

**HERCULES CITY COUNCIL
RESOLUTION 2026-XX**

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HERCULES APPROVING AN AMENDED SALARY RANGE FOR THE CITY MANAGER CLASSIFICATION AND APPROVING AN AMENDED FISCAL YEAR 2025-2026 MASTER SALARY SCHEDULE PURSUANT TO CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM (CalPERS)

WHEREAS, the City Manager classification is a critical executive position responsible for overseeing the daily operations of the City, implementing City Council policy direction, managing City staff, and ensuring the effective delivery of essential public services; and

WHEREAS, the City conducted a salary survey of comparable agencies, focusing on cities of similar population size, service levels, organizational complexity, and geographic labor market considerations; and

WHEREAS, the salary survey confirms that the City's current hourly rate for the City Manager classification is competitive within the market; and

WHEREAS, the City Manager classification does not currently include a defined salary range; and

WHEREAS, establishing a formal salary range, including a minimum hourly rate, will provide greater flexibility in recruitment and appointment, support retention of qualified executive leadership, and align the City's compensation practices with prevailing market standards; and

WHEREAS, the proposed salary range of \$130.00 to \$145.3638 per hour reflects market conditions and preserves the City Council's discretion to negotiate compensation within the approved range; and

WHEREAS, California Public Employees' Retirement System (CalPERS) regulations require that pay rates for contract employees be reflected on a publicly adopted and posted salary schedule in order to remain compliant; and

WHEREAS, adoption of a minimum hourly rate for the City Manager classification requires an amendment to the Fiscal Year 2025–2026 Master Salary Schedule effective July 6, 2025 (last updated February 12, 2026); and

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

1. The City Council hereby approves the establishment of a salary range for the City Manager classification of \$130.00 to \$145.3638 per hour.
2. The City Council hereby approves the amended Fiscal Year 2025–2026 Master Salary Schedule effective July 6, 2025 (last updated February 12, 2026), attached hereto and incorporated herein by reference.
3. The City Council directs staff to post and maintain the amended Master Salary Schedule in accordance with CalPERS requirements.

The foregoing Resolution was duly and regularly adopted at a regular meeting of the City Council of the City of Hercules held on the 24th day of February 2026, by the following vote of the Council:

AYES:

NOES:

ABSENT:

ABSTAIN:

Chris Kelley, Mayor

ATTEST:

Eibleis Melendez, City Clerk