

RESOLUTION NO. RES-2025-192

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA AMENDING THE CITY CLASSIFICATION AND SALARY PLAN TO INCREASE THE TOP OF THE SALARY RANGE FOR ASSISTANT CITY MANAGER, POLICE CHIEF, FIRE CHIEF, WATER DIRECTOR, DIRECTOR OF TRANSPORTATION & PUBLIC WORKS, CHIEF FINANCIAL OFFICER, CHIEF INFORMATION OFFICER, DIRECTOR OF HOUSING & COMMUNITY SERVICES, HUMAN RESOURCES DIRECTOR, DIRECTOR OF PLANNING & ECONOMIC DEVELOPMENT, CHIEF COMMUNICATIONS & INTERGOVERNMENTAL RELATIONS OFFICER, AND CITY CLERK

WHEREAS, the Human Resources Director as the Personnel Officer, on behalf of the City Manager, ensures the orderly and consistent administration of the City Council's adopted classification and salary plan; and

WHEREAS, the Human Resources Director as the Personnel Officer periodically recommends that various classifications be abolished, created, or modified as needed, and that some existing salary ranges be adjusted as appropriate; and

WHEREAS, the Human Resources Director has delegated this particular item to the Deputy Human Resources Director to act as the Personnel Officer; and

WHEREAS the City Manager and Personnel Officer recommend that to address pay compaction/compression, the salary of the following executive level positions be increased: Assistant City Manager, Police Chief, Fire Chief, Water Director, Director of Transportation and Public Works, Chief Financial Officer, Chief Information Officer, Director of Housing & Community Services, Human Resources Director, Director of Planning & Economic Development, and City Clerk; and

NOW, THEREFORE, BE IT RESOLVED that the Council of the City of Santa Rosa amends the City classification and salary plan for permanent budgeted positions as follows:

- 1) Increase the annual salary range for the Assistant City Manager position from \$215,123 - \$267,581 to \$215,123 - \$308,000;
- 2) Increase the annual salary range for the Police Chief position from \$228,357 - \$283,505 to \$228,357 - \$331,030;
- 3) Increase the annual salary range for the Fire Chief position (with Stipend) from \$212,872 - \$275,024 to \$212,872 - \$309,777;
- 4) Increase the annual salary range for the Water Director position from \$191,043- \$249,487 to \$191,043 - \$288,156;
- 5) Increase the annual salary range for the Director of Transportation and Public Works position from \$191,043 - \$249,487 to \$191,043 - \$274,435;
- 6) Increase the annual salary range for the Chief Financial Officer position from \$192,639 - \$240,709 to \$192,639 - \$252,744;
- 7) Increase the annual salary range for the Chief Information Officer position from \$172,689 - \$216,050 to \$172,689 - \$235,651;

- 8) Increase the annual salary range for the Director of Housing & Community Services position from \$172,689 - \$216,050 to \$172,689 - \$235,651;
- 9) Increase the annual salary range for the Human Resources Director position from \$172,689 - \$216,050 to \$172,689 - \$235,651;
- 10) Increase the annual salary range for the Director of Planning & Economic Development position from \$172,689 - \$216,050 to \$172,689 - \$235,651;
- 11) Increase the annual salary range for the Chief Communications & Intergovernmental Relations Officer position from \$172,689 - \$216,050 to \$172,689 - \$226,582; and
- 12) Increase the annual salary range for the City Clerk position from range \$120,317 – \$154,420 to \$120,317 - \$168,425.

BE IT FURTHER RESOLVED that the Council authorizes the City Manager to implement these changes consistent with the orderly and continual administration of the City's classification and salary plan.

IN COUNCIL DULY PASSED this 16th day of December, 2025.

AYES: (7) Mayor Stapp, Vice Mayor Okrepkie, Council Members Alvarez, Bañuelos, Fleming, MacDonald, Rogers

NOES: (0)

ABSENT: (0)

ABSTAIN: (0)

RECUSE: (0)

ATTEST: _____ APPROVED: _____
City Clerk Mayor

APPROVED AS TO FORM: _____
City Attorney

Exhibit A – Executive Salary Adjustments

Exhibit B – Salary Plan and Schedule