



CITY COUNCIL STAFF REPORT

ITEM NO. 6.10

DATE: April 13, 2026

TO: Honorable Mayor and City Council

FROM: Tina Olson, Administrative Services Director

SUBJECT: Resolution amending the City of Livermore Salary Plan to reflect an MOU adjustment for the Livermore Police Officers Association and Retired Annuitant – Police Officer classification effective May 4, 2026, incorporate wage related adjustments based on a compensation study and internal alignment for Management Confidential classifications in the City Attorney’s Office effective April 20, 2026, incorporate Police Chief salary increase of 1% effective July 14, 2025, and update the Retired Annuitant Salary schedule effective April 13, 2026 in accordance with the California Code of Regulations, Title 2, Section 570.5.

RECOMMENDED ACTION

Staff recommends the City Council adopt a resolution amending the City of Livermore Salary Plan to reflect an MOU adjustment for the Livermore Police Officers Association and Retired Annuitant – Police Officer classification effective May 4, 2026, incorporate wage related adjustments based on a compensation study and internal alignment for Management Confidential classifications in the City Attorney’s Office effective April 20, 2026, incorporate Police Chief salary increase of 1% effective July 14, 2025, and update the Retired Annuitant Salary schedule effective April 20, 2026 in accordance with the California Code of Regulations, Title 2, Section 570.5.

DECISION TYPE

Administrative

SUMMARY

Staff recommend the following changes to the City of Livermore Salary Plan:

1. Incorporate wage related adjustments for the Livermore Police Officer’s Association effective May 4, 2026, as approved in the Memorandum of Understanding (MOU); and
2. Incorporate wage related adjustments based on a recent compensation study and internal alignment for Management Confidential classifications in the City Attorney’s Office effective April 20, 2026; and
3. Incorporate Police Chief (Class Code 1235) salary increase of 1% effective July 14, 2025; and
4. Adjust the salary for the Retired Annuitant - Police Officer (Class Code 8530) classification to match the wage related adjustment for the Police Officer’s Association effective May 4, 2026; and

5. Add the following classifications to the Retired Annuitant Salary Schedule effective April 13, 2026:
 1. Retired Annuitant – Deputy City Clerk (Class Code 8575) \$48.54 - \$60.56/hour
 2. Retired Annuitant – Assistant City Clerk (Class Code 8580)
 3. Retired Annuitant – City Clerk (Class Code 8585)
 4. Retired Annuitant – Senior Mechanic (Class Code 8570) \$49.70 - \$60.42/hour
 5. Retired Annuitant - Administrative Services Director (Class Code 8590) \$105.59 - \$131.99

DISCUSSION

1. On April 28, 2025, the City Council adopted a successor MOU with the Livermore Police Officer's Association. The Memorandum of Understanding provides for a base salary increase of 5% effective May 4, 2026.
2. In 2025, the City completed a citywide compensation study to review classifications in accordance with its adopted compensation policy. While most of the resulting adjustments were addressed through labor negotiations in 2025, the unrepresented employee groups were recently completed. As a result of the study and internal alignment, the following classifications in the Management Confidential group need to be adjusted as follows:
 1. Deputy City Attorney (Confidential) (Class Code 2444) \$11,617.27 - \$14,521.59/month
 2. Assistant City Attorney, Senior (Confidential) (Class Code 2440) \$16,940.51 - \$21,175.64/month
 3. Risk Manager (Confidential) (Class Code 2465) \$13,652.80 - \$17,066.00/month
3. Salary adjustments for the City's executive management classifications (excluding the Police Chief) have followed the increases received by the Livermore Management Group (LMG), which received a 6% wage adjustment including 1% in recognition of rising medical costs effective July 14, 2025. The Police Chief's compensation is structured to align with Police Management Group for salary adjustments and the executive management team for benefits; therefore, to maintain consistency—particularly recognizing that a portion of the adjustment addressed rising medical costs—the Police Chief should receive a 1% increase in recognition of rising medical costs. That 1% increase for medical costs should be retroactive to July 14, 2025 when the Police Chief received a COLA.
4. CalPERS requires retired annuitant salaries to fall within the range of active employees. Accordingly, the salary range for the Retired Annuitant – Police Officer classification must be adjusted to align with the updated Police Officer's Association salary increases.
5. 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 classifications need to be added to the Retired Annuitant Salary Schedule:
 1. Retired Annuitant – Deputy City Clerk (Class Code 8575) \$48.54 - \$60.56/hour
 2. Retired Annuitant – Assistant City Clerk (Class Code 8580)
 3. Retired Annuitant – City Clerk (Class Code 8585)
 4. Retired Annuitant – Senior Mechanic (Class Code 8570) \$49.70 - \$60.42/hour
 5. Retired Annuitant - Administrative Services Director (Class Code 8590) \$105.59 - \$131.99

FISCAL AND ADMINISTRATIVE IMPACTS

The 5% base salary increase for the Livermore Police Officers Association MOU adjustment was included in the FY 2025-26 and 2026-27 adopted budget. The fiscal impact of the increases to the Police Chief, Deputy City Attorney (Confidential), Assistant City Attorney, Senior (Confidential), and Risk

Manager (Confidential) will be approximately \$48,000, most of which will be covered by the General Fund and some of which by the City's Workers Compensation and General Liability funds. There are sufficient funds in the budget to cover these costs. 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 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 April-May 2026

Prepared by: Kristen Hilton
Human Resource Manager

Approved by:



Marianna A. Burch
City Manager

Fiscal Review by:



Tina Olson
Administrative Services Director