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# CITY OF POMONA

## COUNCIL REPORT

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September 16, 2024

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**

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### **RECOMMENDATION:**

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

**RESOLUTION NO. 2024-148 – A RESOLUTION OF THE CITY COUNCIL  
OF THE CITY OF POMONA, CALIFORNIA, AMENDING THE  
CITYWIDE SALARY SCHEDULE FOR FISCAL YEAR 2024-25 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, 2024.

### **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 \$250 or more that would require disclosure and/or recusal from discussing or acting on this agenda item. Campaign contributions of \$250 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 2024-25 budget adoption process.

**PREVIOUS RELATED ACTION:**

The City Council adopted MOU's with all the City labor groups and updated the Compensation Plans for unrepresented employees. These agreements are effective through the year 2027.

**DISCUSSION:**

In 2023 the City Council adopted MOU's for represented groups, and Compensation Plans for unrepresented employees, which include scheduled general increases on October 1<sup>st</sup> of each year through 2026. Pursuant to these MOU's and Compensation Plans, Attachment No. 1 is Resolution No. 2024-148 which amends the Citywide Salary Schedule (Exhibit A) and reflects a four percent (4%) general increase effective October 1, 2024.

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:

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Chris Munoz  
Human Resources Manager

**ATTACHMENT(S):**

Attachment No. 1 – Resolution No. 2024-148, "Exhibit A" – Citywide Salary Schedule