



CITY OF POMONA COUNCIL REPORT

April 20, 2026

To: Honorable Mayor and Members of the City Council

From: René Anderson, Human Resources/Risk Management Director

**SUBJECT: APPROVAL OF SALARY INCREASE FOR THE CITY MANAGER
AND ADOPTION OF RESOLUTION 2026-35 AMENDING THE
CITYWIDE SALARY SCHEDULE**

RECOMMENDATION:

It is recommended that the City Council take the following actions:

- 1) Approve a four percent (4%) pay increase effective February 8, 2026, for City Manager Anita D. Scott in accordance with her employment contract; and
- 2) Adopt the following resolution:

**RESOLUTION NO. 2026-35 – A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF POMONA, CALIFORNIA AMENDING THE
CITYWIDE SALARY SCHEDULE FOR FISCAL YEAR 2025-26 IN
ACCORDANCE WITH THE CALIFORNIA CODE OF REGULATIONS
TITLE 2, SECTIONS 570.5 TO IMPLEMENT A FOUR PERCENT (4%)
SALARY INCREASE FOR THE CITY MANAGER**

EXECUTIVE SUMMARY:

Under the Pomona City Charter, the City Manager is appointed directly by and serves at the pleasure of the City Council. The City Council recently conducted a performance evaluation for City Manager Anita D. Scott. After concluding the evaluation, the City Council has authorized a four percent (4%) salary increase effective February 8, 2026, in accordance with the terms of her employment contract approved on February 5, 2024. The actions herein implement that direction from the City Council.

SB1439/GOVERNMENT CODE §84308 APPLICABILITY:

When this box is checked, it indicates the agenda item is subject to the Levine Act SB1439 requirements. Councilmembers are reminded to check their campaign contributions and determine whether they have received a campaign contribution of \$500 or more that would require disclosure and/or recusal from discussing or acting on this agenda item. Campaign contributions of \$500 or more made 1) by any person or entity who is identified in the agenda report as the applicant or

proposer or 2) on behalf of the applicant or participant, including a parent, subsidiary or otherwise related business entity, or 3) by any person who has a financial interest in the agenda item requires a councilmember to comply with SB1439.

FISCAL IMPACT:

The estimated cost for the remainder of Fiscal Year 2025-26 is \$13,570 and will be paid from existing appropriations within the Fiscal Year 2025-26 Operating Budget (FD101, FD148, FD315 and FD428).

PREVIOUS RELATED ACTION:

The Employment Agreement for City Manager Anita D. Scott was approved on February 5, 2024, and included a salary increase of four percent (4%) in the second year, following a satisfactory or above rating on her annual performance evaluation.

The First Amendment to the Employment Agreement for City Manager Anita D. Scott was approved on February 9, 2025, and included a salary negotiation of fifteen percent (15%) following a satisfactory performance evaluation.

DISCUSSION:

Under the Pomona City Charter, the City Manager is appointed directly by and serves at the pleasure of the City Council. The contract for City Manager Anita D. Scott was approved on February 5, 2024, and included a four percent (4%) increase effective the first pay period of February, assuming satisfactory performance. After completing the performance evaluation, the City Council has determined that the City Manager is eligible for the four percent (4%) increase as negotiated in her employment contract. With approval of this increase, the City Manager's salary will increase from \$339,250 to \$352,820 annually.

Attachment 1 is a resolution approving the change to the Citywide Salary Schedule for Fiscal Year 2025-26, which includes all job classifications and pay ranges for all represented and unrepresented employee groups and reflects the change to the City Manager's salary as proposed herein. In accordance with the requirements of the California Code of Regulations, Title 2, Sections 570.5 and 571, the City must adopt and publicly post a consolidated Salary Schedule for all City classifications.

This action includes compensation changes for a local agency executive. Pursuant to California Government Code 3511.1, the City is required to "orally report a summary of a recommendation for a final action on the salaries, salary schedules, or compensation paid in the form of fringe benefits of a local agency executive, as defined in subdivision (d) of Section 3511.1, during the open meeting in which the final action is to be taken." Consistent with this requirement, this item is being placed on the discussion calendar for consideration.

Prepared by: Astrid Lamers, Senior Administrative Assistant

ATTACHMENTS:

Attachment No. 1 – Resolution No. 2026-35
Exhibit A – Salary Schedule