



Agenda Report

August 25, 2025

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: **ADOPT A RESOLUTION REVISING NON-REPRESENTED MANAGEMENT SALARY SCHEDULES TO REFLECT THE REVISED SALARY RATES FOR THE DEPUTY POLICE CHIEF, DEPUTY FIRE CHIEF, AND POLICE COMMANDER CLASSIFICATIONS**

RECOMMENDATION:

It is recommended that the City Council:

1. Find that the proposed action in the agenda report is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA guidelines Section 15061(b)(3) "Common Sense" exemption; and
2. Adopt a Resolution revising Non-Represented Management salary schedules to reflect the revised salary rates for the Deputy Police Chief, Deputy Fire Chief, and Police Commander classifications.

BACKGROUND:

The Non-Represented Management Salary Resolution (Resolution) establishes the wages, benefits, and other terms and working conditions of employment of all non-represented management classifications. The Resolution includes a salary schedule that defines the minimum and maximum pay rates for each classification. The California Public Employees' Retirement System (CalPERS) utilizes these pay rates to establish compensation earnable for purposes of determining retirement benefits. CalPERS requires that all pay rates be paid pursuant to a publicly available salary schedule approved by a member agency's governing body in order to qualify as compensation earnable for purposes of retirement. Compensation reported to CalPERS may not exceed the maximum pay rate established in the publicly available salary schedule approved by the governing body.

On July 21, 2025, Council approved a resolution eliminating holiday pay from all non-represented sworn management classifications and incorporating the equivalent amount of holiday pay retroactively into the salary control rates beginning May 24, 2021 for the

Deputy Police Chief classification and beginning July 15, 2024 for Police Commander and Deputy Fire Chief classifications. In addition to the approved revised salary rates, CalPERS also requires the complete salary schedule for the group be revised and approved by Council. Staff has included nine revised Non-Represented Management salary schedules beginning May 24, 2021 reflecting the previously approved and revised salary rates.

COUNCIL POLICY CONSIDERATION:

Approval of staff's recommendation supports the City Council's strategic goals of maintaining fiscal responsibility and stability by ensuring continued compliance with CalPERS regulations.

ENVIRONMENTAL ANALYSIS:

The proposed action is exempt from the CEQA pursuant to State CEQA Guidelines Section 15061 (b) (3), the "common sense" provision of CEQA (formerly the general rule), which applies to projects which may have the potential for causing a significant effect on the environment. The proposed action will not result in any new development or physical changes.

FISCAL IMPACT:

There is no fiscal impact associated with this item as all pay rates included in the revised Non-Represented Management salary schedules have previously been approved by the City Council.

Respectfully Submitted,



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Human Resources Director

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Approved by:



MIGUEL MÁRQUEZ
City Manager

Attachments:

- Attachment A – Resolution revising Non-Represented Management salary schedules for the Deputy Police Chief, Deputy Fire Chief, and Police Commander classifications
- Attachment B – Non-Represented Management Salary Schedule (May 24, 2021)
- Attachment C – Non-Represented Management Salary Schedule (March 14, 2022)
- Attachment D – Non-Represented Management Salary Schedule (August 29, 2022)
- Attachment E – Non-Represented Management Salary Schedule (June 19, 2023)
- Attachment F – Non-Represented Management Salary Schedule (February 12, 2024)
- Attachment G – Non-Represented Management Salary Schedule (July 15, 2024)
- Attachment H – Non-Represented Management Salary Schedule (September 9, 2024)
- Attachment I – Non-Represented Management Salary Schedule (July 14, 2025)
- Attachment J – Non-Represented Management Salary Schedule (July 13, 2026)