

*“We are a welcoming, active, and business-friendly rural foothill community built on California's rich gold rush history.”*



## **City Manager's Report**

**March 25, 2025, City Council Meeting**

**Prepared by: Dave Warren, Assistant City Manager/Director of Finance**

**Item #: 12.8**

**Subject:** Consider retroactively approving and affirming a salary schedule effective January 4, 2025 with the International Union of Operating Engineers and regular non-sworn positions within the Confidential Employee Unit, Executive Management Employee Unit, and the Supervisory Employee Unit.

### **Recommendation:**

Adopt a resolution retroactively approving and affirming a salary schedule effective January 4, 2025.

### **Purpose:**

To approve the new salary schedule and implement the salary and benefit provisions of the latest Tentative Agreement with the International Union of Operating Engineers, Stationary Engineers, Local 39 (Local 39) for represented employees as well as unrepresented non-sworn employees.

### **Strategic Plan Strategy:**

Meet financial commitments and reporting requirements.

### **Background:**

At its meeting held on March 11, 2025, the City Council ratified the Tentative Agreement with Local 39 in Closed Session, and the City Attorney reported out the Tentative Agreement in Open Session that same evening. Staff recommends the City Council approve similar salary provisions for the regular non-sworn positions within the Confidential Employee Unit, Executive Management Employee Unit, and the Supervisory Employee Unit. Staff has prepared a new salary schedule with these adjustments and recommends the City Council retroactively approve the said salary schedule effective January 4, 2025.

### **Discussion:**

The Tentative Agreement with Local 39 includes a 2.00% Cost of Living Adjustment (COLA) that became effective January 4, 2025 retroactively. The City has a long-standing past practice of providing the same salary and benefit provisions provided to employees represented by Local 39 to regular non-sworn unrepresented employees in the Confidential Employee Unit, Executive Management Employee Unit, and the Supervisory Employee Unit. Accordingly, staff recommends that the 2.00% COLA also be applied to all regular unrepresented non-sworn employee salaries.

If approved, the salaries for the positions highlighted in yellow in Attachment "A" will be adjusted accordingly. The salaries for all other positions will remain the same. This increase of 2% includes the following positions in the Executive Management Unit, Assistant City Manager/Director of

Finance, Director of Development Services, Director of Community Services, Director of Public Works, City Engineer and the City Manager.

**Options:**

1. Adopt the resolution as recommended by staff.
2. Direct Staff to take other actions.

**Environmental:**

Tonight's actions are not applicable.

**Cost:**

The projected cost of the 2.00% COLA mentioned above, which is included in the new salary schedule is \$63,154 during Fiscal Year 2024/2025.

**Budget Impact:**

The City Council adopted Fiscal Year 2024/2025 Operating Budget which did not include the \$63,154 projected cost of the 2.00% COLA. However, the City experienced savings in employee medical insurance benefits and personnel savings from vacant positions that have effectuated budget savings to offset this cost.



**M. Cleve Morris, City Manager**



**Dave Warren, Assistant City Manager/  
Director Finance**

**Attachments:**

1. Resolution-Salary Schedule
2. Salary Schedule