

**HERCULES CITY COUNCIL  
RESOLUTION 2025-XX**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HERCULES APPROVING A ONE-TIME NON-PENSIONABLE PAYMENT OF 3% OF TOTAL GROSS SALARY FOR THE 2024-25 FISCAL YEAR FOR EMPLOYEES COVERED UNDER THE EXECUTIVE LEVEL, MID-MANAGEMENT, AND NON-REPRESENTED EMPLOYEE PAY AND BENEFITS PLANS**

**WHEREAS**, on September 23, 2025, the City Council approved the 2025-2027 Pay and Benefits Plans for the Executive Level, Mid-Management, and Non-Represented employee groups; and

**WHEREAS**, the City desires to recognize continued service and performance, and support employee morale, retention, and stability in a competitive labor market; and

**WHEREAS**, consultations with affected employee groups have been completed and the proposed adjustment reflects the City's ongoing commitment to maintaining a competitive and fiscally responsible total compensation structure; and

**WHEREAS**, the one-time costs for the three percent (3%) one-time non-pensionable payment for eligible employees in the Executive Level, Mid-Management, and Non-Represented employee groups will be \$90,000; and

**WHEREAS**, staff recommends that the City Council authorize a one-time retention payment of 3% of the gross salary for non-represented employees for the fiscal year 2024-25, to be distributed in fiscal year 2025-26. Sufficient resources are available in the General Fund reserve to support this allocation. The Finance Department has conducted a thorough review of the proposal and confirmed that it aligns with the City's established financial parameters; and

**WHEREAS**, the City desires to amend the Pay and Benefits Plans of the Executive, Mid-Management and Non-Represented Employee Groups.

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

1. The City Council approves a three percent (3%) one-time, non-pensionable payment of total gross salary for the 2024-25 fiscal year for employees covered under the Executive Level, Mid-Management, and Non-Represented Pay and Benefits Plans.
2. The City Council hereby approves and authorizes the City Manager to make any necessary amendments to the Executive, Mid-Management, and Non-Represented Pay and Benefits Plans to implement this action.

3. The City Council hereby authorize an appropriation for a one-time retention payment of 3% of the gross salary for non-represented employees for the fiscal year 2024-25, to be distributed in fiscal year 2025-26.

The foregoing Resolution was duly and regularly adopted at a regular meeting of the City Council of the City of Hercules held on the 9th day of December 2025, by the following vote of the Council:

**AYES:**

**NOES:**

**ABSTAIN:**

**ABSENT:**

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Dion Bailey, Mayor

ATTEST:

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Eibleis Melendez, City Clerk