



# **Consideration of Resolution No. 2025-41 Modifying Salary and Benefits of Non- Represented Employees**

City Council Meeting  
June 3, 2025

# Overview

- Compensation and benefits of non-represented executive management employees is governed by resolution
- A resolution was last adopted in March 2022
- Historically the Non-Associated employee group has received comparable salary and benefit adjustments to MEO



# Proposed Resolution

- Indefinite term
- 3% base salary adjustments in 2025, 2026, and 2027
- Elimination of the Performance Bonus in exchange for an additional top step to the salary schedule for each classification

\*Exclusions: Elected Officials, City Manager, Assistant City Manager, Fire Chief and Police Chief



# Proposed Resolution

- Increases to City contribution to employee health insurance premiums and vehicle allowance
- Two additional days of Bereavement Leave
- Total cost of proposed Resolution: \$440,486



# Recommended Action

- Adopt Resolution No. 2025-41 modifying salary and benefits of non-represented employees
- Authorize appropriations for all costs related to implementation of Resolution No. 2025-41



# Alternative Action

- Do not adopt Resolution No. 2025-41 and direct staff to propose an alternate action



# Questions?

