



Resolution 2025-15

Amending Resolution 2025-10 and Adopting Exhibit A as the Salary and Classification Schedule for FY2025-26

Meeting Date	Staff Contact	Email
June 24, 2025	Adam Hanks, City Administrator	Adam.Hanks@ci.coburg.or.us

SUMMARY AND REQUESTED COUNCIL ACTION

At its June 10, 2025, Council meeting, Council adopted Resolution 2025-10 as presented by staff. The salary schedule attached as Exhibit A to Resolution 2025-10 was an inaccurate, outdated version attached by staff in error. Resolution 2025-15 rectifies this staff error by inclusion of the accurate and current salary schedule that was utilized in the development of the FY26 budget and contains a 2.77% cost of living adjustment from the prior salary schedule adopted by Council on July 9, 2024.

Suggested Motion

I move to approve Resolution 2025-15, titled "A Resolution Amending Resolution 2025-10 and Adopting Exhibit A as the Salary and Classification Schedule for Fiscal Year 2025-26."

BACKGROUND

The proposed salary schedule cost of living adjustment (COLA) is intended to ensure the existing salary schedule maintains relative competitiveness within the regional workforce market over time providing for employee compensation adjustments that accurately take inflationary impacts into account.

The use of a CPI as the basis for proposed salary schedule adjustments maintains the integrity of the salary schedule which aids in both employee retention as well as recruitment.

RECOMMENDATION

Staff recommends approval of the COLA adjusted salary schedule as presented.

BUDGET / FINANCIAL IMPACT

Total personnel costs over the prior three years and the FY26 proposed are as follows:

FY23	\$1,916,340
FY24	\$2,100,984
FY25	\$2,010,616 (EOY estimate)
FY26	\$2,169,450 (Proposed)

Increases to the City's PERS rates, a two-year rate lock, created a significant increase in personnel costs, with the general fund taking the largest component of that increase. Increases in healthcare costs and a prior year staffing budget error (see FY25 budget adjustment) contribute to the total personnel increases, along with the proposed 2.77% COLA.

While staffing costs continue to rise at challenging rates, the City's investment in its staffing is critical to the continued operation of the organization and its myriad of regulation-heavy workloads across all Departments, programs, functions, and tasks.

PUBLIC INVOLVEMENT

The proposed salary schedule adjustment has been presented and discussed by the Budget Committee in its two public meetings (April 15th and 29th).

NEXT STEPS

If approved, staff will complete the data entry required in the City's payroll software to implement the adjustments with an effective date of July 1, 2025.

ATTACHMENTS

1. Draft Resolution 2025-15