

RESOLUTION NO. \_\_\_\_\_

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 2026-27 BUDGET SUBJECT TO THE COMPLETION OF THE MEET AND CONFER PROCESS

WHEREAS, the City's General Fund currently has a structural deficit approximating \$17.5 million annually if no action is taken; and

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

WHEREAS, at the Study Sessions in May 2026, 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 2026-27; 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 Transportation and Public Works Department will be addressed separately; and

NOW, THEREFORE, BE IT RESOLVED that, subject to completion of applicable 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 following changes to permanent budgeted positions:

**Effective June 28, 2026:**

- 1) Add 1.0 FTE Fire Captain 40 Hour, Unit 2 Firefighting in the Fire Department under Measure H funds
- 2) Delete 12.0 FTE Firefighter, Unit 2 Firefighting in the Fire Department
- 3) Delete 1.0 FTE Community Outreach Specialist, Unit 7 Technical in the Fire Department
- 4) Delete 3.0 FTE Single Role Paramedic, Unit 2 Firefighting in the Fire Department
- 5) Delete 1.0 FTE Senior Planner, Unit 6 Professional in the Planning and Economic Development Department

- 6) Add 1.0 FTE City Planner, Unit 6 Professional in the Planning and Economic Development Department
- 7) Delete 1.0 FTE Housing & Community Services Technician, Unit 07 Technical in the Housing & Community Services Department
- 8) Delete 1.0 FTE Housing & Community Services Technician Limited Term, Unit 07 Technical in the Housing & Community Services Department
- 9) Extend 1.0 FTE Recreation Program Lead Limited Term, Unit 7 Technical in the Recreation Department through June 30, 2027
- 10) Delete 1.0 FTE Administrative Secretary, Unit 04 Support Services in the Recreation Department
- 11) Delete 1.0 FTE Community Outreach Specialist, Unit 7 Technical in the Recreation Department
- 12) Add 1.0 FTE Communications & Intergovernmental Relations Officer, Unit 11 Middle-Management in the Communications & Intergovernmental Relations Office
- 13) Delete 1.0 FTE Chief Communications & Intergovernmental Relations Officer, Unit 10 Executive Management in the Communications & Intergovernmental Relations Office

**Effective August 22, 2026:**

- 14) Delete 3.0 FTE Single Role Paramedic, Unit 2 Firefighting in the Fire Department
- 15) Delete 1.0 FTE Recreation Program Lead, Unit 7 Technical in the Recreation 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 \_\_\_\_\_ day of June, 2026.

AYES:

NOES:

ABSENT:

ABSTAIN:

RECUSE:

ATTEST: \_\_\_\_\_  
City Clerk

APPROVED: \_\_\_\_\_  
Mayor

APPROVED AS TO FORM: \_\_\_\_\_  
City Attorney