

**HERCULES CITY COUNCIL
RESOLUTION 2025-XX**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HERCULES APPROVING
THE MASTER SALARY SCHEDULE, INCREASING MINIMUM WAGE PAY RATES,
AND APPROVING THE FY 2022-2023 AND FY 2023-2024 EXECUTIVE LEVEL
EMPLOYEE SALARY SCHEDULES PURSUANT TO CALPERS REQUIREMENTS**

WHEREAS, the California Public Employees' Retirement System (CalPERS) requires all member agencies to list employee compensation levels on a publicly adopted and accessible Public Agency Pay Schedule in compliance with Title 2 California Code of Regulations Section 570.5; and

WHEREAS, the City of Hercules is committed to maintaining transparency and compliance by providing a Master Salary Schedule that includes the position titles, pay rates, and time bases for all employee classifications; and

WHEREAS, the State of California has increased the minimum wage to \$16.50 per hour, effective January 1, 2025, requiring updates to the minimum pay rates for unrepresented temporary/seasonal classifications and two represented part-time classifications in the Teamsters Local 315 bargaining unit (Office Assistant I and Recreation Aide) to ensure compliance with State law; and

WHEREAS, the Executive Level Employee Pay Plan adopted on September 12, 2022, authorized the designation of an Assistant City Manager position with a salary table reflecting a 5% increase for employees assigned to this role; and

WHEREAS, the FY 2022-2023 and FY 2023-2024 salary schedules for Executive Level Employees with assignments of Assistant City Manager and City Manager have been updated for compliance with CalPERS regulations; and

WHEREAS, the fiscal impact for the remainder of FY 2024-2025 resulting from the salary adjustments for unrepresented temporary/seasonal employees and the two part-time represented classifications will be absorbed within the respective department budgets; and

WHEREAS, the proposed Master Salary Schedule, effective July 1, 2024, includes previously approved wage updates and has been prepared in accordance with the City's personnel rules and applicable public meeting laws.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Hercules as follows :

1. The Council hereby approves the Master Salary Schedule effective July 1, 2024, reflecting the updated pay rates and all previously adopted wage adjustments in compliance with CalPERS requirements, as set forth in Exhibit 1.
2. The Council hereby approves the adjustments to the minimum pay rates for unrepresented temporary/seasonal classifications and the two part-time classifications represented by Teamsters Local 315 (Office Assistant I and Recreation Aide), effective January 1, 2025, in conformance with the California minimum wage increase.
3. The Council hereby approves the FY 2022-2023 Executive Level Employees with Assignment of Assistant City Manager and City Manager salary schedule effective July 1, 2022, and the FY 2023-2024 salary schedule effective July 1, 2023, to bring the City into compliance with Title 2 California Code of Regulations Section 570.5, as set forth in Exhibit 2 and Exhibit 3, respectively.

The foregoing Resolution was duly and regularly adopted at a regular meeting of the City Council of the City of Hercules held on the 28th day of January 2025, by the following vote of the Council:

AYES:

NOES:

ABSENT:

ABSTAIN:

Dion Bailey, Mayor

ATTEST:

Eibleis Melendez, City Clerk