

RESOLUTION NO. 2025-46

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF COACHELLA, CALIFORNIA, APPROVING A SIDE LETTER
AGREEMENT WITH TEAMSTERS LOCAL 1932 – WATER &
SANITATION/UTILITIES EMPLOYEES, AND ADOPTING THE RESULTS OF THE
BASE COMPENSATION SALARY STUDY**

WHEREAS, the Approval of Agreement Between the City of Coachella and Teamsters Local 1932 – Water & Sanitation/Utilities Employees is to approve the results of the Base Compensation Salary Study for Utility Operations;

WHEREAS, the City of Coachella and Teamsters Local 1932, representing Water & Sanitation/Utilities employees, are parties to a Memorandum of Understanding (MOU) that included the completion of a Manpower Study and a Salary Study;

WHEREAS, the City retained Gallagher Benefit Services, Inc. (formerly Koff & Associates) to conduct the studies, with the Salary Study finalized on June 26, 2025, following revisions to reflect updated comparator data and employee benefit analysis;

WHEREAS, the City and Teamsters Local 1932 have engaged in good faith negotiations and reached a Side Letter Agreement to implement the study's findings;

WHEREAS, the Side Letter Agreement provides a 3% wage increase for identified classifications, effective the first full pay period following City Council approval, retroactive to January 1, 2025;

WHEREAS, the position of Chief Wastewater Collections is excluded from the pay adjustment due to its current salary exceeding the market median; and

WHEREAS, the total cost impact of the agreement is \$88,877.42 for Fiscal Year 2025/2026, to be funded through the Water and Wastewater budget.

NOW, THEREFORE, BE IT RESOLVED, DETERMINED, AND ORDERED by the City Council of the City of Coachella, as follows:

Section 1. Incorporation of Recitals. The City Council hereby finds and determines that the foregoing Recitals of this Resolution are true and correct and hereby incorporates them into this Resolution as though fully set forth herein.

Section 2. The City Council approves the Side Letter Agreement between the City of Coachella and Teamsters Local 1932 – Water & Sanitation/Utilities Employees. Adopt Resolution No. 2025-46, and formally adopts the results and recommendations of the Base Compensation Salary Study conducted by Gallagher Benefit Services, Inc.

Exhibit A: Side Letter Agreement

Section 3. **Salary Schedule Update.** The City Council acknowledges the salary range adjustment associated with the implementation of the 3% wage adjustments for eligible classifications, effective the first full pay period following City Council approval, and retroactive to January 1, 2025. Salary Schedule attached hereto.

Exhibit B: Updated Salary Schedule

PASSED, APPROVED, and ADOPTED this 24th day of September, 2025.

Steven A. Hernandez
Mayor

ATTEST:

Angela M. Zepeda
City Clerk

APPROVED AS TO FORM:

BEST, BEST & KRIEGER

City Attorney

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss.
CITY OF COACHELLA)

I HEREBY CERTIFY that the foregoing Resolution No. 2025-46 was duly adopted by the City Council of the City of Coachella at a regular meeting thereof, held on the 24th day of September 2025, by the following vote of Council:

AYES:

NOES:

ABSENT:

ABSTAIN:

Delia Granados
Deputy City Clerk