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