



Memorandum

TO: CITY COUNCIL

DATE: November 21, 2025

SUBJECT: ANNUAL MERIT INCREASES AND ADDITIONAL EXECUTIVE LEAVE FOR COUNCIL APPOINTEES

Approved:

Date: November 21, 2025

RECOMMENDATION

Adopt a resolution:

- A. Approving a 2.5% merit increase for the City Manager, City Clerk, City Auditor, and Independent Police Auditor retroactively effective July 1, 2025, and granting an additional forty (40) hours of executive leave to each of these Council Appointees for the payroll calendar year 2026.

OUTCOME

Adoption of this resolution and authorization to approve compensation changes will result in an annual merit increase and additional executive leave for Council appointees consistent with the City's longtime Management Performance Program (MPP).

DISCUSSION

Council Appointees are subject to annual performance reviews by the City Council, and as with the MPP Program, the Council must approve merit increases for Council Appointees based on job performance. Based on their favorable annual performance reviews, I recommend a 2.5% merit increase for the City Manager, City Clerk, City Auditor, and Independent Police Auditor retroactively effective July 1, 2025, and an additional forty (40) hours of executive leave to each of these Council Appointees, consistent with the process that has been implemented for Unit 99 performance evaluations under the MPP Program.

These actions will be absorbed by each Council Appointee Office budget.