



CITY OF POMONA

COUNCIL REPORT

September 15, 2025

To: Honorable Mayor and Members of the City Council

From: Anita D. Gutierrez, City Manager

Submitted By: René Anderson, Human Resources/Risk Management Director

SUBJECT: ADOPTION OF A RESOLUTION AMENDING THE CITYWIDE SALARY SCHEDULE TO REFLECT A FOUR PERCENT (4%) SALARY INCREASE FOR FULL AND PART-TIME CLASSIFICATIONS

RECOMMENDATION:

It is recommended that the City Council adopt the following resolution:

RESOLUTION NO. 2025-106 – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF POMONA, CALIFORNIA, AMENDING THE CITYWIDE SALARY SCHEDULE FOR FISCAL YEAR 2025-26 TO MEET THE CALIFORNIA CODE OF REGULATIONS TITLE 2, SECTIONS 570.5 AND 571 TO IMPLEMENT A FOUR PERCENT (4%) SALARY INCREASE TO FULL AND PART-TIME CLASSIFICATIONS

EXECUTIVE SUMMARY:

The City Council adopted Memorandums of Understanding (MOUs) that provide a four percent (4%) general increase to all salaries effective October 1, 2025.

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 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:

Funding for this increase was included in the Fiscal Year 2025-26 budget adoption process.

PREVIOUS RELATED ACTION:

The City Council adopted MOUs with all the City Labor groups and updated the Compensation Plans for Unrepresented employees. These agreements are effective throughout the year 2027.

DISCUSSION:

In 2023, the City Council adopted MOUs for represented groups and Compensation Plans for unrepresented employees, which include scheduled general increases on October 1st of each year through 2026. Pursuant to these MOUs and Compensation Plans, Attachment No. 1 is Resolution No. 2025-106 which amends the Citywide Salary Schedule “Exhibit A” and reflects a four percent (4%) general increase effective October 1, 2025.

In addition, Subdivision (a) of the CCR Section 570.5 requires the City’s salary schedule to be approved and adopted by the governing body.

Prepared by:

Chris Munoz
Human Resources Manager

ATTACHMENT(S):

Attachment No. 1 – Resolution No. 2025-106
Exhibit A – Citywide Salary Schedule