

**RESOLUTION NO. 2025 -**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NATIONAL CITY, CALIFORNIA, APPROVING SALARY AND BENEFIT CHANGES FOR THE EXECUTIVE, MANAGEMENT, AND CONFIDENTIAL EMPLOYEE GROUPS AND AUTHORIZING A FISCAL YEAR 2025-2026 BUDGET APPROPRIATION IN THE AMOUNT OF \$1,204,317 TO FUND THE STATED SALARY AND BENEFIT INCREASES.**

**WHEREAS**, the Executive, Management and Confidential employee groups are not represented by a labor association and, consequently, they are not governed by the State of California's rules and procedural guidelines for public employee collective bargaining; and

**WHEREAS**, over approximately the past year, the City has worked with the three (3) formal union-represented employee groups and has concluded negotiations and reached agreements with two of the three groups, including the Municipal Employees' Association ("MEA"), for new collective bargaining agreements with three-year terms through June 30, 2028; and

**WHEREAS**, the Executive, Management, and Confidential employees' salary and benefits should be and have been revisited when significant changes are made to the salary and benefits of the formally represented employee groups; and

**WHEREAS**, commensurate with increases to represented employee groups, including MEA, the City has agreed to increase the base salaries of the classifications covered by the unrepresented Executive, Management, and Confidential employee groups to the median effective July 1, 2025, followed by five percent (5%) increases in base salaries for year two (FY 2026) and year three (FY 2027), effective July 1 of those calendar years (2026-2027); and

**WHEREAS**, in addition to the salary increases, the City has agreed to provide the Confidential employee group a minimum of five (5) years of retiree health benefits, which equates to \$20 per month for each year of pensionable service with the City of National City, upon retirement; an additional floating holiday for all three unrepresented employee groups; POST pay and bilingual pay for Police Captains in the Management employee group; POST pay and bilingual pay for the Police Chief in the Executive employee group; and severance compensation for the Executive employee group; and

**WHEREAS**, City staff recommends amending the salary schedules for the Executive, Management, and Confidential employee groups to reflect the increases in salary and benefits; and

**WHEREAS**, in fiscal year 2025-2026, additional budget appropriations in the amount of \$1,204,317, spread across multiple departments and funds, are necessary to fund the increased salaries.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF NATIONAL CITY, CALIFORNIA, DOES RESOLVE, DECLARE, DETERMINE, AND ORDER AS FOLLOWS:**

**Section 1:** That the City Council hereby approves the revised salary schedules for the Executive, Management, and Confidential employees groups, as shown in Exhibits B and C attached to the Agenda Report, effective July 1, 2025.

**Section 2:** That the City Council hereby authorizes the establishment of Fiscal Year 2025-2026 budget appropriations in the amount of \$1,204,317, spread across multiple departments and funds, to fund said salary and benefit increases.

**Section 3:** That the City Clerk shall certify to the passage and adoption of this Resolution and enter it into the book of original Resolutions.

**PASSED and ADOPTED this 7<sup>th</sup> day of October, 2025.**

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Ron Morrison, Mayor

**ATTEST:**

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Shelley Chapel, MMC, City Clerk

**APPROVED AS TO FORM:**

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Barry J. Schultz, City Attorney