



City Council Staff Report

Subject: Salary Schedule Updates

Date: June 23, 2026

Submitted By: Tameka Usher, Administrative Services Director

Department: Administrative Services - Human Resources

Recommendation:

Adopt a Resolution of the City Council of the City of Rocklin Adopting the Consolidated Salary Schedule, Including Revised Salary Ranges for the Rocklin Police Officers' Association; Rocklin Police Officers' Association Public Safety Managers; Rocklin Firefighters Union Local 522; and Management, Confidential, and Unrepresented Employees.

Background:

Consolidated Salary Schedules: Currently, the City maintains multiple separate salary schedules for various employee groups. As part of the City's ongoing efforts to improve compensation administration, organizational consistency, and operational efficiency, staff recommends consolidating the Rocklin Police Officers' Association; Rocklin Police Officers' Association Public Safety Managers; Rocklin Firefighters, Local 522; Rocklin Public Services Employees (AFSCME Council 57, Local 146 AFL-CIO); and Rocklin Management, Confidential, and Unrepresented Employees' salary schedules into a single unified salary schedule for all regular classifications not already assigned to the existing Temporary Employee Salary Schedule or Y-Rate Salary Schedule. The City will continue to maintain separate Temporary Employee and Y-Rate salary schedules to accommodate classifications with distinct compensation structures or administrative requirements.

This consolidation is intended to streamline the City's compensation structure while preserving existing pay relationships and negotiated compensation provisions. The proposed consolidation is administrative in nature, and does not modify employees' existing salary ranges or compensation (except for Police, Fire and Management, Confidential, and Unrepresented Employees, which is explained below) unless separately approved by the governing body. Existing bargaining obligations, compensation policies, and negotiated agreements will continue to be honored.

Police and Fire Salary Increases: In 2025, the City Council adopted Resolutions No. 2025-221, No. 2025-222, and No. 2025-162, which established respective Memoranda of Understanding (MOU) between the City of Rocklin and Rocklin Police Officers' Association; Rocklin Police Officers' Association Public Safety Managers; and Rocklin Firefighters, Local 522; respectively. Each of the MOUs referenced above contains a provision that states "...

effective the first full pay period of July 2026, each classification shall receive a 2.0% base salary increase.” Therefore, incorporated in the above-mentioned Salary Schedule consolidation are the revised salary ranges, reflecting the 2.0% base salary increase for the applicable classifications.

Management, Confidential, and Unrepresented Employees Salary Increases: The salary ranges reflected in the proposed consolidated Salary Schedule incorporates a 2.0% base salary increase for Management, Confidential, and Unrepresented employees, as well as salary changes for the City Manager and City Attorney, that are being presented to the City Council under separate items on this June 23, 2026 agenda. Approval of the consolidated salary schedule is contingent upon approval of those related items.

Title 2 of the California Code of Regulations, section 570.5 requires the City's salary schedules to be adopted at a public meeting.

Fiscal Impact:

There is no additional fiscal impact to the staff recommendation. The cost of the base salary increases is included in the adopted Fiscal Year 2026/27 Operating Budget.

ATTACHMENTS:

1. [Resolution](#)
2. [Resolution Exhibit 1 -Consolidated Salary Schedule](#)