed plan increases the monthly vehicle allowance for these executive management employees by \$100/month for a total of \$350/month based on a review of the City's comparable agencies effective July 13, 2026.

Staff recommends that the Executive Management, Management Confidential, and Confidential Compensation Plan be approved retroactive to July 1, 2025, to coincide with the effective dates of the current Livermore Management Group (LMG) and Police Management Group Memorandum of Understandings. Aligning the effective dates will ensure compensation adjustments and related provisions for employees covered by this plan remain on the same schedule as those applicable to those groups and provide for consistent administration going forward.

### **FISCAL IMPACT**

The proposed plan memorializes existing compensation and benefits practices and, by itself, does not result in additional fiscal impacts beyond those previously approved by the City Council. The two proposed benefit modifications will result in a one-time retroactive cost of \$23,400 for the Police Chief's POST incentive pay and an ongoing annual cost of \$24,000. The proposed increase to the vehicle allowance will result in an ongoing annual cost of \$8,400, effective July 13, 2026. Funding for these changes is available within the adopted budget.

### **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 - Executive Management, Management Confidential, and Confidential Compensation Plan

Prepared by: Kristen Hilton  
Acting Administrative Services  
Director

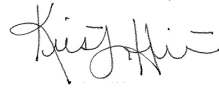
Approved by:



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Marianna A. Burch  
City Manager

Fiscal Review by:



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Kristen Hilton  
Acting Administrative Services Director