



STAFF REPORT

TO: THE HONORABLE MAYOR AND MEMBERS OF THE CITY COUNCIL
MEETING DATE: NOVEMBER 2, 2026
FROM: MASON PETERS, FINANCE SUPERVISOR
SUBJECT: FISCAL YEAR 2023-24 THROUGH 2026-27 FORMATTING
ADJUSTMENTS AND APPROVAL

RECOMMENDATION:

Approve Resolutions 26-27-**, approving the additions of effective date ranges for previously approved salary schedules to satisfy CalPERS requirements, as well as Approve Resolution 26-27-** adopting the Salary Schedule for fiscal year 2026-2027.

BACKGROUND:

Staff has previously brought the FY24 through FY26 salary schedules to you for approval, and they were used in each appropriate fiscal year for paying employees and reporting to CalPERS. However, recent discussions with CalPERS have brought some formatting issues of existing salary schedules to our attention and we are bringing this item to you to rectify the issues that we have been made aware of.

DISCUSSION:

The primary issue is the absence of an effective date. CalPERS requires that publicly available salary schedules clearly state the effective date(s) that the employer recognizes the document to pay their employees. Previous versions of the salary schedules only listed the fiscal year at the top, but not true effective dates. These revised versions have added those dates at the top of the document.

Also in this item is the fiscal year 2026-27 salary schedule that abides by the formatting requirements, as well as the rate updates illustrated in each respective MOU with SEIU and POA. This is the first time you are seeing this salary schedule, but the rates listed reflect what is agreed upon in the SEIU and POA MOUs that are effective through June 30, 2028. We are holding off on bringing the fiscal year 2027-28 salary schedule to you because the SEIU rate update is dependent on the CPI index percentage for a few months from now, so we are unable to provide those rates at this time.

BUDGET IMPACT:

Previous fiscal years' salary schedules have zero fiscal impact, only formatting updates. The budget impact for the approved Salary Schedule was considered in the approved budget for Fiscal Year 2026-27 and was based on the agreed MOU for each bargaining unit through FY28.