

Agenda Report

April 6, 2026

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: ADOPT A RESOLUTION FOR CITYWIDE SALARY SCHEDULES FOR THE YEARS OF 2021, 2022, 2023, 2024, and 2025

RECOMMENDATION:

It is recommended that the City Council:

1. Find that the proposed action in the agenda report is not a “project” subject to the California Public Resources Code (“PRC”) Section 21065 and within the meaning of California Environmental Quality Act (“CEQA”) Guidelines Section 15378(b); and
2. Adopt a Resolution for Citywide salary schedules for the years of 2021, 2022, 2023, 2024, and 2025.

BACKGROUND:

The wages, benefits, and other terms and working conditions of employment for all classifications in the City workforce are established through a Memorandum of Understanding (MOU) for represented classifications, via salary resolution for unrepresented classifications, or employment agreements for Council appointed positions. Each MOU and salary resolution contains a salary schedule reflecting the pay rates and their effective dates for all classifications within that bargaining unit or unrepresented employee group. The California Public Employees’ Retirement System (CalPERS) utilizes these pay rates to establish compensation earnable for purposes of determining retirement benefits. CalPERS requires that 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.

CalPERS requires that member agencies regularly approve agency-wide salary schedules as pay rates change. Such salary schedules must be approved by the member agency’s governing body. The last Citywide salary schedule was approved by

the City Council on December 16, 2024. Since then, the City Council has approved updates to salary resolutions as well as individual classification adjustments. Negotiated MOU salary increases have also taken effect during this period. Historically, previously approved salary schedules reflected pay rates only as of a specific point in time during the calendar year and did not capture additional Council-approved changes made throughout the year. To ensure full compliance with CalPERS requirements, staff has prepared comprehensive citywide salary schedules that include all classifications and all effective pay rates for each of the past five years. These schedules include all information required by CalPERS, including job titles, pay ranges or step schedules, effective dates, and revision dates. Approval of the Citywide salary schedules will ensure continued compliance with CalPERS regulations concerning the adoption of publicly available pay schedules.

COUNCIL POLICY CONSIDERATION:

Approval of staff's recommendation supports the City Council's strategic goals of maintaining fiscal responsibility and stability by complying with reporting requirements for CalPERS.

ENVIRONMENTAL ANALYSIS:

The proposed action is not a "project" subject to the California Public Resources Code ("PRC") Section 21065 and within the meaning of California Environmental Quality Act ("CEQA") Guidelines Section 15378(b). The proposed action constitutes a continuing administrative or organizational activity that will not result in a direct or reasonably foreseeable indirect physical change in the environment.

FISCAL IMPACT:

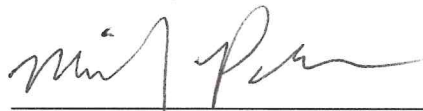
There is no fiscal impact associated with this item as all pay rates included on the City-wide salary schedules have previously been approved by the City Council via approval of individual MOUs, salary resolutions, or employment agreements for Council appointed positions.

Respectfully Submitted,



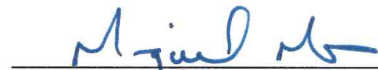
TIFFANY JACOBS-QUINN
Human Resources Director

Prepared by:



Michael Paliwoda
Principal HR Analyst

Approved by:



MIGUEL MÁRQUEZ
City Manager

Attachments:

- Attachment A – City of Pasadena Citywide Salary Schedule – 2021
- Attachment B – City of Pasadena Citywide Salary Schedule – 2022
- Attachment C – City of Pasadena Citywide Salary Schedule – 2023
- Attachment D – City of Pasadena Citywide Salary Schedule – 2024
- Attachment E – City of Pasadena Citywide Salary Schedule – 2025