



## Staff Report

**TO:** City Council  
**FROM:** Kari Mendoza, Administrative Services Director  
**DATE:** November 4, 2025  
**SUBJECT:** Authorize Changes to the Uniform Compensation Plan

---

**Description:** The attached compensation plan has been updated to reflect Council requested changes.

**Background and Analysis:**

Council and administration are consistently evaluating current positions, upcoming vacancies, recruiting concerns and any market adjustments needed. The attached reflects Council direction to update the salary range for the position of City Manager based on recent survey data of surrounding agencies.

**Fiscal Impact:**

None at this time. If future negotiations result in a needed budget adjustment, staff will bring it forward in the form of a budget adjustment. City staff estimate the cost to prepare this report was \$510.

**Recommended Action:**

Authorize the attached Uniform Compensation Plan.

**Attachments:**

- A. City Uniform Compensation Plan