



## **CITY COUNCIL STAFF REPORT**

**ITEM NO. 5.11**

**DATE:** July 14, 2025

**TO:** Honorable Mayor and City Council

**FROM:** Tina Olson, Administrative Services Director

**SUBJECT:** Resolution approving the City of Livermore Salary Plan as of July 14, 2025, in accordance with California Code of Regulations, Title 2, Section 570.5.

### **RECOMMENDED ACTION**

Staff recommends the City Council adopt a resolution approving the City of Livermore Salary Plan as of July 14, 2025, in accordance with California Code of Regulations, Title 2, Section 570.5.

### **SUMMARY**

Staff recommends the following changes to the Salary Plan:

1. Incorporate wage related adjustments associated with the approval of the Livermore Police Management Association Memorandum of Understanding (MOU);
2. Incorporate wage related adjustments associated with the approval of the Livermore Management Group Memorandum of Understanding;
3. Incorporate Police Chief salary increase of 10% effective July 14, 2025;
4. Incorporate wage related adjustments for Management Confidential and Confidential salary schedules;
5. Incorporate wage related adjustments based on a recent compensation study and review of internal alignment;
6. Retitle Public Works Supervisor (Airport) to new classification of Assistant Airport Manager (Class Code 2006); and
7. Delete the classifications of Water Resources Communications Representative (Class Code 2235) and Youth and Family Services Manager – Programs (Class Code 2245).

While the PMA and LMG MOUs are effective July 1, 2025, the wage and benefit increases are effective July 14, 2025, which is the first full pay period after July 1, 2025.

### **DISCUSSION**

1. The adoption of the resolution also on the June 14, 2025 City Council agenda authorizing the execution of the Memorandum of Understanding between the City of Livermore and the Livermore

Police Management Association requires salary schedule modifications to reflect wage increases in Livermore Police Management Association Salary Schedule effective July 14, 2025.

2. The adoption of the resolution also on the June 14, 2025 City Council agenda authorizing the execution of the Memorandum of Understanding between the City of Livermore and the Livermore Management Group requires salary schedule modifications to reflect wage increases in the Livermore Management Group Salary Schedule effective July 14, 2025.
3. The Police Chief's salary will increase by 10% effective July 14, 2025.
4. The Management Confidential and Confidential classifications mirror the Livermore Management Group in salary increases. The salary schedules for these two groups need to be modified to reflect the same wage increases as the Livermore Management Group effective July 14, 2025.
5. The City recently completed a compensation study and an internal alignment review. As a result, twelve classifications' salaries in the Livermore Management Group need to be adjusted, as reflected in the attached resolution.
6. The Public Works Supervisor (Airport) was retitled to the new classification Assistant Airport Manager (Class Code 2006) to reflect the Airport's change from the Public Works Department to the Innovation and Economic Development Department.
7. The classifications of Water Resources Communications Representative (Class Code 2235) and Youth and Family Services Manager – Programs (Class Code 2245) positions, respectively, have been inactive for an extended period of time, with duties absorbed by other positions. Removing these classifications maintains an accurate and streamlined salary plan.

## **FISCAL AND ADMINISTRATIVE IMPACTS**

The fiscal impact of the changes to the salary schedules for the Livermore Police Management Association and the Livermore Management Group are outlined in their respective staff reports.

The fiscal impact of the changes to the Police Chief's salary and to the salary schedules for Management Confidential and Confidential totals approximately \$315,800 entity-wide for FY 2025-26. Council's approval of these changes includes the appropriation of funds from the General Fund as follows:

FY2025-26	FY2026-27
\$315,800	\$538,965

The fiscal impact of the salary revisions for the twelve Livermore Management Group classifications identified through the compensation study and internal alignment review will be absorbed into the existing 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 - Salary Plan effective July 2025

Prepared by: Amanda Sabolish  
Human Resource Analyst I

Approved by:



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Marianna A. Burch  
City Manager

Fiscal Review by:



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Tina Olson  
Administrative Services Director