

RESOLUTION NO.

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF SANTA MARIA, CALIFORNIA
APPROVING A COMPREHENSIVE SCHEMATIC PAY
SCHEDULE, EFFECTIVE DECEMBER 27, 2025, TO IMPLEMENT
PAY CHANGES TO ADDRESS THE NEW 2026 MINIMUM WAGE
REQUIREMENTS OF \$16.90 PER HOUR FOR THE STATE OF
CALIFORNIA, AND SALARY ADJUSTMENTS TO THE SANTA
MARIA POLICE OFFICERS' ASSOCIATION; AND THE SANTA
MARIA POLICE ASSOCIATION OF MIDDLE MANAGEMENT**

WHEREAS, the California Public Employees' Retirement System ("CalPERS") requires adoption of a publicly presented Comprehensive Salary Schedule to implement salary adjustments, as set forth in the California Public Employees' Retirement System regulations, Sections 570.5 and 571.1 (2 CCR §§ 570.5 and 571.1); and

WHEREAS, the City has compiled the necessary salary data to create a single salary schedule in compliance with the requirement of CalPERS, attached to the Council Agenda Report as Attachment B, dated December 2, 2025, for effective date December 27, 2025.

WHEREAS, The State of California's minimum wage will increase from \$16.50 per hour to \$16.90 per hour effective January 1, 2026; and

WHEREAS, the Santa Maria City Council has agreed previously to salary adjustments through labor agreements with the Santa Maria Police Officers' Association; and the Santa Maria Police Association of Middle Management; and

NOW, THEREFORE, IT IS HEREBY RESOLVED by the City Council of the City of Santa Maria, California, as follows:

SECTION 1. The above recitals are true and correct and incorporated herein; and

SECTION 2. The Comprehensive Schematic Pay Schedule for all full-time and part-time employees attached to the City Council Agenda Report as Attachment B, dated December 2, 2025, incorporated herein by reference, is hereby authorized and approved; and

SECTION 3. The State of California's Minimum Wage will increase from \$16.50 to \$16.90 per hour effective January 1, 2026; and

SECTION 4. Employees in the Santa Maria Police Officers' Association; and the Santa Maria Police Association of Middle Management will receive a five percent base salary increase, effective December 27, 2025; and

SECTION 5. The Chief Deputy City Clerk is hereby authorized to make minor changes herein to address clerical errors, so long as substantial conformance of the intent of this document is maintained. In doing so, the Chief Deputy City Clerk shall consult with the City Manager and City Attorney concerning any changes deemed necessary.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Santa Maria held this 2nd day of December 2025.

Mayor

ATTEST:

Chief Deputy City Clerk

APPROVED AS TO FORM:

City Attorney

APPROVED AS TO CONTENT:

Department Director

City Manager