



CITY COUNCIL STAFF REPORT

ITEM NO. 6.6

DATE: October 27, 2025

TO: Honorable Mayor and City Council

FROM: Tina Olson, Administrative Services Director

SUBJECT: Resolution approving the City of Livermore Salary Plan to reflect salary increases to Executive Management (excluding Police Chief) and the City Manager effective November 17, 2025, and minimum wage increases effective December 29, 2025.

RECOMMENDED ACTION

Staff recommends the City Council adopt a resolution approving the City of Livermore Salary Plan to reflect salary increases to Executive Management (excluding Police Chief) and the City Manager effective November 17, 2025, and minimum wage increases effective December 29, 2025.

DECISION TYPE

Administrative

SUMMARY

Staff recommends the following changes to the Salary Plan:

1. Incorporate wage related adjustment for the City Manager based on the new contract amendment;
2. Incorporate wage related adjustments for the Executive Management classifications (excluding the Police Chief);
3. Incorporate minimum wage increase to \$16.90 per hour for the following classifications: Department Assistant (Class Code 8200), Field/Maintenance Aide (Class Code 8205), Law Clerk (Class Code 8210), Library Aide (Class Code 8215), and Police Cadet (Class Code 8220)

DISCUSSION

Staff recommends the following changes to the Salary Plan:

1. The City Manager's existing contract follows the Livermore Management Group (LMG) cost of living adjustment, resulting in a 6% salary increase effective November 17, 2025.

2. Salary adjustments for the City's executive management classifications (excluding the Police Chief) have followed the increases received by the Livermore Management Group (LMG). LMG received a 6% wage adjustment in July. The recommendation is for the City's executive management classifications to receive a 6% wage adjustment effective November 17, 2025. In addition, currently, all five of the City's department heads have the same salary range, which does not adequately reflect the differences in the amount of responsibility, degree of risk, or the required expertise associated with each position. The proposed salary ranges are designed to recognize and address these differences and ensure compensation is aligned with the distinct demands of each position. Additionally, the Assistant City Manager salary increase maintains the 10% supervisory differential required by the City's Compensation Policy.
3. On August 1, 2025, the California Director of the Department of Finance certified that based on the annual inflation rate from 7/1/2024 to 6/30/2025, under Labor Code section 1182.12(c)(3)(A), the state hourly minimum wage must be increased effective January 1, 2026 to \$16.90 per hour. The minimum salaries for the classifications of Department Assistant, Field/Maintenance Aide, Law Clerk, Library Aide, and Police Cadet will increase from \$16.50 to \$16.90 per hour effective December 29, 2025. There are currently 31 employees affected by this increase.

FISCAL AND ADMINISTRATIVE IMPACTS

The fiscal impact of these changes is approximately \$191,500, which will be absorbed in the current 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 Dated November December

Prepared by: Kaylin Larson
HR Analyst II

Approved by:



Marianna A. Burch
City Manager

Fiscal Review by:



Tina Olson
Administrative Services Director