

**RESOLUTION NUMBER 6668**

***A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PERRIS, COUNTY OF RIVERSIDE, STATE OF CALIFORNIA, AMENDING AND RESTATING THE PREVIOUSLY ADOPTED “CITY OF PERRIS SCHEDULE OF SALARY AND BENEFITS FOR MANAGEMENT EMPLOYEES” AND MAKING CERTAIN BENEFITS APPLICABLE TO THE CITY MANAGER AND ASSISTANT CITY MANAGER; AND APPROVING, ADOPTING, AND IMPLEMENTING THE 2025-2026 AND 2026-2027 CITY OF PERRIS PAY RANGE PLACEMENT SCHEDULES (MANAGEMENT ONLY)***

**WHEREAS**, Section 36506 of the California Government Code requires that the City Council fix the compensation of all appointive officers and employees by resolution or ordinance; and

**WHEREAS**, the City Council has historically adopted a resolution, as amended and restated from time to time, referred to as the "City of Perris Schedule of Salary and Benefits For Management Employees" to memorialize the salaries and benefits to be provided to certain designated and unrepresented management employees as distinguished from represented, classified, confidential and/or other City employees; and

**WHEREAS**, on July 26, 2022, the City Council most recently adopted the “City of Perris Schedule of Salary and Benefits For Management Employees” with approval of Resolution No. 6019, which amended and restated the “City of Perris Amended Schedule of Salary and Benefits For Management Employees;” and

**WHEREAS**, the City Council now desires to further amend and restate by resolution the prior “City of Perris Schedule of Salary and Benefits For Management Employees;” and

**WHEREAS**, the City Council adopted a resolution approving a Tentative Agreement and a successor Memorandum of Understanding between the City of Perris and the California Teamsters Public, Professional And Medical Employees Union, Local 911 (“Union”) for the period of July 1, 2025 through June 30, 2027 (“Teamsters MOU 2025-27”) and further approving the same level of pay and benefits under applicable Teamsters MOU 2025-27 provisions for unrepresented Confidential Employees; and

**WHEREAS**, in accordance with the Schedule of Salary and Benefits for Management Employees Article I Section 1.3, management employees shall receive at minimal certain specified pay and benefits as those offered to City employees who are covered by the Teamsters MOU 2025-27, including COLA increase, bilingual compensation, educational incentive pay, longevity pay, holidays, vacation leave, sick leave, uniform/work shoe reimbursement, pay day and parking, training school fees, education reimbursement, fringe benefits, State disability insurance, and retirement benefits (“Schedule”); and

**WHEREAS**, by this Resolution, the “City of Perris Amended Schedule of Salary and Benefits for Management Employees” will be further amended and restated as follows:

**Salary and Wage Increases:**

Affected Employees will receive a salary increase of 4.5% effective July 6, 2025, a 3.5% salary increase effective the first full payroll period in July 2026, and two additional pay range pay steps at 5% each, also effective July 6, 2025.

**Master’s Degree Incentive Program:**

Affected Employees will receive the same educational incentive pay as equivalent to a master’s degree 7% for a Certified Public Accountant (CPA) License, Building Official (BO) License, and Professional Engineer (PE) License, but the 7% premium pay will be only for one, not concurrently or stacked.

**Deferred Compensation:**

Under the existing voluntary deferred compensation plan which includes a 457 plan, the City will also add an elective 401A deferred compensation plan that will be available to all City full time employees.

**Optional Legal Services Voluntary Plan:**

The City will look into employee-paid legal services resource as a voluntary option for all City full time employees.

*WHEREAS*, the City Manager’s contract and the Assistant City Manager’s contract provide that they shall receive certain benefits as provided to management employees in the Schedule as described herein; and

*WHEREAS*, the City Council desires to amend certain other provisions of the City of Perris Amended Schedule of Salary and Benefits – Management Employees; and

*WHEREAS*, the City contracts with the California Public Employees’ Retirement System (“CalPERS”) to provide retirement benefits for its employees; and

*WHEREAS*, California Code of Regulations, Title 2, Section 570.5 requires governing bodies of local agencies contracting with CalPERS to approve and adopt a publicly available pay schedule in accordance with public meeting laws; and

*WHEREAS*, the pay schedule must identify each position by title, the individual pay rate amount or ranges for that position, and the time base upon which the amounts are based; and

*WHEREAS*, the City Council now desires to update its publicly available pay schedule to reflect, where applicable, the changes made in the “City of Perris Amended Schedule of Salary and Benefits – Management Employees” in accordance with the requirements of California Code of Regulations, Title 2, Section 570.5; and

*WHEREAS*, the City Council desires to approve, adopt, and implement the 2025-2026 and 2026-2027 City of Perris Pay Range Placement Schedules (Management Only) pursuant to the requirements of California Code of Regulations, Title 2, Section 570.5.

***NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF PERRIS, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:***

**Section 1.** The “City of Perris Amended Schedule of Salary and Benefits – Management Employees,” attached hereto as Exhibit “A” is hereby approved and adopted to be effective commencing July 1, 2025 and continuing until otherwise amended by resolution of the City Council.

**Section 2.** Except as otherwise governed by the written contract between the City and the City Manager and the Assistant City Manager, the City Manager and the Assistant City Manager shall receive the same benefits as the benefits provided in Section 1.3 of the “City of Perris Amended Schedule of Salary and Benefits – Management Employees.” For the purposes of the provision of such benefits, the City Manager and the Assistant City Manager shall be considered to be in the “Executive Class.”

**Section 3.** In accordance with California Code of Regulations, Title 2, Section 570.5, the City Council of the City of Perris does hereby approve, adopt, and implement the publicly available 2025-2026 and 2026-2027 City of Perris Pay Range Placement Schedules (Management Only) (“Schedule”) for management employees (as more particular described in the Schedule), a copy of said Schedules being attached hereto as Exhibit “B” and by this reference made a part hereof.

**Section 4.** Any and all prior resolutions or agreements establishing salary and benefits for Management Employees designated in Exhibit “A” are hereby replaced and superseded by the 2025-2026 City of Perris Pay Range Placement Schedule (Management Only).

***ADOPTED, SIGNED and APPROVED*** this 10th day of June 2025.

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Mayor, Michael M. Vargas

ATTEST:

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City Clerk, Nancy Salazar

STATE OF CALIFORNIA    )  
COUNTY OF RIVERSIDE   ) §  
CITY OF PERRIS            )

I, Nancy Salazar, City Clerk of the City of Perris, California, hereby certify that the foregoing Resolution Number 6668 was duly and regularly adopted by the City Council of the City of Perris at a regular meeting held the 10th day of June 2025, by the following called vote:

AYES: VALLEJO, NAVA, CORONA, RABB, VARGAS

NOES: NONE

ABSENT: NONE

ABSTAIN: NONE

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Nancy Salazar, City Clerk

Exhibit A: Amended Schedule of Salary and Benefits – Management Employees

Exhibit B: Pay Range Placement Schedules (Management Only) 2025-2026, 2026-2027

Exhibit “A”

City of Perris Amended Schedule of Salary and Benefits –  
Management Employees

Exhibit “B”

City of Perris  
Pay Range Placement Schedule (Management Only)  
2025-2026, 2026-2027