

MEMORANDUM



TO: VICTOR CARDENAS, CITY MANAGER
DANIELLE MAHONEY, ASSISTANT CITY MANAGER

FROM: TIA GRONLUND-FOX, DIRECTOR OF HUMAN RESOURCES

SUBJECT: NEGOTIATIONS – FIVE YEAR TOTAL COMPENSATION ANALYSIS

DATE: APRIL 9, 2026

CONFIDENTIAL

Attached please find the requested Five-Year Total Compensation Summary with a tab showing the cost of the Police Command's (COAM) most recent offer (03/30/26).

You will find a Total Summary tab which provides a quick glance at all five years, as well as a Summary tab for each fiscal year.

If you have any questions, please feel free to contact me or our finance team.