



STAFF REPORT September 24, 2025

TO: Honorable Mayor and City Council Members

FROM: Yolanda Lopez, Department of Human Resources

SUBJECT: Resolution No. 2025-46 Approval of Agreement Between the City of Coachella and Teamsters Local 1932 – Water & Sanitation/Utilities Employees Purpose: To Approve the Results of the Base Compensation Salary Study for Utility Operations

STAFF RECOMMENDATION:

Staff recommends that the City Council approve Resolution No. 2025-46, adopting the Side Letter Agreement between the City of Coachella and Teamsters Local 1932, representing Water & Sanitation/Utilities employees. This includes approval of the final compensation report submitted by Gallagher Benefit Services, Inc. (formerly Koff & Associates).

BACKGROUND:

On March 27, 2024, the Council approved conducting a Manpower Study and a Salary Study for Water and Sanitary Utility Operations as part of the 2021-2023 Memorandum of Understanding with the Sanitary and Miscellaneous Employees and Confidential Mid-Management Employees bargaining units. The Manpower Study was to be completed first, followed by the Salary Study.

On December 30, 2024, Gallagher Benefit Services, Inc. completed the initial base compensation report.

On June 26, 2025, the City's compensation report was returned for revision to incorporate employee benefit comparisons and to reduce the number of survey comparator agencies to nine.

Following these revisions, the city engaged in meet-and-confer sessions with Teamsters Local 1932 to review the results of the Manpower and Salary Studies.

As a result of these discussions, the City and Teamsters Local 1932 have reached a Side Letter of Agreement that provides a 3% wage increase for eligible classifications for Fiscal Year 2025/2026. The increase will take effect with the first full pay period following City Council approval and will be retroactive to January 1, 2025. The remaining percentage of the pay will be presented for approval over the next two fiscal years.

The position of Chief Wastewater Collections is excluded from this increase, as its current salary already exceeds the market median.

APPROVED PAY ADJUSTMENTS FISCAL YEAR 2025/2026

Sanitary and Miscellaneous and Confidential Mid-Management Employees	Pay Adjustment
Assistant Engineer (Utilities)	3%
Environmental/Special Programs Manager	3%
Heavy Equipment Operator (Utilities)	3%
Sanitary Superintendent	3%
Senior Water Service Worker III	3%
Senior Water Service Worker IV	3%
Treatment Plant Operator Trainee	3%
Treatment Plant Operator I	3%
Treatment Plant Operator II	3%
Treatment Plant Operator III	3%
Water Service Worker I	3%
Water Service Worker II	3%
Water Superintendent	3%

3% increase will be effective in the first full pay period following City Council approval, and will be retroactive to January 1, 2025.

DISCUSSION/ANALYSIS:

Staff is asking that Council approve the final report submitted by Gallagher Benefit Services, Inc., and authorize staff to implement the recommended pay adjustments to fulfill the City's agreement with the Sanitary and Miscellaneous Employees and Confidential Mid-Management Employees bargaining units.

ALTERNATIVES:

1. Approve the action.
2. Do not approve the action.

FISCAL IMPACT:

The fiscal impact on salaries and benefits is \$88,877.42 for FY 25/26. Funds would be appropriated from the Water and Wastewater budget.

Attachments

Resolution No. 2025-46

Side Letter Agreement between the City of Coachella and Teamsters Local 1932

Compensation Results

Updated Salary Schedule