



# City Council Memorandum

City of Arts & Innovation

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**TO:** HONORABLE MAYOR AND CITY COUNCIL      **DATE:** June 23, 2026

**FROM:** HUMAN RESOURCES DEPARTMENT      **WARDS:** ALL

**SUBJECT:** A RESOLUTION TO AMEND THE FRINGE BENEFITS AND SALARY PLAN TO APPROVE THE SALARY SCHEDULE EFFECTIVE JULY 3, 2026 REFLECTING PREVIOUSLY APPROVED AND NEGOTIATED COST OF LIVING ADJUSTMENTS (COLAs) FOR EMPLOYEES IN THE UNREPRESENTED GROUP, SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)-REFUSE, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)-WASTEWATER, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW) FIELD AND SUPERVISORY GROUPS; AND TO CREATE THE CLASSIFICATIONS AND SALARY RANGES FOR MUSEUM EVENT AND VOLUNTEER COORDINATOR AND PARKING SERVICES SUPERVISOR .

**ISSUE:**

Approve an amendment to the Master Fringe Benefits and Salary Plan (FBSP) to adopt the salary schedule effective July 3, 2026 reflecting previously approved and negotiated Cost of Living Adjustments for employees in the Unrepresented group, SEIU, SEIU Refuse, IBEW-Wastewater, IBEW Field and Supervisory groups. Approve the creation of a Museum Event and Volunteer Coordinator and Parking Services Supervisor classifications and corresponding salary ranges.

**RECOMMENDATION:**

That the City Council:

1. Approve the salary schedule effective July 3, 2026 reflecting previously approved and negotiated COLAs for employees in the Unrepresented group, SEIU, SEIU Refuse, IBEW-Wastewater, IBEW Field and Supervisory groups;
2. Approve the creation of the Museum Event & Volunteer Coordinator and Parking Services Supervisor classifications and corresponding salary ranges; and
3. Adopt the attached Resolution amending the Master Fringe Benefits and Salary Plan to adopt the salary schedule effective July 3, 2026 reflecting previously approved and negotiated salary adjustments; and creation of the Museum Event and Volunteer Coordinator and Parking Services Supervisor classifications and corresponding salary ranges.

**DISCUSSION:**

In 2025, City Council approved the negotiated Memoranda of Understanding with SEIU, SEIU Refuse, IBEW-Wastewater, IBEW Field and Supervisory and the salary/benefits package for the Unrepresented group for a 3-year period, from July 2025 to June 2028. The associated salary adjustments for each group were approved as follows to be effective the first pay period following July 1, 2026:

Group/Union Name	Cost of Living Adjustment	Council Meeting Date
SEIU and SEIU Refuse	4% all employees; SEIU Tier 2/3 = additional 1%; SEIU-Refuse Tier 2/3 = additional 2%	September 2, 2025
Unrepresented (Executive, Senior Management, Management, Supervisory, Confidential, Professional, Para-Professional)	4%	September 2, 2025
IBEW- Field IBEW-Supervisory	4%	April 8, 2025
IBEW-Wastewater	4%	June 24, 2025

To comply with CalPERS requirements, a salary schedule reflecting all salary adjustments must be presented and approved by the City Council in a public meeting. The salary schedule will be effective with pay period beginning July 3, 2026.

*New Classifications:*

Parking Services Supervisor

The Public Works Department submitted a request to create a supervisory level classification to oversee subordinate classifications in the Parking Services Division. The Parking Services Supervisor will supervise, coordinate, and evaluate the daily operations and staff of the Parking Services Division, including enforcement, customer service, and administrative functions. The recommendation is to place this position in the Supervisory bargaining unit to align with other Supervisory classifications at this level in the City’s classification plan. The City’s approved Labor Market Basket was used for this classification and compensation study to locate comparable classifications within the approved labor market basket. Based on the results of the market survey the proposed salary range for the Parking Services Supervisor is illustrated below. Please note that an additional 4% adjustment will be made to account for the approved COLA adjustment for the Supervisory group that is included on this report.

Job Code	Classification Title	Proposed Monthly Salary Range
9506	Parking Services Supervisor (BU 50 – Supervisory)	\$5,779 – \$7,651  With 4% COLA \$6,010 - \$7,957

Museum Event and Volunteer Coordinator

The Museum Department submitted a request to create a new classification to oversee events and volunteer coordination for the soon-to-be opened new Museum site. The Museum Event and Volunteer Coordinator will oversee and coordinate the increased need for volunteers and events at the new location. The recommendation is to place this position in the para-professional bargaining unit to align with other similar classifications at this level in the City’s classification plan. The City’s approved Labor Market Basket was used for this classification and compensation study to locate comparable classifications along with a few private Museums as Museum positions are not common within the approved labor market basket. Based on the results of the market survey and after internal classification review, the proposed salary range for the Museum Event and Volunteer Coordinator is to align it with the current Project Assistant classification and is illustrated below. Please note that an additional 4% adjustment will be made to account for the approved COLA adjustment for the Para-professional group that is included on

this report. The Museum department requested this new position with the 2026-27 Budget using the Senior Office Specialist (SOS) classification and salary; therefore, the fiscal impact below reflects the net difference from the SOS and the proposed salary.

Job Code	Classification Title	Proposed Monthly Salary Range
6066	Museum Event and Volunteer Coordinator (BU 55 – Para-Professional)	\$5,486 – \$6,661  With 4% COLA \$5,705 - \$6,927

**FISCAL IMPACT:**

The fiscal impact for all cost-of-living adjustments were approved by City Council during the corresponding Council meetings noted above. There is no fiscal impact for the creation of the Parking Services Supervisor; the position will only be established in the City’s classification and salary plan but will not be funded at this time.

The total fiscal impact for 1 FTE for the Museum Event and Volunteer Coordinator for FY 2025/26 is the net difference from the budgeted Senior Office Specialist and the proposed salary with the 4% COLA, which is \$20,844.28 and will be absorbed by the departments in their current budget. Future costs will be included in the upcoming FY 2026-28 Biennial Budget under the respective departments that are impacted and will be included in the budget brought forward to City Council for adoption.

Prepared by: Miriana Gonzalez, Deputy Human Resources Director  
 Approved by: Rene Goldman, Human Resources Director  
 Certified as to availability of funds: Julie Nemes, Interim Finance Director  
 Approved by: Edward Enriquez, Assistant City Manager/CFO/Treasurer  
 Approved as to form: Rebecca McKee-Reimbold, Interim City Attorney

**Attachments:**

1. Resolution Amending the Fringe Benefits and Salary Plan
  - a. Exhibit A – Job Code Table
  - b. Exhibit B – Salary Schedule effective July 3, 2026
  - c. Exhibit C – COLA Salary Schedule
2. Salary Survey data for Museum and Parking classifications