



Staff Report

City Council

Item No. {{section.number}}.D

Meeting Date: March 12, 2025

From: Eugenia Torres, Human Resources Manager

Title: Resolution Adopting an Updated City-Wide Salary Schedule

RECOMMENDATION:

To adopt a resolution approving a city-wide publicly available pay schedule 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. 2025-02 (adopted February 12, 2025) approved a city-wide publicly available pay schedule.
- Present 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 several strategic adjustments to the City's pay schedules, reflecting our commitment to maintaining competitive compensation while

ensuring operational 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: No changes

EXHIBIT B (Effective December 22, 2024)

- NONREP: No changes

EXHIBIT C (Effective March 2, 2025)

- CCPOA: Salary Adjustments

- Cost of Living Adjustment (COLA) increase of 3%. This adjustment will be retroactive to March 2, 2025, ensuring that compensation remains competitive while aligning with the City's fiscal responsibilities. The adjustment is to comply with recent CCPOA negotiations.

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:

The negotiated salary and benefit impacts will be included in the upcoming biennial budget.

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 Salary Schedule March 20, 2025
2. Citywide Pay Schedule