



AGENDA MEMORANDUM

City Council Regular Meeting Date: October 21, 2025

DATE: October 15, 2025

TO: City Council

FROM: Crystal Mansell, Human Resources & Risk Management Director

SUBJECT: Amendment #1- FY26 Compensation and Classification Plan

BACKGROUND:

In accordance with City Personnel Rules and Regulations, City Council must approve amendments to the city's compensation and classification plan. The FY26 Compensation and Classification Plan, adopted by City Council on September 25, 2025, included the separation of pay bands for all sworn law enforcement positions. This was based on the approved Fiscal Year 2026 collective bargaining agreements with the Fraternal Order of Police, authorizing a 5 % increase in the minimum and maximum salary for sworn officers' pay bands.

A scrivener's error was discovered in the compensation plan for Police Lieutenant where the 5% increase was not included. This amendment corrects Pay Grade 127 for Police Lieutenant as follows:

- Increase (5%) minimum entry **from** \$39.17/hour (\$81,484.16 /annual) **to** \$41.13/hour (\$85,558.42/annual); and
- Increase (5%) maximum **from** \$57.64/hour (\$119,898.13/annual) **to** \$60.52/hour (\$125,892.99/annual)

BUDGET IMPACT: N/A

RECOMMENDED ACTION:

Approve Resolution 25-059, authorizing the above stated amendment to the Fiscal Year 2026 Compensation and Classification Plan.