

STAFF REPORT SPECIAL MEETING

AGENDA DATE: September 24, 2026

DEPARTMENT: Human Resources

TITLE:

Updated Pay Plan and Adjustment for Non-Bargaining Employees effective September 27, 2026, for FY 2027

SUMMARY:

Staff is requesting approval to implement a revised pay plan for non-bargaining employees as well as a 3% Across-the-Board Adjustment for all non-bargaining employees, effective September 27, 2026.

BACKGROUND AND JUSTIFICATION:

The City continues to prioritize employee retention, competitive compensation, and alignment with market trends affecting public-sector employers across the region. In support of these goals, Staff worked with Human Resources Compensation Consultants (HRCC) to review our current pay grades in relation to other local municipalities and recommend any necessary changes. HRCC recommended the attached updated new pay plan for non-bargaining employees, along with a three percent (3%) increase for FY 26/27.

Staff recommends the increase become effective on September 27, 2026, which is the first date of the pay period that includes October 1, 2026, to alleviate the administrative burden of processing two pay rates during one pay period.

MOTION:

Move to approve/disapprove the implementation of the attached new pay plan and a 3% Across-the-Board increase for all non-bargaining employees, effective September 27, 2026, for FY 2027.

ATTACHMENT(S):

Fiscal Impact Analysis – See Exhibit A
Updated pay plan
Market indication