

Gautho, Julia

From: Brendy O'hara <boharagogirl@gmail.com>
Sent: Tuesday, June 24, 2025 6:46 PM
To: City Council
Subject: Item c - proposed salary increases

1. C.FY 2025 – 2026 Salary Schedule

Recommended Action: Adopt a resolution approving the Fiscal Year 2025-26 annual salary adjustments, consistent with the following employment agreements: Association of Capitola Employees, Police Officers Association, Confidential Employees, Mid-Management Employees, Police Captains, the Department Head Compensation Plan, and City Manager Employment Agreement.

It is time for the City Council, under the Mayor's leadership to adjust these outrageous COLA increases to .5 or 1%, better yet, no salary adjustments due to fiscal deficit and constraints.

These union members will argue that 'we cannot afford to live here'. Well, let's prove it by a study how many of these employees live in Capitola, have a home, their appraised value, whether they have moved, what is their tax return and expenses.

Capitola is going broke due to increase pension funds to not receiving expected revenue by your sales tax. Moreover, you need to study the amount of overtime they are charging. Like household budgets, these departments need to tighten their belts on behalf of their constituents. These are civil servants who are not on a merit by pay scale. Instead, they use their titles to BS the system and you.

Enough is enough, do not raise their salaries until your citizens revenue base grows by more than their cola. Alternately, it is time to lay these departments employees.

You are responsible for your constituents and not their title. Look how they cannot find a house burglar...like keystone cops, they call for outside help as far away as Watsonville bc they don't know how to deal with a simple security breach.

Thank you
Brenda OHara