

Agenda Report

December 15, 2025

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: ADOPT A RESOLUTION UPDATING THE SALARY OF ONE EXISTING CLASSIFICATION REPRESENTED BY LIUNA

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 updating the salary of one existing classification represented by LIUNA.

BACKGROUND:

The Human Resources Department's Labor Relations and Classification & Compensation Division is responsible for managing classification and compensation work for the City. Periodically there is a need to update or add job classifications and salary rates as duties and the operational needs of the City change over time and the marketplace adjusts. The City's Manual of Personnel & Administrative Rules establishes a comprehensive process for classification submission in which the Human Resources Department reviews, approves, and provides recommendations on classification requests.

A provision in the Memorandum of Understanding (MOU) between the City and Laborers' International Union of North America (LIUNA) also provides a compensation review for classifications or classification series as outlined in the MOU. The following classification was reviewed:

Police Dispatcher

As a result of the review, Human Resources recommends updating the salary control rate of the existing classification. The recommended salary control rate for the

classification was determined following an analysis of comparable classifications in the labor market and/or an analysis of internal alignment with comparable classifications within the City. All recommended changes are intended to support the City's ability to recruit and retain skilled personnel in a highly competitive labor market. This recommendation also provides standard differentials and alignments between the levels in the series. This action does not require any additional FTEs. Staff has conferred with the LIUNA bargaining unit and they are supportive of the proposed salary adjustments.

Police Dispatcher

Police Dispatcher: Establish a new control rate of \$46.0010 per hour for the existing classification of Police Dispatcher. The existing control rate is \$42.1525 per hour.

COUNCIL POLICY CONSIDERATION:

Approval of staff's recommendation supports the City Council's strategic goals of maintaining fiscal responsibility and stability by periodically reviewing and updating the classifications and salaries of city employees.

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:

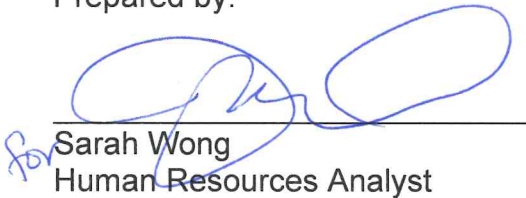
Approval and implementation of the updated salary will have a fiscal impact of up to \$161,546 in FY 2026 (pro-rated) and up to \$300,015 in FY 2027. 100% of the costs will impact the General Fund. The costs will be absorbed within the annual operating budget of the Police Department. However, staff will monitor personnel expenses and request additional appropriations during the fiscal year if necessary.

Respectfully Submitted,




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Human Resources Director

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Human Resources Analyst

Approved by:



MIGUEL MÁRQUEZ
City Manager

Attachments:

Attachment A – Resolution updating the salary of one existing classification