

RESOLUTION NO. 2026-60

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COACHELLA, CALIFORNIA, APPROVING FISCAL YEAR 2026/27 SALARY ADJUSTMENTS FOR WATER & SANITATION/UTILITIES EMPLOYEES

WHEREAS, on September 24, 2025, the City Council adopted Resolution No. 2025-46 approving the results of the Base Compensation Salary Study for Utility Operations and an initial three percent (3%) salary adjustment for the affected Water & Sanitation/Utilities classifications for Fiscal Year 2025/26;

WHEREAS, due to the overall fiscal impact of implementing the compensation study results, the salary adjustments were structured to be phased in over subsequent fiscal years;

WHEREAS, funding for the Fiscal Year 2026/27 phase of the salary adjustments was included in the adopted Fiscal Year 2026/27 budget and is available within the Water and Wastewater funds;

WHEREAS, the City completed the meet-and-confer process with the affected bargaining units regarding the proposed Fiscal Year 2026/27 salary adjustments;

WHEREAS, the proposed Fiscal Year 2026/27 salary adjustments range from 4.2% to 4.5%, depending on classification, and will be retroactive to July 1, 2026;

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

Section 1. The foregoing recitals are true and correct and are incorporated herein by this reference.

Section 2. The City Council hereby approves the Fiscal Year 2026/27 salary adjustments for the identified Water & Sanitation/Utilities classifications, as set forth in the Fiscal Year 2026/27 Salary Adjustment Schedule attached hereto as Attachment A and incorporated herein by this reference

Section 3. The approved salary adjustments shall be retroactive to July 1, 2026. The City Manager, Finance Director, Human Resources Manager, and their designees are authorized to take all actions necessary to implement the salary adjustments approved by this Resolution.

PASSED, APPROVED, and ADOPTED this 14th day of October 2026.

Dr. Frank Figueroa
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. 2026-60 was duly adopted by the City Council of the City of Coachella at a regular meeting thereof, held on the 14th day of October 2026, by the following vote of Council:

AYES:

NOES:

ABSENT:

ABSTAIN:

Delia Granados
Deputy City Clerk