

RESOLUTION NO. RES-2025-113

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA AMENDING THE CITY SALARY PLAN AND SCHEDULE BY ELIMINATING, RECLASSIFYING OR ADDING POSITIONS, AND AUTHORIZING THE CITY MANAGER TO IMPLEMENT THESE CHANGES INCLUDED IN THE FISCAL YEAR 2025-26 BUDGET SUBJECT TO THE COMPLETION OF THE MEET AND CONFER PROCESS

WHEREAS, the City's General Fund currently has a structural deficit approximating \$20 million dollars annually; and

WHEREAS, the City Manager has requested all City departments explore opportunities for General Fund cost savings; and

WHEREAS, mid-year budget reductions associated with specific General Fund positions were approved by City Council on January 28, 2025 under Resolution 2025-010; and

WHEREAS, at the Study Sessions in April 2025 and May 2025, City staff reviewed budget deficit reduction items with the City Council; and

WHEREAS, included in the deficit reduction options were specific General Fund positions proposed to be eliminated in Fiscal Year 2025-26; and

WHEREAS, funding for positions under Measure H and Water Enterprise Funds cannot be applied to General Fund positions; and

WHEREAS, the Personnel Officer, on behalf of the City Manager, ensures the orderly and consistent administration of the City Council's adopted salary plan and schedule; and

WHEREAS, the Personnel Officer recommends that various classifications be abolished, created or modified, and that some existing salary ranges be adjusted; and

WHEREAS, the Personnel Officer recommends the changes to be effective on the specified dates as noted below; and

WHEREAS, amendments to the City Council's adopted salary plan and schedule for the Recreation and Parks Department will be addressed separately.

NOW, THEREFORE, BE IT RESOLVED that subject to the completion of Meet and Confer processes required by state law, the Council of the City of Santa Rosa amends the City salary plan and schedule and authorizes the changes to permanent budgeted positions as follows:

Effective June 29, 2025:

- 1) Add 1.0 FTE Building Plans Examiner, Unit 6 Professional in the Fire Department
- 2) Delete 1.0 FTE Fire Protection Engineer, Unit 6 Professional in the Fire Department
- 3) Add 9.0 FTE Firefighter, Unit 2 Firefighting in the Fire Department under Measure H funds

- 4) Add 3.0 FTE Fire Engineer, Unit 2 Firefighting in the Fire Department under Measure H funds
- 5) Add 3.0 FTE Fire Captain, Unit 2 Firefighting in the Fire Department under Measure H funds
- 6) Add 3.0 FTE Battalion Chief, Unit 9 Fire Safety Management in the Fire Department under Measure H funds
- 7) Add 2.0 FTE Fire Inspector II, Unit 2 Firefighting in the Fire Department under Measure H funds
- 8) Add 1.0 FTE Research and Program Coordinator, Unit 6 Professional in the Transportation and Public Works Department
- 9) Delete 1.0 FTE Supervising Engineer, Unit 18 Miscellaneous Mid-Management in the Transportation and Public Works Department
- 10) Delete 1.0 FTE Utilities Systems Operator II, Unit 16 Utilities Systems Operators in the Water Department
- 11) Add 3.0 FTE Electrical Technician – Water, Unit 7 Technical in the Water Department
- 12) Add 2.0 FTE Wastewater Treatment Supervisor, Unit 18 Miscellaneous Mid-Management in the Water Department
- 13) Add 1.0 FTE Wastewater Operator II, Unit 7 Technical in the Water Department
- 14) Add 2.0 FTE Senior Mechanical Technologist, Unit 7 Technical in the Water Department
- 15) Add 1.0 FTE Senior Instrumentation Technician, Unit 7 Technical in the Water Department
- 16) Add 1.0 FTE Senior Electrical Technician – Water, Unit 7 Technical in the Water Department
- 17) Delete 1.0 FTE Supervising Mechanical Technologist, Unit 7 Technical in the Water Department
- 18) Delete 1.0 FTE Senior Maintenance Worker – Painter, Unit 3 Maintenance in the Water Department
- 19) Delete 3.0 FTE Skilled Maintenance Worker, Unit 3 Maintenance in the Water Department
- 20) Add 0.10 FTE Paralegal, Unit 7 Technical in the City Attorney’s Office

Effective July 8, 2025:

- 21) Delete 1.0 FTE Assistant City Manager, Unit 10 Executive Management in the City Manager’s Office
- 22) Delete 1.0 FTE Administrative Technician Confidential, Unit 12 Miscellaneous Confidential in the City Manager’s Office
- 23) Delete 1.0 FTE DEI & EEO Officer, Unit 11 Confidential Mid-Management in the Human Resources Department
- 24) Delete 1.0 FTE Human Resources Technician, Unit 12 Miscellaneous Confidential in the Human Resources Department

- 25) Delete 1.0 FTE Organization Development & Training Manager, Unit 11 Confidential Mid-Management in the Human Resources Department

Effective August 24, 2025:

- 26) Delete 1.0 FTE Legal Secretary, Unit 7 Technical in the City Attorney's Office
- 27) Delete 1.0 FTE Senior Customer Service Representative, Unit 4 Support Services in the Finance Department
- 28) Delete 1.0 FTE Field Collections Representative, Unit 7 Technical in the Finance Department
- 29) Delete 6.0 FTE Firefighter, Unit 2 Firefighting in the Fire Department
- 30) Delete 1.0 FTE Administrative Secretary, Unit 4 Support Services in the Fire Department
- 31) Delete 1.0 FTE Deputy Emergency Preparedness Coordinator, Unit 7 Technical in the Fire Department
- 32) Delete 1.0 FTE Civil Engineering Technician III, Unit 7 Technical in the Planning and Economic Development Department
- 33) Delete 1.0 FTE Code Enforcement Officer, Unit 7 Technical in the Planning and Economic Development Department
- 34) Delete 1.0 FTE Administrative Secretary, Unit 4 Support Services in the Planning and Economic Development Department
- 35) Add 1.0 FTE Administrative Technician, Unit 7 Technical in the Planning and Economic Development Department
- 36) Delete 0.5 FTE Community Outreach Specialist Limited Term, Unit 7 Technical in the Planning and Economic Development Department
- 37) Delete 2.0 FTE Administrative Technician, Unit 7 Technical in the Transportation and Public Works Department
- 38) Delete 3.0 FTE Civil Engineering Technician III, Unit 7 Technical in the Transportation and Public Works Department
- 39) Delete 1.0 FTE Associate Civil Engineer, Unit 6 Professional in the Transportation and Public Works Department
- 40) Delete 1.0 FTE Senior Administrative Assistant, Unit 4 Support Services in the Transportation and Public Works Department
- 41) Delete 2.0 FTE Skilled Maintenance Worker, Unit 3 Maintenance in the Transportation and Public Works Department
- 42) Delete 1.0 FTE Zero Waste Coordinator, Unit 18 Miscellaneous Mid-Management in the Transportation and Public Works Department
- 43) Delete 1.0 FTE Facilities Maintenance Coordinator, Unit 18 Miscellaneous Mid-Management in the Transportation and Public Works Department
- 44) Delete 2.0 FTE Police Field & Evidence Technician, Unit 14 Police Civilian Technical in the Police Department
- 45) Delete 8.0 FTE Police Officer, Unit 5 Police Officers in the Police Department

- 46) Delete 1.0 FTE Police Sergeant, Unit 9 Police Safety Management in the Police Department
- 47) Delete 1.0 FTE Community Services Officer, Unit 14 Police Civilian Technical in the Police Department
- 48) Delete 1.0 FTE Police Technician, Unit 14 Police Civilian Technical in the Police Department
- 49) Delete 1.0 FTE Communications Dispatcher, Unit 14 Police Civilian Technical in the Police Department
- 50) Delete 2.0 FTE Communications Coordinator, Unit 18 Miscellaneous Mid-Management in the Communications and Intergovernmental Relations Office.

Effective January 1, 2026:

- 51) Delete 1.0 FTE Assistant Chief Building Official, Unit 18 Miscellaneous Mid-Management in the Planning and Economic Development Department

Upon Attrition:

- 52) Delete 1.0 FTE Deputy Fire Chief, Unit 9 Fire Safety Management in the Fire Department

BE IT FURTHER RESOLVED that subject to the completion of Meet and Confer processes required by state law, the Council authorizes the City Manager to implement these changes consistent with the orderly and continual administration of the City's salary plan and schedule.

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