LIVERMORE
CALIFORNIA

CITY COUNCIL STAFF REPORT **ITEM NO. 6.2**

DATE: November 23, 2026

TO: Honorable Mayor and City Council

FROM: Dustin J. Claussen, Administrative Services Director

SUBJECT: Resolution amending the City of Livermore Salary Plan as of November 2026, in accordance with the California Code of Regulations, Title 2, Section 570.5.

RECOMMENDED ACTION

Staff recommends that the City Council adopt a resolution amending the City of Livermore Salary Plan as of November 2026, in accordance with the California Code of Regulations, Title 2, Section 570.5.

SUMMARY

Staff recommends the following changes to the Salary Plan:

1. Create a new classification of Retired Annuitant - Accounting Supervisor (Class Code 8592),
2. Create a new classification of Information Technology Systems Engineer (Class Code 2111),
3. Incorporate wage related adjustments based on a recent compensation study for the Police Clerk, Supervising (Class Code 4272).

DISCUSSION

Staff recommends the following changes to the Salary Plan:

1. 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 classification needs to be added to the Retired Annuitant Salary Schedule: Retired Annuitant - Accounting Supervisor (Class Code 8592).
2. The Information Technology Division currently relies on an external consultant to provide enterprise systems engineering and infrastructure support. These services include critical functions such as server management, system updates and patching, backup and recovery, and network administration. These responsibilities are ongoing and operational in nature rather than project-based, representing a permanent staffing need within the Division. Establishing an Information Technology Systems Engineer (Class Code 2111) would allow the City to bring these

critical functions in-house, improve continuity of operations, strengthen internal technical expertise, and reduce reliance on external consultants.

3. A compensation study was conducted for the Supervising Police Clerk (Class Code 4272) to evaluate the classifications salary relative to comparable positions at other agencies. Based on the results, a 17% salary adjustment is recommended to bring the classification in line with the City's adopted compensation policy. The adjustment recognizes the positions scope of responsibilities and maintains competitive compensation relative to the market. This increase will be effective retroactive to October 5, 2026.

FISCAL AND ADMINISTRATIVE IMPACTS

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 the Retired Annuitant - Accounting Supervisor will be provided through the existing Finance division budget allocated for temporary employees.

There is no fiscal impact associated with the creation the Information Technology Systems Engineer (Class Code 2111) at this time. The proposed action establishes the classification for future use.

The fiscal impact of the wage adjustment for the Police Clerk, Supervising (Class Code 4272) is approximately $22,594 annually and will be absorbed within the existing budget.

COMMUNITY PILLAR

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ATTACHMENTS

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

Prepared by: Kristen Hilton
Human Resources Manager

Approved by:

Marianna A. Burch
City Manager

Fiscal Review by:

Dustin Claussen
Administrative Services Director