

RESOLUTION NO. RES-2025-169

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA CLASSIFICATION
AND COMPENSATION

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 Personnel Officer recommends that various classifications be retitled, reclassified, or created and that salary ranges be assigned and adjusted; and

WHEREAS, the City Charter requires the Council to approve the compensation paid to City employees; and

WHEREAS, the City has met meet and confer obligations; and

WHEREAS, California Code of Regulations, Title 2, Section 570.5 requires the City Council to adopt a publicly available pay schedule that identifies the position title and pay rate for every employee position in order for members' pay rates to be credited by CalPERS.

NOW, THEREFORE, BE RESOLVED that the Council of the City of Santa Rosa approves the implementation of this portion of the Citywide Classification and Compensation Study 1 (Exhibit A results that includes the following action items effective the dates appearing on the Salary Plan and Schedule (Exhibit I):

1. Reclassified the positions listed in Exhibit B
2. Establishes new salary ranges for classifications listed in Exhibit C
3. Approves the differential adjustments presented in Exhibit G
4. Establishes new salary ranges for classifications listed in Exhibit H
5. Modifies the budget for the City of Santa Rosa for Fiscal Year 2025-2026 approved by the City Council in Resolution number RES 2025-112 to update new titles, Full Time Equivalent changes due to reclassification, and new and amended salaries as listed in Exhibits D and H
6. Adopts the updated Salary Plan & Schedule – Exhibit I

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BE FURTHER RESOLVED that all exhibits referenced above are made part of this Resolution.

IN COUNCIL DULY PASSED this 21st day of October, 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 – Classification and Compensation Study Report 1
Exhibit B – Classification Changes
Exhibit C – New Salary Steps
Exhibit D – Summary of Budget Changes
Exhibit E – Classification and Compensation Differential Analysis Report
Exhibit F – Side Letters
Exhibit G – Differential Analysis Compaction Solutions
Exhibit H – Differential Analysis New Salary Steps
Exhibit I – Salary Plan and Schedule