



# CITY OF DEL REY OAKS

650 CANYON DEL REY BLVD, DEL REY OAKS, CALIFORNIA 93940  
PHONE (831) 394-8511 FAX (831) 394-6421

**DATE:** January 27, 2026  
**TO:** Honorable Mayor and City Council  
**FROM:** John Guertin, City Manager  
**SUBJECT:** Revised Salary Schedule for City Manager Adjustment per Contract Amendment  
**CEQA:** Not applicable.

## **Recommendation**

Approval of revised salary schedule per the approved employment contract for the City Manager.

## **Background**

The salary schedule is approved annually as part of the budget approvals. On December 16, 2025, the Council approved Amendment #2 to the City Manager's employment agreement. The amendment included a salary adjustment.

California Code of Regulations Section 570.5 requires that reportable compensation for CalPERS retirement purposes be limited to the amount listed on a Publicly Available Pay Schedule that is approved by the governing body at a public meeting.

## **Discussion**

The revised salary schedule includes the City Manager's recently approved salary increase. That is the only change to the previously approved salary schedule. The attached salary schedule meets the requirements of Section 570.5.

## **Fiscal Impacts**

The total annual increase is \$6,064 effective August 9, 2025.

## **ATTACHMENTS:**

- FY 2025-26 Salary Schedule

Respectfully Submitted,

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John Guertin ,City Manager

**CITY OF DEL REY OAKS**  
**SALARY SCHEDULE FOR FISCAL YEAR 2025-2026**  
**Effective 08/09/2025**

<b>Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Contract</b>
<b>City Manager</b>	Per Contract					
Monthly						17,349.83
Bi-weekly						8,008.00
Hourly Rate						100.10
Annual						208,198.00
<b>Assistant City Manager &amp; Chief of Police</b>	Per Contract					
Monthly						14,666.67
Bi-weekly						6,769.23
Hourly Rate						84.62
Annual	-	-	-	-	-	176,000.00
<b>City Clerk</b>						
Monthly	7,323.33	7,689.08	8,073.83	8,477.75	8,902.42	
Bi-weekly	3,380.00	3,548.80	3,726.40	3,912.80	4,108.80	
Hourly Rate	42.25	44.36	46.58	48.91	51.36	
Annual	87,880.00	92,269.00	96,886.00	101,733.00	106,829.00	
<b>Deputy City Clerk/Permit Clerk</b>						
Monthly	5,550.17	5,827.50	6,118.67	6,425.50	6,746.17	
Bi-weekly	2,561.60	2,689.60	2,824.00	2,965.60	3,113.60	
Hourly Rate	32.02	33.62	35.30	37.07	38.92	
Annual	66,602.00	69,930.00	73,424.00	77,106.00	80,954.00	
<b>Administrative Services Technician</b>						
Monthly	5,550.17	5,827.50	6,118.67	6,425.50	6,746.17	
Bi-weekly	2,561.60	2,689.60	2,824.00	2,965.60	3,113.60	
Hourly Rate	32.02	33.62	35.30	37.07	38.92	
Annual	66,602.00	69,930.00	73,424.00	77,106.00	80,954.00	
<b>Police Commander</b>						
Monthly	8,952.58	9,400.33	9,869.83	10,363.08	10,881.75	
Bi-weekly	4,131.96	4,338.60	4,555.32	4,782.96	5,022.36	
Hourly Rate	49.19	51.65	54.23	56.94	59.79	
Annual	107,431.00	112,804.00	118,438.00	124,357.00	130,581.00	
<b>Police Sergeant</b>						
Monthly	7,900.58	8,295.58	8,710.50	9,145.50	9,602.33	
Bi-weekly	3,646.44	3,828.72	4,020.24	4,221.00	4,431.84	
Hourly Rate	43.41	45.58	47.86	50.25	52.76	
Annual	94,807.00	99,547.00	104,526.00	109,746.00	115,228.00	
<b>Police Officer</b>						
Monthly	6,814.08	7,154.42	7,513.00	7,887.92	8,282.83	
Bi-weekly	3,144.96	3,302.04	3,467.52	3,640.56	3,822.84	
Hourly Rate	37.44	39.31	41.28	43.34	45.51	
Annual	81,769.00	85,853.00	90,156.00	94,655.00	99,394.00	
<b>Police Officer - Reserve</b>						
Hourly Rate						45.51
<b>Public Works Supervisor</b>						
Monthly	5,938.42	6,234.83	6,546.83	6,874.42	7,311.17	
Bi-weekly	2,740.80	2,877.60	3,021.60	3,172.80	3,374.40	
Hourly Rate	34.26	35.97	37.77	39.66	42.18	
Annual	71,261.00	74,818.00	78,562.00	82,493.00	87,734.00	
<b>Temporary/Part Time EE</b>						
Hourly Rate	At the discretion of the City Manager					50.00

**CITY OF DEL REY OAKS**  
**SALARY SCHEDULE FOR FISCAL YEAR 2025-2026**

1. Mayor and City Council Members shall be paid the sum of \$100.00 per month for attendance at all regular and special council meetings unless previously granted a leave of absence with pay, or unless excused by the Mayor.

2. The Mayor is paid an additional \$125 per month for promoting and advertising the City.
3. All employees of the City pay the full employee paid percent contribution to each employee's PERS account.
4. The Police Chief and the City manager's salaries are per individual contract.
5. Police Reserve officers are paid at a rate of \$45.51 per hour worked (5th Step Police Officer).
- 6 Police Officers Uniform Allowance \$1,000 annually
- 7 City Manager: Auto Allowance \$450/month (\$5,400 annual)
- 8 PD works 84 hours/ pay period
- 9 Educational Incentive:
  - \$100 per month for Associate's degree
  - \$200 per month for Bachelor's degree
- 10 Longevity Pay:
  - 2% longevity pay for individual's working over 10 years
  - 4% longevity pay for individual's working over 20 years
- 11 Wellness: \$500.00 per year