



## **CITY COUNCIL STAFF REPORT**

**ITEM NO. 5.15**

**DATE:** July 28, 2025

**TO:** Honorable Mayor and City Council

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

**SUBJECT:** Resolution approving the amended City of Livermore Salary Plan dated July 28, 2025, adding the Retired Annuitant Salary Schedule, in accordance with California Code of Regulations, Title 2, Section 570.5.

### **RECOMMENDED ACTION**

Staff recommends the City Council adopt a resolution approving the amended City of Livermore Salary Plan as of July 28, 2025, adding the Retired Annuitant Salary Schedule, in accordance with the California Code of Regulations, Title 2, Section 570.5.

### **SUMMARY**

Staff recommends the following changes to the Salary Plan:

Add Retired Annuitant Salary Schedule and the following classifications:

- Retired Annuitant – Assistant City Engineer (Class Code 8500) \$82.19 - \$102.73/hour
- Retired Annuitant – Senior Civil Engineer (Class Code 8505) \$74.05 - \$92.55/hour
- Retired Annuitant – Associate Civil Engineer (Class Code 8510) \$60.54 - \$73.25/hour
- Retired Annuitant – Planning Manager (Class Code 8515) \$82.19 - \$102.73/hour
- Retired Annuitant – Senior Planner (Class Code 8525) \$59.36 - \$71.81/hour
- Retired Annuitant – Associate Planner (Class Code 8520) \$56.60 - \$68.47/hour
- Retired Annuitant – Police Officer (Class Code 8530) \$61.01 - \$74.15/hour
- Retired Annuitant – Public Safety Dispatcher (Class Code 8535) \$42.54 - \$51.71/hour
- Retired Annuitant – Senior Management Analyst (Class Code 8540) \$63.75 - \$79.68/hour
- Retired Annuitant – Senior Human Resources Analyst (Class Code 8545) \$63.75 - \$79.68/hour
- Retired Annuitant – Public Works Supervisor (Class Code 8550) \$61.37 - \$76.71/hour
- Retired Annuitant – Management Analyst II (Class Code 8555) \$59.58 - \$74.47/hour
- Retired Annuitant – Administrative Clerk I (Class Code 8560) \$30.09 - \$36.24/hour
- Retired Annuitant – Library Clerk (Class Code 8565) \$30.09 - \$36.24/hour

### **DISCUSSION**

The inclusion of "Retired Annuitant" classifications in the salary plan is necessary to comply with Government Code sections 7522.56 and 21224, which authorize CalPERS covered employers to hire retirees on a temporary basis to work on projects or backfill vacancies under specific conditions. Compensation for retired annuitants must fall within the established salary range for comparable duties, as listed on the employer's publicly available pay schedule. The proposed retired annuitant classifications mirror the City's regular classifications of the same name in both duties and pay and are the most common classifications that departments use to bring back retirees. Adding these classifications ensures compliance with state regulations while providing the City flexibility to utilize experienced retirees on a temporary basis to meet operational needs.

### **FISCAL AND ADMINISTRATIVE IMPACTS**

Retired annuitants are not entitled to any City employment benefits or property rights associated with regular employment. As a result, the cost of hire is limited to salary only. Funding for retired annuitants will be provided through existing departmental budgets allocated for temporary employees.

### **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 July 28, 2025

Prepared by: Kristen Hilton  
Human Resource Manager

Approved by:



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Marianna A. Burch  
City Manager

Fiscal Review by:



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Tina Olson  
Administrative Services Director