



CITY COUNCIL STAFF REPORT

ITEM NO. 6.15

DATE: October 13, 2025

TO: Honorable Mayor and City Council

FROM: Tina Olson, Administrative Services Director

SUBJECT: Resolution approving the City of Livermore Salary Plan as of October 6, 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 October 6, 2025, in accordance with California Code of Regulations, Title 2, Section 570.5.

DECISION TYPE

Administrative

SUMMARY

Staff recommends the following changes to the Salary Plan:

1. Incorporate wage related adjustments associated with the approval of the Association of Livermore Employees (ALE) Memorandum of Understanding;
2. Add new 1.0 FTE Information Technology Technician;
3. Retitle Supervising Librarian to Library Manager (Class Code 2205);
4. Adjust salaries for the Retired Annuitant classifications to match those associated with the Association of Livermore Employees;
5. Incorporate wage related adjustments based on a recent compensation study and review of internal alignment and add two new classifications of Water Resources Coordinator - Source Control (Class Code 5172) and Water Resources Coordinator - Maintenance (Class Code 5173);

While the ALE MOU is effective October 1, 2025, the wage and benefit increases are effective October 6, 2025, which is the first full pay period after October 1, 2025.

DISCUSSION

Staff recommends the following changes to the Salary Plan:

1. The adoption of the resolution of the Memorandum of Understanding between the City of Livermore and the Association of Livermore Employees, also on the October 13, 2025 agenda, requires salary schedule modifications to reflect wage increases effective October 6, 2025.
2. The addition of a new 1.0 FTE Information Technology Technician to the Information Technology Division of the Administrative Services Department. This position will enhance IT support and ensure reliable coverage at City Hall. It will improve response times, increase efficiency, and allow current IT staff to distribute workload more effectively.
3. The Library is requesting to retitle the classification of Supervising Librarian to Library Manager. This title change will more closely reflect the duties and responsibilities of this position.
4. CalPERS requires the salaries of a retired annuitant to be within the range of what is paid to an active employee. The salary ranges for the retired annuitant classifications that are associated with the ALE group need to be adjusted to match the new salaries. The affected classifications are: Retired Annuitant - Associate Civil Engineer, Retired Annuitant - Senior Planner, Retired Annuitant - Associate Planner, Retired Annuitant - Public Safety Dispatcher, Retired Annuitant - Administrative Clerk I, Retired Annuitant - Library Clerk.
5. The City recently completed a compensation study and internal alignment review. As a result, the salaries of 43 classifications in the Association of Livermore Employees need to be adjusted and one classification in the Livermore Management Group, as reflected in the attached resolution. In addition, two new classifications of Water Resources Coordinator - Source Control and Water Resources Coordinator - Maintenance need to be added to the salary plan to maintain the appropriate salary differential between a journey level and lead level classification.

FISCAL AND ADMINISTRATIVE IMPACTS

The fiscal impact of the changes to the salary schedules for the Association of Livermore Employees are outlined in the staff report.

The fiscal impact of adding a new 1.0 FTE Information Technology Technician is \$160,120. The cost will be offset by reductions in Temporary Salaries and Contractual Services budgets.

The fiscal impact of the salary revisions for the 43 Association of Livermore Employees classifications and one Livermore Management Group classification identified through the compensation study and internal alignment review is \$518,430 and will be absorbed into the existing budget of the affected City funds, which are primarily the Water and Sewer funds.

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 October 6, 2025

Prepared by: Kaylin Larson
HR Analyst II

Approved by:



Marianna A. Burch
City Manager

Fiscal Review by:



Tina Olson
Administrative Services Director