



# Staff Report

City Council

Item No. 3.E

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**Meeting Date:** February 12, 2025

**From:** Eugenia Torres, HR Manager

**Title:** Approve a Resolution Adopting an Updated City-Wide Salary Schedule

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## **RECOMMENDATION:**

To adopt a resolution approving city-wide publicly available pay schedules in compliance with California Code of Regulations, Title 2, Sections 570.5, 571, 571.1 This resolution will supersede all previous resolutions regarding job classifications and compensation levels to the extent they conflict with this new recommendation.

## **BACKGROUND:**

The California Public Employees' Retirement System (CalPERS) requires all public agencies to establish and maintain publicly available pay schedules for all positions. This requirement is outlined in the California Code of Regulations (CCR), Title 2, Sections 570.5, and 571.1.

The City's commitment to transparent and compliant compensation practices requires regular review and updates of our publicly available pay schedules. This resolution addresses multiple regulatory requirements and operational needs while ensuring continued organizational effectiveness.

## **Historical Context**

- Previous Resolution No. 2024-48 (adopted December 11, 2024) approved a citywide publicly available pay schedule
- This update consolidates all subsequent amendments and modifications.

This resolution represents the culmination of these various analyses and considerations, providing a comprehensive update to ensure the City's compensation structure remains competitive, compliant, and aligned with organizational objectives.

## **DISCUSSION:**

The proposed resolution includes adjustments to the City's pay schedules, reflecting our commitment to maintaining competitive compensation while ensuring operational

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excellence. These changes are based on comprehensive market analysis, internal equity considerations, and operational requirements. These changes are as follows:

EXHIBIT A (Effective January 5, 2025)

- AFSCME Salary Adjustments

- Modification to Salary Ranges 680 and 690 – During a recent review of the salary schedules, it was discovered that Salary Ranges 680 and 690 contained outdated data that requires revision to ensure accuracy and compliance with CalPERS regulations.

EXHIBIT B (Effective December 22, 2024)

– Non-Rep: No changes

EXHIBIT C (Effective December 22, 2024)

– CCPOA: No changes

EXHIBIT D (Effective December 22, 2024)

– CCPMA: No changes

EXHIBIT E (Effective January 5, 2025)

– CCPFA: No changes

EXHIBIT F (Effective January 5, 2025)

– CCFMA: No changes

EXHIBIT G (Effective December 21, 2024)

– ELECTED: No changes

**FISCAL IMPACT:**

N/A

**FIVE-YEAR STRATEGIC PLAN:**

Goal A – Serve the Community with Pride and Dedication Objective: Through diversity, equity, and inclusion driven employee programs and experiences, Cathedral City is the employer of choice with a workforce that is engaged, motivated, and respected public stewards.

**ATTACHMENTS:**

1. Resolution Citywide Pay Schedule