



Folsom City Council Staff Report

MEETING DATE:	12/9/2025
AGENDA SECTION:	New Business
SUBJECT:	Resolution No. 11527 - A Resolution to Approve and Adopt a City-wide Pay Schedule as Required by the California Public Employee Retirement System (CalPERS) and Establish New Salary Tables for the City of Folsom Executive Management Team
FROM:	Human Resources Department

RECOMMENDATION / CITY COUNCIL ACTION

It is recommended that the City Council adopt Resolution No. 11527 - A Resolution to Approve and Adopt a City-wide Pay Schedule as Required by the California Public Employee Retirement System (CalPERS) and Establish New Salary Tables for the City of Folsom Executive Management Team.

BACKGROUND / ISSUE

In order to determine the amount of compensation earnable pursuant to Government Code Sections 20630 and 20636, the California Public Employees' Retirement System (CalPERS) requires that payrates shall be limited to the amount listed on a pay scale that has been duly approved and adopted by the employer's governing body.

POLICY / RULE

Pursuant to the California Public Employees' Retirement System rules the City Council is require to adopt a pay schedule that meets all of the following guidelines:

1. Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
2. Identifies the position title for every employee position;
3. Shows the payrate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
4. Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;

5. Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
6. Indicates an effective date and date of any revisions;
7. Is retained by the employer and available for public inspection for not less than five years; and
8. Does not reference another document in lieu of disclosing the payrate.

In addition, in regards to *local agency executives*, the legislative body shall get an oral report on the changes in salaries, salary schedules, or compensation paid in the form of fringe benefits of a local agency executive, as defined in subdivision (d) of Section 3511.1 of the California Government Code.

ANALYSIS

The adoption of this resolution is being proposed solely for the purposes of complying with the regulations of California Public Employees' Retirement System. Most of the salary ranges have been previously approved by the City Council through the approval of various Collective Bargaining Agreements. The attached pay schedule is effective on the date shown in Attachment 2.

The latest salary schedule posted to the City's website is dated as effective 07-01-2025. Since that time, the City has made adjustments to this schedule via negotiated Memorandums of Understanding (MOUs) which are posted on the City's public website.

DEVELOPMENT OF STEP-BASED SALARY RANGES FOR THE EXECUTIVE MANAGEMENT TEAM AND CONTRACT EMPLOYEES

Over the last six months, the City of Folsom negotiated new MOUs with its six employee bargaining groups:

- 1) Folsom Miscellaneous Employees (IUOE, Local 39)
- 2) Folsom Middle Management Group (FMMG)
- 3) Folsom Police Officers Association (FPOA)
- 4) Folsom Police Management Association (FPMA)
- 5) Sacramento Area Firefighters (Local 522 – IAFF)
- 6) Folsom Fire Middle Management Employees (CFFDMME)

Each MOU includes salary tables that list the pay rates for each job classification represented by the respective bargaining group. The salary tables are step-based and typically include between 5 and 9 salary steps. Salary table examples from four of the bargaining groups are as follows.

Range	Effective	1	2	3	4	5	6	7	8	9
M56	Eff 7/1/25	80,961.17	83,390.01	85,891.71	88,468.46	91,122.52	93,856.19	96,671.87	99,572.03	102,559.19
	Eff 7/1/26	83,390.01	85,891.71	88,468.46	91,122.52	93,856.19	96,671.87	99,572.03	102,559.19	105,635.96
	Eff 7/1/27	85,891.71	88,468.46	91,122.51	93,856.19	96,671.88	99,572.03	102,559.19	105,635.97	108,805.04
M57	Eff 7/1/25	82,959.52	85,448.29	88,011.74	90,652.10	93,371.65	96,172.81	99,057.99	102,029.73	105,090.62
	Eff 7/1/26	85,448.30	88,011.74	90,652.10	93,371.66	96,172.80	99,058.00	102,029.73	105,090.63	108,243.34
	Eff 7/1/27	88,011.75	90,652.09	93,371.66	96,172.81	99,057.99	102,029.74	105,090.63	108,243.34	111,490.64
M58	Eff 7/1/25	85,015.67	87,566.14	90,193.12	92,898.92	95,685.89	98,556.46	101,513.16	104,558.55	107,695.31
	Eff 7/1/26	87,566.14	90,193.13	92,898.92	95,685.89	98,556.47	101,513.16	104,558.56	107,695.30	110,926.17
	Eff 7/1/27	90,193.12	92,898.92	95,685.89	98,556.46	101,513.16	104,558.55	107,695.31	110,926.16	114,253.96
M59	Eff 7/1/25	87,107.49	89,720.71	92,412.33	95,184.71	98,040.24	100,981.45	104,010.89	107,131.22	110,345.15
	Eff 7/1/26	89,720.72	92,412.33	95,184.70	98,040.25	100,981.44	104,010.90	107,131.22	110,345.16	113,655.51
	Eff 7/1/27	92,412.34	95,184.70	98,040.24	100,981.46	104,010.89	107,131.22	110,345.16	113,655.51	117,065.17
M60	Eff 7/1/25	89,263.23	91,941.14	94,699.37	97,540.36	100,466.56	103,480.56	106,584.97	109,782.53	113,075.99
	Eff 7/1/26	91,941.13	94,699.37	97,540.35	100,466.57	103,480.56	106,584.97	109,782.52	113,076.00	116,468.27
	Eff 7/1/27	94,699.37	97,540.35	100,466.56	103,480.56	106,584.98	109,782.52	113,076.00	116,468.28	119,962.32
M63	Eff 7/1/25	98,412.72	101,365.11	104,406.05	107,538.25	110,764.39	114,087.32	117,509.94	121,035.24	124,666.30
	Eff 7/1/26	101,365.10	104,406.06	107,538.24	110,764.39	114,087.32	117,509.94	121,035.23	124,666.29	128,406.29
	Eff 7/1/27	104,406.05	107,538.24	110,764.38	114,087.32	117,509.94	121,035.23	124,666.29	128,406.28	132,258.47

ATTACHMENT A – SALARY RANGES

E92		1	2	3	4	5
Fire Battalion Chief	Eff 1/1/23	\$ 151,364	\$ 158,933	\$ 168,879	\$ 175,223	\$ 183,984
	Eff 1/1/24	\$ 155,905	\$ 163,700	\$ 171,886	\$ 180,480	\$ 189,504
	Eff 1/1/25	\$ 160,582	\$ 168,611	\$ 177,042	\$ 185,894	\$ 195,189
E93		1	2	3	4	5
Fire Division Chief	Eff 1/1/23	\$ 171,254	\$ 179,817	\$ 188,808	\$ 198,248	\$ 208,161
	Eff 1/1/24	\$ 176,392	\$ 185,212	\$ 194,472	\$ 204,196	\$ 214,406
	Eff 1/1/25	\$ 181,684	\$ 190,768	\$ 200,306	\$ 210,322	\$ 220,838

**Appendix A
Salary Schedule**

42F		1	2	3	4	5	6	7
Firefighter	Eff 7/1/25	85,967.48	90,265.86	94,779.15	99,518.11	104,494.01	109,718.71	115,204.65
	Eff 7/1/26	88,116.67	92,522.50	97,148.63	102,006.06	107,106.36	112,461.68	118,084.76
	Eff 7/1/27	90,319.59	94,835.67	99,577.34	104,556.21	109,784.02	115,273.22	121,036.88
47F		1	2	3	4	5	6	7
Fire Engineer	Eff 7/1/25	94,564.29	99,292.50	104,257.13	109,469.98	114,943.48	120,690.66	126,725.19
	Eff 7/1/26	96,928.39	101,774.81	106,863.55	112,208.73	117,817.07	123,707.92	129,893.32
	Eff 7/1/27	99,351.60	104,319.18	109,535.14	115,011.90	120,762.49	126,800.62	133,140.65
54F		1	2	3	4	5	6	7
Fire Captain	Eff 7/1/25	104,509.54	109,735.02	115,221.77	120,982.86	127,032.00	133,383.60	140,052.78
	Eff 7/1/26	107,122.28	112,478.39	118,102.31	124,007.43	130,207.80	136,718.19	143,554.10
	Eff 7/1/27	109,800.33	115,290.35	121,054.87	127,107.61	133,462.99	140,136.14	147,142.95

ATTACHMENT A – SALARY RANGES

89A		1	2	3	4	5
Lieutenant	Eff 2/16/23	\$ 151,393	\$ 158,962	\$ 166,910	\$ 175,256	\$ 184,019
	Eff 1/1/24	\$ 155,934	\$ 163,731	\$ 171,918	\$ 180,513	\$ 189,539
	Eff 1/1/25	\$ 160,612	\$ 168,643	\$ 177,075	\$ 185,929	\$ 195,225
91O		1	2	3	4	5
Commander	Eff 2/16/23	\$ 170,455	\$ 178,978	\$ 187,926	\$ 197,323	\$ 207,189
	Eff 1/1/24	\$ 175,568	\$ 184,347	\$ 193,564	\$ 203,242	\$ 213,405
	Eff 1/1/25	\$ 180,836	\$ 189,877	\$ 199,371	\$ 209,340	\$ 219,807

The City of Folsom Executive Management Team (EMT) and contract employees occupy the following positions:

Folsom EMT Classifications
City Manager
Assistant City Manager
City Attorney
Chief of Police
Fire Chief
Utilities Director
Finance Director
Community Development Director
Public Works Director
Parks and Recreation Director
Human Resources Director
City Clerk
Communications Director
Library Director

Folsom Contract Employee Classifications
Legal Analyst
Administrative Support Specialist
Assistant City Attorney

Historically, the City of Folsom’s salary ranges for the Executive Management Team (EMT) and contract employees included only minimum and maximum amounts, without defined steps.

Folsom Executive Management Team and Contract Employees		
Current Salary Table	Monthly Salary	
	Min	Max
City Manager	\$ 21,973	\$ 26,588
Assistant City Manager	\$ 15,833	\$ 21,083
Police Chief	\$ 15,833	\$ 24,091
Fire Chief	\$ 15,833	\$ 24,091
City Attorney	\$ 15,833	\$ 24,077
Utilities Director	\$ 12,500	\$ 19,681
Community Development Director	\$ 12,500	\$ 19,314
Finance Director	\$ 12,500	\$ 19,232
Public Works Director	\$ 12,500	\$ 17,614
Parks & Recreation Director	\$ 12,500	\$ 16,408
Human Resources Director	\$ 12,500	\$ 14,781
City Clerk	\$ 10,000	\$ 15,301
Communications Director	\$ 10,000	\$ 14,978
Library Director	\$ 10,000	\$ 11,660
Legal Analyst	\$ 5,417	\$ 7,741
Administrative Support Specialist	\$ 5,417	\$ 7,503
Assistant City Attorney	\$ 12,500	\$ 18,533

To promote consistency with the City’s overall compensation structure, and to improve internal alignment, staff is recommending the adoption of step-based salary ranges for all EMT and contract employee classifications.

The City engaged Bryce Consulting, Inc. to conduct a comprehensive total compensation survey for the EMT classifications using comparable neighboring agencies. The resulting market data informed the development of proposed salary tables that reflect current industry practices and better align with internal compensation frameworks. Based on the average of the surveyed agencies, step-based ranges consisting of six steps with approximately 4% between each step were identified as the most appropriate structure.

The current salary ranges for the EMT positions have an inconsistent structure. For example, the range between the minimum and maximum salary for the EMT positions is as low as 16%, and as high as 57%. Salary tables for the other Folsom bargaining groups ranged between 21% and 34%. The proposed new 6-step salary range format for the EMT positions will include a salary spread of 22% from Step 1 to Step 6. To establish this new baseline salary range, the current salary for each incumbent was placed at Step 5. A 4% spread exists between each step.

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
City Manager	\$ 22,082	\$ 22,966	\$ 23,884	\$ 24,840	\$ 25,833	\$ 26,867
City Attorney	\$ 19,833	\$ 20,626	\$ 21,452	\$ 22,310	\$ 23,202	\$ 24,130
Chief of Police	\$ 20,685	\$ 21,513	\$ 22,373	\$ 23,268	\$ 24,199	\$ 25,167
Fire Chief	\$ 19,844	\$ 20,638	\$ 21,464	\$ 22,322	\$ 23,215	\$ 24,144
Utilities Director	\$ 16,209	\$ 16,857	\$ 17,531	\$ 18,233	\$ 18,962	\$ 19,720
Finance Director	\$ 15,842	\$ 16,476	\$ 17,135	\$ 17,820	\$ 18,533	\$ 19,274
Community Development Director	\$ 15,759	\$ 16,390	\$ 17,045	\$ 17,727	\$ 18,436	\$ 19,173
Public Works Director	\$ 14,959	\$ 15,557	\$ 16,180	\$ 16,827	\$ 17,500	\$ 18,200
Parks and Recreation Director	\$ 13,516	\$ 14,057	\$ 14,619	\$ 15,204	\$ 15,812	\$ 16,444
Human Resources Director	\$ 12,290	\$ 12,782	\$ 13,293	\$ 13,825	\$ 14,378	\$ 14,953
Communications Director	\$ 12,347	\$ 12,841	\$ 13,354	\$ 13,888	\$ 14,444	\$ 15,022
City Clerk	\$ 12,604	\$ 13,108	\$ 13,633	\$ 14,178	\$ 14,745	\$ 15,335
Library Director	\$ 9,967	\$ 10,366	\$ 10,780	\$ 11,212	\$ 11,660	\$ 12,126

For Contract Employee positions, the difference between the minimum and maximum salary currently varies, with range spreads as low as 38% and as high as 48%. To establish a new baseline salary range, the current salary for each incumbent was placed at Step 5.

For vacant positions with no incumbent salary, the currently approved maximum monthly salary was used as the new Step 6. A 4% spread exists between each step.

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Administrative Support Specialist	\$ 6,181	\$ 6,428	\$ 6,685	\$ 6,952	\$ 7,230	\$ 7,520
Assistant City Attorney	\$15,266	\$15,877	\$16,512	\$17,173	\$17,860	\$18,574
Assistant City Manager	\$17,329	\$18,022	\$18,743	\$19,493	\$20,272	\$21,083
Legal Analyst	\$ 6,362	\$ 6,617	\$ 6,881	\$ 7,157	\$ 7,443	\$ 7,741

If the City Council approves the proposed MOUs being presented on December 9, 2025, then all six employee bargaining groups will be working under three-year agreements. To be consistent with Folsom’s MOUs, and to ensure that salary compaction does not negatively affect EMT and contract employees, staff recommend that the City Council approve salary tables for a three-year period with similar Cost of Living Adjustments (COLA’s) as other City employees.

MARKET ADJUSTMENTS

During the collective bargaining process, compensation studies were completed for employee groups. Those studies identified some positions with payrates below the market average. In those cases, market adjustments were approved in addition to the COLA’s. The compensation study conducted by Bryce Consulting found payrates for various EMT positions below market. As a result of the compensation study and additional staff research on the comparable agencies, seven positions are recommended to receive market adjustments.

Folsom Executive Management Team		
	Recommended Market Adjustments	Justification
City Manager	0%	
Police Chief	0%	
Fire Chief	0%	
City Attorney	3%	Market Study
Utilities Director	5%	Market Study
Community Development Director	0%	
Finance Director	0%	
Public Works Director	5%	City Engineer Duties for both Public and Development Projects
Parks & Recreation Director	7%	Market Study
City Clerk	0%	
Communications Director	3%	Market Study
Human Resources Director	8%	Market Study
Library Director	8%	Market Study

SALARY TABLE RECOMMENDATION

Applying the same procedures used in collective bargaining, salary tables for EMT positions were developed, incorporating market adjustments for the applicable positions, and a 3% year-over-year COLA applied to all positions.

Salary Table effective July 1, 2025							
Salary Range	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
EMT 300	City Manager	\$ 22,745	\$ 23,655	\$ 24,601	\$ 25,585	\$ 26,608	\$ 27,673
EMT 295	City Attorney	\$ 21,023	\$ 21,864	\$ 22,738	\$ 23,648	\$ 24,594	\$ 25,578
EMT 292	Chief of Police	\$ 20,685	\$ 21,513	\$ 22,373	\$ 23,268	\$ 24,199	\$ 25,167
EMT 291	Fire Chief	\$ 20,440	\$ 21,257	\$ 22,107	\$ 22,992	\$ 23,911	\$ 24,868
EMT 285	Utilities Director	\$ 17,506	\$ 18,206	\$ 18,934	\$ 19,691	\$ 20,479	\$ 21,298
EMT 281	Finance Director	\$ 16,317	\$ 16,970	\$ 17,649	\$ 18,355	\$ 19,089	\$ 19,853
EMT 280	CDD Director	\$ 16,232	\$ 16,881	\$ 17,556	\$ 18,259	\$ 18,989	\$ 19,749
EMT 279	Public Works Director	\$ 16,156	\$ 16,802	\$ 17,474	\$ 18,173	\$ 18,900	\$ 19,656
EMT 275	P&R Director	\$ 14,868	\$ 15,462	\$ 16,081	\$ 16,724	\$ 17,393	\$ 18,089
EMT 270	HR Director	\$ 13,642	\$ 14,188	\$ 14,756	\$ 15,346	\$ 15,960	\$ 16,598
EMT 268	Communications Director	\$ 13,088	\$ 13,611	\$ 14,156	\$ 14,722	\$ 15,311	\$ 15,923
EMT 267	City Clerk	\$ 12,982	\$ 13,501	\$ 14,042	\$ 14,603	\$ 15,187	\$ 15,795
EMT 258	Library Director	\$ 11,063	\$ 11,506	\$ 11,966	\$ 12,445	\$ 12,943	\$ 13,460

Salary Table effective July 1, 2026							
Salary Range	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
EMT 300	City Manager	\$ 23,427	\$ 24,364	\$ 25,339	\$ 26,352	\$ 27,407	\$ 28,503
EMT 295	City Attorney	\$ 21,654	\$ 22,520	\$ 23,421	\$ 24,357	\$ 25,332	\$ 26,345
EMT 292	Chief of Police	\$ 21,306	\$ 22,158	\$ 23,044	\$ 23,966	\$ 24,925	\$ 25,922
EMT 291	Fire Chief	\$ 21,053	\$ 21,895	\$ 22,771	\$ 23,682	\$ 24,629	\$ 25,614
EMT 285	Utilities Director	\$ 18,031	\$ 18,752	\$ 19,502	\$ 20,282	\$ 21,093	\$ 21,937
EMT 281	Finance Director	\$ 16,807	\$ 17,479	\$ 18,178	\$ 18,905	\$ 19,662	\$ 20,448
EMT 280	CDD Director	\$ 16,719	\$ 17,388	\$ 18,083	\$ 18,806	\$ 19,559	\$ 20,341
EMT 279	Public Works Director	\$ 16,640	\$ 17,306	\$ 17,998	\$ 18,718	\$ 19,467	\$ 20,246
EMT 275	P&R Director	\$ 15,314	\$ 15,926	\$ 16,563	\$ 17,226	\$ 17,915	\$ 18,632
EMT 270	HR Director	\$ 14,052	\$ 14,614	\$ 15,198	\$ 15,806	\$ 16,438	\$ 17,096
EMT 268	Communications Director	\$ 13,480	\$ 14,019	\$ 14,580	\$ 15,163	\$ 15,770	\$ 16,401
EMT 267	City Clerk	\$ 13,372	\$ 13,907	\$ 14,463	\$ 15,041	\$ 15,643	\$ 16,269
EMT 258	Library Director	\$ 11,395	\$ 11,851	\$ 12,325	\$ 12,818	\$ 13,331	\$ 13,864

Salary Table effective July 1, 2027							
Salary Range	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
EMT 300	City Manager	\$ 24,130	\$ 25,095	\$ 26,099	\$ 27,143	\$ 28,229	\$ 29,358
EMT 295	City Attorney	\$ 22,303	\$ 23,195	\$ 24,123	\$ 25,088	\$ 26,092	\$ 27,135
EMT 292	Chief of Police	\$ 21,945	\$ 22,823	\$ 23,736	\$ 24,685	\$ 25,672	\$ 26,699
EMT 291	Fire Chief	\$ 21,684	\$ 22,552	\$ 23,454	\$ 24,392	\$ 25,368	\$ 26,382
EMT 285	Utilities Director	\$ 18,572	\$ 19,314	\$ 20,087	\$ 20,891	\$ 21,726	\$ 22,595
EMT 281	Finance Director	\$ 17,311	\$ 18,004	\$ 18,724	\$ 19,473	\$ 20,252	\$ 21,062
EMT 280	CDD Director	\$ 17,220	\$ 17,909	\$ 18,626	\$ 19,371	\$ 20,146	\$ 20,951
EMT 279	Public Works Director	\$ 17,140	\$ 17,825	\$ 18,538	\$ 19,280	\$ 20,051	\$ 20,853
EMT 275	P&R Director	\$ 15,773	\$ 16,404	\$ 17,060	\$ 17,743	\$ 18,452	\$ 19,191
EMT 270	HR Director	\$ 14,473	\$ 15,052	\$ 15,654	\$ 16,280	\$ 16,932	\$ 17,609
EMT 268	Communications Director	\$ 13,885	\$ 14,440	\$ 15,018	\$ 15,618	\$ 16,243	\$ 16,893
EMT 267	City Clerk	\$ 13,773	\$ 14,324	\$ 14,897	\$ 15,493	\$ 16,112	\$ 16,757
EMT 258	Library Director	\$ 11,737	\$ 12,207	\$ 12,695	\$ 13,203	\$ 13,731	\$ 14,280

Similarly, salary tables for Contract Employee and vacant EMT positions were developed, applying a 3% year-over-year COLA to all positions.

Salary Table Effective July 1, 2025						
Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Administrative Support Specialist	\$ 6,366	\$ 6,621	\$ 6,885	\$ 7,161	\$ 7,447	\$ 7,745
Assistant City Attorney	\$15,724	\$16,353	\$17,007	\$17,688	\$18,395	\$19,131
Assistant City Manager	\$17,849	\$18,563	\$19,305	\$20,078	\$20,881	\$21,716
Legal Analyst	\$ 6,553	\$ 6,815	\$ 7,088	\$ 7,371	\$ 7,666	\$ 7,973

Salary Table Effective July 1, 2026						
Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Administrative Support Specialist	\$ 6,557	\$ 6,819	\$ 7,092	\$ 7,376	\$ 7,671	\$ 7,978
Assistant City Attorney	\$16,196	\$16,844	\$17,518	\$18,218	\$18,947	\$19,705
Assistant City Manager	\$18,384	\$19,120	\$19,884	\$20,680	\$21,507	\$22,367
Legal Analyst	\$ 6,750	\$ 7,020	\$ 7,301	\$ 7,593	\$ 7,896	\$ 8,212

Salary Table Effective July 1, 2027						
Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Administrative Support Specialist	\$ 6,754	\$ 7,024	\$ 7,305	\$ 7,597	\$ 7,901	\$ 8,217
Assistant City Attorney	\$16,682	\$17,349	\$18,043	\$18,765	\$19,516	\$20,296
Assistant City Manager	\$18,936	\$19,693	\$20,481	\$21,300	\$22,152	\$23,038
Legal Analyst	\$ 6,952	\$ 7,230	\$ 7,520	\$ 7,820	\$ 8,133	\$ 8,458

FINANCIAL IMPACT

The cost of the increase by fund type is as follows:

	Market Adj.	COLA	COLA	COLA
	Year 1	Year 2	Year 3	
General Fund (010)	\$ 101,065	\$133,040	\$137,031	\$141,142
Water (520)	\$ 8,624	\$ 5,438	\$ 5,601	\$ 5,769
Sewer (530)	\$ 8,624	\$ 5,438	\$ 5,601	\$ 5,769
Solid Waste (540)	\$ 550	\$ 347	\$ 358	\$ 368
TOTAL COST	\$ 118,863	\$144,263	\$148,591	\$153,048

ATTACHMENTS

1. Resolution No. 11527 - A Resolution to Approve and Adopt a City-wide Pay Schedule as Required by the California Public Employee Retirement System (CalPERS) and Establish New Salary Tables for the City of Folsom Executive Management Team
2. Exhibit A: City of Folsom Position Control Listing and Salary Schedule as of July 1, 2025
3. Exhibit B: Folsom Executive Management Team and Contract Employees' Salary Schedules

Submitted,



Allison Garcia, Human Resources Director