

RESOLUTION NO. RES-2026-016

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA APPROVING THE CLASSIFICATION AND COMPENSATION; ADOPTING AN UPDATED SALARY PLAN AND SCHEDULE; AND INCREASING APPROPRIATIONS

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, a correction to the salary range of the new Project Manager classification is required as the salary range was calculated prior to the cost of living adjustment and equity increase effective July 13, 2025, and inadvertently was not updated upon adoption by Resolution RES-2025-169; 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 IT RESOLVED that the Council of the City of Santa Rosa approves the implementation of this portion of the Citywide Classification and Compensation Study results that include the following action items effective February 10, 2026:

1. Reclassifies positions listed in Exhibit B;
2. Establishes new salary ranges for classifications listed in Exhibit C;
3. 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, as subsequently modified in Resolution numbers RES 2025-169 and RES-2025-192, to update new titles, Full Time Equivalent changes due to reclassification, and new and amended salaries listed in Exhibit D;
4. Corrects the salary range of the Project Manager to \$125,652.74 - \$154,268.60 annually, previously adopted by Resolution RES-2025-169; and
5. Adopts the updated Salary Plan & Schedule in Exhibit E.

BE IT FURTHER RESOLVED that Exhibits A through E are made part of this Resolution.

BE IT FURTHER RESOLVED that the Council authorizes the City Manager to implement these changes consistent with the orderly and continual administration of the City's classification and salary plan.

BE IT FURTHER RESOLVED that the Chief Financial Officer is hereby authorized and directed to increase appropriations for Fiscal Year 2025-26 in an amount of \$163,122.15 in accordance with this Resolution.

IN COUNCIL DULY PASSED this 24th day of February 2026.

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

Exhibit B – Classification Changes

Exhibit C – New Salary Steps

Exhibit D – Summary of Budget Changes

Exhibit E – Salary Plan and Schedule