

RESOLUTION NO. RES-2025-108

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA MODIFYING THE WAGES, HOURS AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT FOR UNIT 10 – EXECUTIVE MANAGEMENT, EFFECTIVE JULY 1, 2024 THROUGH JUNE 30, 2027 TO ELIMINATE ANY JULY 2025 MARKET EQUITY SALARY ADJUSTMENTS

WHEREAS, the Council considers wages, hours and other terms and conditions of employment for employees assigned to Unit 10 – Executive Management; and

WHEREAS, the City Manager's Office has recommended certain changes to wages, hours and other terms and conditions of employment; and

WHEREAS, on July 9, 2024, by resolution RES-2024-112, the Council adopted the Wages, Hours and Other Terms of Conditions of Employment for and on behalf of the employees in the City's Unit 10 – Executive Management (Unit 10 Document); and

WHEREAS, the Unit 10 Document provides for a market equity salary adjustment in July 2025; and

WHEREAS, due to the City's current and foreseeable projected budget deficits, the City Manager has recommended that the market equity salary adjustment not be provided to Unit 10 members as set forth in Section 43.5 Market Equity Adjustments; Unit 10 members have no objection to this modification.

NOW, THEREFORE, BE IT RESOLVED that the Council of the City of Santa Rosa adopts the modified document describing Wages, Hours and Other Terms and Conditions of Employment for and on behalf of the employees in the City's Unit 10 – Executive Management effective July 1, 2024 through June 20, 2027, in substantially the same form as "Exhibit A", subject to approval by the City Attorney, to eliminate the July 2025 market equity salary adjustments previously approved by Council.

BE IT FURTHER RESOLVED that the Council amends the City classification plan and salary plan for permanent budgeted positions in Unit 10 – Executive Management to eliminate the following market equity salary adjustments previously added by Council:

- Effective the first full pay period following July 1, 2025, increase the base pay for each classification with a base wage more than 10% below market average using the final data provided by the 2024 Gallagher Total Compensation Study.
- Effective the first full pay period following July 1, 2025, increase the base pay for each non-surveyed classification which is tied to a benchmark classification that receives a base wage increase to maintain the differential recommended by the 2024 Gallagher Total Compensation Study.

BE IT FURTHER RESOLVED that the Council authorizes and directs the Mayor to execute the document describing the Wages, Hours and Other Terms and Conditions of Employment as amended by this resolution.

BE IT FURTHER RESOLVED that the Council authorizes and directs the City Manager or designee to implement and administer the document describing Wages, Hours and Other Terms and Conditions of Employment adopted by this resolution and any supplements, modifications or amendments to that document that are operational and not financial in nature, that may be necessary from time to time to implement its terms, subject to approval as to form by the City Attorney.

IN COUNCIL DULY PASSED this 17th day of June, 2025.

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

NOES: (0)

ABSENT: (0)

ABSTAIN: (0)

RECUSE: (0)

ATTEST: _____ APPROVED: _____
City Clerk Mayor

APPROVED AS TO FORM: _____
City Attorney

Exhibit A – Unit 10 Wages, Hours and Other Terms and Conditions of Employment