

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



City Manager’s Report

July 8, 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 July 5, 2025.

Recommendation:

Adopt a resolution retroactively approving and affirming a salary schedule effective July 5, 2025.

Purpose:

To approve the new salary schedule and implement the salary and benefit provisions of the latest Tentative Agreements with the International Union of Operating Engineers, Stationary Engineers, Local 39 (Local 39) and the Placerville Police Officers Association (PPOA) 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 that 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. At its meeting held on June 10, 2025, the City Council ratified the Tentative Agreement with the PPOA in Closed Session, and the City Attorney reported out the Tentative Agreement in Open Session that same evening. Staff recommends that the City Council approve similar salary provisions for the regular sworn positions within the Executive Management Employee Unit. Staff has prepared a new salary schedule with these adjustments and recommends that the City Council retroactively approve the said salary schedule effective July 5, 2025.

Discussion:

The Tentative Agreement with Local 39 includes a 1.00% Cost of Living Adjustment (COLA) that became effective July 5, 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 within the Confidential Employee Unit, Executive Management Employee Unit, and the Supervisory Employee Unit. Accordingly, staff recommends that the 1.00% COLA also be applied to all regular unrepresented non-sworn employee salaries. If approved, the salaries for the positions highlighted in yellow in Attachment “B” will be adjusted accordingly.

The Tentative Agreement with the PPOA includes a 2.00% Cost of Living Adjustment (COLA) that became effective July 5, 2025 retroactively. The City has a long-standing past practice of providing the same salary and benefit provisions provided to employees represented by the PPOA to regular sworn unrepresented employees within the Executive Management Employee Unit. Accordingly, staff recommends that the 2.00% COLA also be applied to all regular unrepresented sworn employee salaries. If approved, the salaries for the positions highlighted in green in Attachment "B" will be adjusted accordingly. The salaries for all other positions will remain the same.

The salaries for the new Assistant Director of Community Services position, which are the same as those for the Recreation Superintendent position, and the Community Services Manager, which has the same salaries as the Recreation Supervisor, were added to the new salary schedule. A staff report that discusses the job descriptions for both the Assistant Director of Community Services and Community Services Manager positions is included in tonight's agenda under a separate cover.

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 total projected annual cost of the 1.00% COLA for regular non-sworn employees and the 2.00% COLA for regular sworn employees mentioned above, which are included in the new salary schedule, is \$120,773 during Fiscal Year 2025/2026.

Budget Impact:

The City Council adopted Fiscal Year 2025/2026 Operating Budget which included the \$120,773 projected cost of the said COLAs.



M. Cleve Morris, City Manager



Dave Warren, Assistant City Manager/
Director Finance

Attachments:

- A. Resolution-Salary Schedule
- B. Salary Schedule