



Agenda Item No: 1.g

PLACENTIA CITY COUNCIL AGENDA REPORT

Meeting Date: November 18, 2025

Submitted by: Alice Burnett

From: Human Resources

Subject:

RESOLUTION TO ADOPT A COMPENSATION PLAN FOR THE UNREPRESENTED MID-MANAGEMENT AND EXECUTIVE MANAGEMENT EMPLOYEES

Financial Impact:

Fiscal Impact:

Mid-Management

Year 1: Estimated \$235,200 increase to FY25-26 total compensation

Year 2: Estimated \$132,500 increase to FY26-27 total compensation

Total: Estimated \$367,700 increase.

Executive Management

Year 1: Estimated \$ 113,000 increase to FY25-26 total compensation

Year 2: Estimated \$ 25,200 increase to FY26-27 total compensation

Total: Estimated \$138,200 increase.

Summary:

The City of Placentia's full-time workforce consists of employees that are represented by bargaining groups such as Police Management, Fire Management, Police Officers, Firefighters, and General City Employees as well as unrepresented Mid-Management and Executive Management employees. While the Unrepresented employees are not a formal bargaining unit, a resolution to provide certain compensation and benefits consistent with the balance of the organization is appropriate and requires City Council approval. This action approves a resolution to provide a compensation plan to the members of the Unrepresented Mid-Management and Executive Management Employees.

Recommendation:

Recommended Action: It is recommended that the City Council:

1. Adopt Resolution No. R-2025-58, approving a compensation plan for the Unrepresented Mid-Management and Management Employees for the period of July 1, 2025, through June 30, 2027; and
2. Adopt Resolution No. R-2025-63, amending the City's FY2025-26 Budget.

Strategic Plan Statement:

There is no specific strategic planning goal or objective associated with this agenda item.

Discussion:

The Memorandums of Understanding (MOUs) between the City and the represented bargaining groups all expired on June 30, 2025. With City Council direction and cooperation from the Placentia Police Officers' Association (PPOA), the Placentia Fire Battalion Chiefs' Association (PFMA), the Placentia Fire Association (PFA) and the Placentia Police Management Association (PPMA), the negotiation process for these groups have been completed. The negotiation process is continuing with the Placentia City Employees' Association (PCEA). The remaining group of employees are the Unrepresented Mid-Management and Executive Management employees. Mid-Management includes the positions of Management Analyst and above including Division Managers. Executive Management employees include the Department Heads.

The provisions of the resolution include, but are not limited to the following compensation and benefit adjustments:

1. Term: July 1, 2025 – June 30, 2027.
2. Market Rate Adjustments: 4% market rate adjustments for Mid-Management and Executive Management classifications effective the full pay period following July 1, 2025 and no wage adjustments in 2026. These adjustments do not include the City Administrator.
3. Holiday Closure: continue Holiday leave for the holiday closure for the term of the agreement.
4. Medical Contribution: Increase city contribution to \$744/month for employee only, \$1,623/month for employee +1, and \$2,076/month for employee +2 or more.

Fiscal Impact Summary:

The proposed compensation plan will increase total compensation by approximately \$348,200 for year one and \$157,700 for year two for both the Mid-Management and Executive Team combined, or \$505,900 for the full term.

Attachments

[Resolution No. R-2025-58 - Unrep Comp Plan](#)

[Mid-Mgmt Compensation Plan 2025-27 for Council Adoption FINAL.pdf](#)

[Attachment 2 - Resolution R-2025-63 - Budget Amendment for MGMT and EXEC Compensation Plan](#)