

COUNCIL AGENDA REPORT

TO: Mayor and City Council

FROM: Graciela Reynoso, Chief Human Resources Officer

DATE: December 2, 2025

SUBJECT: Adoption of a Resolution Amending Resolution No. 2024-47, Approving a Wage and Benefits Package for the Non-Represented Management and Confidential Employees and to Extend Review of Agreement and Increase City's Contribution to Premiums

Description:

The City Council to consider approving a resolution for a Wage and Benefits Package for the Non-Represented Management and Confidential Employees and to extend review of the agreement.

Environmental Notice: The activity is not a "Project" as defined under Section 15378 of the California Environmental Quality Act State Guidelines; therefore, pursuant to State Guidelines Section 15060(c)(3) no environmental review is required.

RECOMMENDATION:

1. Adopt a Resolution amending Resolution No. 2024-47, authorizing and approving a Wage and Benefits Package for the Non-Represented Management and Confidential Employees and to extend review of the agreement and increase the City's contribution to the health benefits premiums in 2026; and
2. Authorize the Mayor to execute the terms of the resolution.

BACKGROUND:

The Wage and Benefit Package (Resolution) for Non-Represented Management and Confidential Employees (NMAC) would normally be reviewed by City staff and members of the group for updates to wages and benefits therein by January 1, 2026. However, due to the City's current financial position and budgetary review, it has been determined that an evaluation of the Wage and Benefits Package for this group be occasioned by June 30, 2026.

At this time, an increase to the City's contribution for medical benefits is warranted as health benefits premiums change yearly with the calendar year. This Council action seeks Council approval to increase the City's contribution towards premiums to fully cover PERS Gold at all three tier levels for full-time NMAC employees.

DISCUSSION:

A recommendation to adopt the revised resolution for the Non-Represented Management and Confidential Employees which incorporates deferral for review of the wage and benefits to June 30, 2026, and an increase to the City's medical premium contributions.

This will allow additional time for parties to set a Wage and Benefits Package in an environment that includes a detailed review of the City's current financial position. An amendment to the Resolution 2024-47 (Attachment "A") has been drafted to address the City's increase in contributions to medical plans; and the extension of the review date for this resolution.

Alternative(s)

A decision by the City Council not to approve the revised Resolution to the Wage and Benefits Package Resolution will result in continuation of the City contribution to health benefits at the 2025 rate.

Fiscal Considerations

The additional fiscal costs of increasing the City's Health Benefit Premium contributions for employees within the Non-Represented Management and Confidential Wage and Salary Package Resolution is approximately \$182,987 for calendar year 2026.

Impact on the Community

Approval of the amended Wage and Benefits Package for Non-Represented Management and Confidential Employees is crucial to maintaining positive employee-employer relations and retaining a well-staffed, qualified workforce, who in turn will continue to support the City's operational needs.

ATTACHMENT(S)

- A. Amended Resolution
- B. NMAC Benefits Rate Sheet 2026