

CITY COUNCIL
Alma Hernandez, Mayor
Jenalee Dawson, Mayor Pro Tem
Amit Pal, Councilmember
Parise Shepherd, Councilmember
Princess Washington, Councilmember



CITY COUNCIL MEETING

A G E N D A

REGULAR MEETING OF THE SUISUN CITY COUNCIL, SUISUN CITY COUNCIL ACTING AS SUCCESSOR AGENCY TO THE REDEVELOPMENT AGENCY OF THE CITY OF SUISUN CITY, AND SUISUN CITY HOUSING AUTHORITY

TUESDAY, SEPTEMBER 2, 2025

6:30 PM

Suisun City Council Chambers - 701 Civic Center Boulevard - Suisun City, California

5:00 P.M. CLOSED SESSION 6:30 P.M. REGULAR MEETING

MEETINGS ARE HELD IN-PERSON, PUBLIC PARTICIPATION IS ALSO AVAILABLE VIA ZOOM

ZOOM MEETING INFORMATION:

WEBSITE: <https://zoom.us/join>

MEETING ID: 818 5290 0483

CALL IN PHONE NUMBER: (707) 438-1720

*REMOTE PUBLIC COMMENT IS AVAILABLE FOR THE CITY COUNCIL MEETING BY EMAILING
CLERK@SUISUN.COM (PRIOR TO 4 PM), VIA WEBSITE, OR ZOOM CALL IN PHONE NUMBER (707) 438-1720*

*(If attending the meeting via phone press *9 to raise your hand and *6 to unmute/mute for public comment.)*

(Next Ord. No. – 809)

(Next City Council Res. No. 2025 – 98)

Next Suisun City Council Acting as Successor Agency Res. No. SA2025 - 06)

(Next Housing Authority Res. No. HA2025 – 09)

5:00 P.M CLOSED SESSION

CALL TO ORDER

Mayor Hernandez

ROLL CALL

Council / Board Members

CONFLICT OF INTEREST NOTIFICATION

(Any items on the closed session agenda that might be a conflict of interest to any Councilmembers / Boardmembers should be identified at this time.)

PUBLIC COMMENT CLOSED SESSION

(In accordance with Section 54956(a), public comments are limited to items on this closed session agenda, and to no more than 3 minutes unless allowable by the Mayor/Chair. Speaker cards are available on the table near the entry of the meeting room and should be given to the City Clerk. By law, no prolonged discussion or action may be taken on any item raised during the comment period.)

CLOSED SESSION

Pursuant to California Government Code Section 54950 the Suisun City Council will hold a Closed Session for the Purpose of:

1. **CONFERENCE WITH LABOR NEGOTIATOR**

A Closed Session will be held, Pursuant to Government Code Section 54957.6, to Conduct Labor Negotiations among:

Agency Negotiator: City Manager, Bret Prebula

Employee Organization:

SCEA (Suisun City Employees' Association);

SCPOA (Suisun City Police Officers Association);

SCPFA (Suisun City Professional Firefighters' Association);

SCMPEA (Suisun City Management and Professional Employees' Association);

Unrepresented Employees;

Temporary/Part-Time Employees.

2. **CONFERENCE WITH REAL PROPERTY NEGOTIATORS**

Pursuant to Government Code Section 54956.8 Real Property Identified by Assessor's Parcel Number (APN) 0173-010-230, located at 318 Merganser Drive:

Negotiating Party: City Manager

Subject: Price and Terms of Payment

Parties Negotiation with: Ted Caldwell of Casa De Suisun

3.

CONFERENCE WITH LEGAL COUNSEL - EXISTING NEGOTIATION

Pursuant to Government Code Section (Paragraph (1) of subdivision (d) of Government Code Section 54956.9).

Name of Case: PLAINTIFFS PW FUND B DEVELOPMENT, LLC AND BUZZ OATES CONSTRUCTION, INC., V. DEFENDANTS SOLANO COUNTY AIRPORT LAND USE COMMISSION, COUNTY OF SOLANO, SOLANOT DEPARTMET OF RESOURCE MANAGEMENT, AND REAL PARTY IN INTEREST CITY OF SUISUN CITY. FILED IN SUPREIOR COURT OF COUNTY OF SOLANO, CASE NUMBER CU24-07026.

RECESS TO CLOSED SESSION (City Manager Conference Room, City Hall)

6:30 RECONVENE OPEN SESSION

CALL TO ORDER

Mayor Hernandez

ROLL CALL

Council / Board Members

PLEDGE OF ALLEGIANCE

INVOCATION

CLOSED SESSION REPORT

Announcement of Actions Taken, if any in Closed Session.

APPROVAL OF REORDERING OF AGENDA

CONFLICT OF INTEREST NOTIFICATION

(Any items on the regular meeting agenda that might be a conflict of interest to any Councilmembers / Boardmembers should be identified at this time.)

REPORTS (Informational items only.)

4. City Manager Update - (Prebula: bprebula@suisun.com).
5. City Attorney Report - (Enright).

PUBLIC COMMENT

(Request by citizens to discuss any matter under our jurisdiction other than an item posted on this agenda per California Government Code §54954.3. Comments are limited to no more than 3 minutes unless allowable by the Mayor/Chair. Speaker cards are available on the table near the entry of the meeting room and should be given to the City Clerk. By law, no prolonged discussion or action may be taken on any item raised during the public comment period, although informational answers to questions may be given and matters may be referred for placement on a future agenda.)

PRESENTATIONS/APPOINTMENTS

(Presentations, Awards, Proclamations, Appointments).

CONSENT CALENDAR

Consent calendar items requiring little or no discussion may be acted upon with one motion.

6. Council Adoption of Resolution No. 2025-__: Authorizing the Purchase of Installation Services from J.B. Steel, LLC. (Vue - Nvue@suisun.com)
7. Authorization to Update the Schedule of Salary and Benefits for Unrepresented and Executive Management Employees and the Citywide Salary Schedule by Approving the Following Resolutions - (Penland: Cpenland@suisun.com):
 - a. Council Adoption of Resolution No. 2025-__: Updating the Schedule of Salary and Benefits for Unrepresented and Executive Management Employees, effective September 2, 2025.
 - b. Council Adoption of Resolution No. 2025-__: Updating the Citywide Salary Schedule, Effective September 2, 2025, to Establish the Classifications of Information Technology Director and Human Resources Director within the Executive Management Tier 1 Salary Band.
 - c. Council Adoption of Resolution No. 2025-__: Updating the Citywide Salary Schedule, Effective September 26, 2025, to Implement the Market Adjustments Approved in the Executive Management Plan.

PUBLIC HEARING

NONE

GENERAL BUSINESS

8. Discussion and Direction Regarding a Mass Notification System to Enhance Communitywide Alert and Warning Capabilities - (Lopez: Blopez@suisun.com).
9. Discussion and Direction on Strike Concessions and Progression Forward with Solid Waste Services - (Vue: Nvue@suisun.com).

COUNCIL COMMENTS

REPORTS: (Informational items only)

10. Non-Discussion Items.

ADJOURNMENT

Public Access To Agenda Documents

A complete packet of information containing staff reports and exhibits related to each item for the open session of this meeting, and provided to the City Council, are available for public review at least 72 hours prior to a Council/Agency/Authority Meeting at Suisun City Hall 701 Civic Center Blvd., Suisun City. Agenda related writings or documents provided to a majority of the Council/Board/Commissioners less than 72 hours prior to a Council/Agency/Authority meeting related to an agenda item for the open session of this meeting will be made available for public inspection during normal business hours. An agenda packet is also located at the entrance to the Council Chambers during the meeting for public review. The city may charge photocopying charges for requested copies of such documents. To the extent feasible, the agenda packet is available for online public viewing on the City's website: <https://www.suisun.com/Government/City->

Council/Agendas The City Council/Agency/Authority hopes to conclude its public business by 10:00 p.m. No new items will be taken up after 10:00 p.m., unless so moved by a majority of the City Council, and any items remaining will be agendized for the next meeting. The agendas have been prepared with the hope that all items scheduled will be discussed within the time allowed.

Accommodations

If you require an accommodation to participate in this meeting, please contact the City Clerk at (707) 421-7302 or clerk@suisun.com. The City's reasonable accommodation policy is available for review on the City's website at www.suisun.com/government/city-council/, you may request an electronic copy or have a copy mailed to you. Please note that for accommodations that are not readily available, you must make your request as soon as you can prior to the time of the meeting.

Decorum

All participants are expected to conduct themselves with mutual respect. Conduct that disrupts meetings will be addressed in accordance with Section 54957.95 of the Government Code.

Ordinances

Ordinances are city laws contained in the Suisun City Municipal Code. Enacting a new city law or changing an existing one is a two-step process. Government Code 36934 provides, except when, after reading the title, further reading is waived by regular motion adopted by majority vote all ordinances shall be read in full either at the time of introduction or passage; provided, however, that a reading of the title or ordinance shall not be required if the title is included on the published agenda and a copy of

the full ordinance is made available to the public online and in print at the meeting prior to the introduction or passage.

Certification Of Posting

Agendas for regular and special meetings are posted in accordance with the Brown Act at Suisun City Hall, 701 Civic Center Boulevard, Suisun City, CA. Agendas may be posted at other Suisun City locations including:

- Suisun City Fire Station, 621 Pintail Drive, Suisun City, CA;
- Joe Nelson Center, 611 Village Drive, Suisun City, CA;
- Harbor Master Office, 800 Kellogg Street, Suisun City, CA.

I, Ashley Nash, Administrative Assistant II for the City of Suisun City, declare under penalty of perjury that the above agenda was posted and available for review, in compliance with the Brown Act.

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AGENDA TRANSMITTAL

MEETING DATE: September 2, 2025

AGENDA ITEM: Council Adoption of Resolution No. 2025-__: Authorizing the Purchase of Installation Services from J.B. Steel, LLC.

FISCAL IMPACT: There would be no impact on the General Fund from this purchase. The cost for the installation of the new metal building kit will be split between the Sewer Maintenance Fund (F185) and the Solid Waste Fund (F130). Adequate funds are available in both budgets to cover the costs of this purchase (\$58,306) along with providing a 20% contingency (\$11,661) for a total of \$69,697.

STRATEGIC PLAN: Provide Good Governance; Ensure Public Safety.

BACKGROUND: With the purchase of the new Vacuum Truck (vac truck) in July 2023, best practices dictate that it is kept housed and protected from the elements to ensure its longevity. Additionally, after the first year of receiving a large volume of loose compost, per SB 1383 requirements, it was determined that it is in the best interest of the City and a best practice to have a portion of the required annual loose compost bagged by Republic Services prior to delivery and stored in a covered area that is protected from the elements. The primary purposes of the metal building will be divided between housing and protecting the City's new vac truck and housing and protecting a quantity of bagged compost.

STAFF REPORT: On October 15, 2024, Council authorized the purchase of a new metal building kit from Viking Manufacturing, Inc. (Viking). A portion of the purchase award included funds for the installation of the building by Viking. Since the purchase of the kit, Viking no longer provides in-house installation services and the new price provided by Viking for installation exceeded the available budget. Staff then reached out to three (3) vendors for quotes for installation of the metal building. Only one (1) of the three (3) vendors was willing to perform this work. The other two (2) vendors only perform installation if the metal building kit is purchased through them.

Responsive vendor quote:

- J.B. Steel, LLC - \$58,306

Non-responsive vendor contacted:

- Pacific Metal Building, Inc.
- Viking Steel Structures

Staff recommends authorizing the purchase of installation services from J.B. Steel, LLC.

STAFF RECOMMENDATION: Council Adoption of Resolution No. 2025-__: Authorizing the Purchase of Installation Services from J.B. Steel, LLC.

DOCUMENTS ATTACHED:

1. Resolution No. 2025-__: Authorizing the Purchase of Installation Services from J.B. Steel, LLC.

2. Quote – J.B. Steel, LLC.

PREPARED BY:

Amanda Dum, Management Analyst II

REVIEWED BY:

Nouae Vue, Public Works Director

APPROVED BY:

Bret Prebula, City Manager

ATTACHMENTS:

1. Resolution Authorizing the Purchase of Installation Services from J.B. Steel, LLC.

2. Quote – J.B. Steel, LLC.

RESOLUTION NO. 2025-__

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUISUN CITY
AUTHORIZING THE PURCHASE OF INSTALLATION SERVICES FROM J.B. STEEL,
LLC**

WHEREAS, on October 15, 2024, the City Council approved the purchase of metal building which will house the City's Vacuum Truck (vac truck) purchased in 2023, and will also provide covered storage for a portion of the City's required compost procurement volume which is an annual procurement requirement per SB 1383; and

WHEREAS, it has been determined that storing the vac truck within a four walled, roofed building is in the best interest of the unit and the City; and

WHEREAS, SB 1383, the Short-Lived Climate Pollutant (SLCP) Reduction Act of 2016, requires all California cities to procure a large volume of compost annually and storing a portion of the required volume of compost in bags and indoors is in the best interest of the City and its residents; and

WHEREAS, staff contacted four (4) vendors for the metal building and received two quotes with Viking Manufacturing, Inc. providing the lowest cost and they were awarded the purchase contract with the agreement including an installation fee to erect the metal building; and

WHEREAS, since the purchase of metal building the vendor, Viking Manufacturing, Inc., has discontinued in-house installation services for their metal buildings; and

WHEREAS, it became necessary for staff to contact alternative vendors for quotes to complete the installation of the new metal building with staff contacting three (3) vendors with J.B. Steel, LLC providing the lowest qualified bid for this work.

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of Suisun City does hereby authorize the City Manager, or his designee, to execute the purchase of installation services from J.B. Steel, LLC.

PASSED AND ADOPTED at a Regular Meeting of the City Council of the City of Suisun City duly held on Tuesday, the 2nd day of September, by the following vote:

AYES:	Council Members:	_____
NOES:	Council Members:	_____
ABSENT:	Council Members:	_____
ABSTAIN:	Council Members:	_____

WITNESS my hand and the seal of said City this 2nd day of September 2025.

Anita Skinner
City Clerk



July 11, 2025

Attn: Jim Herrod, Public Works Superintendent
City of Suisun City
4555 Peterson Road
Suisun City, CA 94585
jherrod@suisun.com

RE: City of Suisun City – PEMB Installation Only

Jim:

J.B. Steel, LLC is pleased to provide our proposal to install a 5,000 SF pre-engineered metal building (PEMB) located at 4555 Petersen Road in Suisun City, California. Our proposal is based on the provided plans by Viking Manufacturing Inc. dated 12/19/24. The following scope of work is included:

Metal Building Systems (PEMB) – Install Only:

1. 50' wide x 100' long x 27' eave height with 5:12 symmetrical gabled roof.
2. Install Owner supplied material: PEMB, windows, walk doors, OHD.
3. No insulation has been considered.

We value the above work at: FIFTY-EIGHT THOUSAND THREE HUNDRED SIX DOLLARS (\$58,306.00). Price good for thirty (30) days.

Clarifications and Exclusions:

1. Supply of any material is excluded.
2. Prevailing wages are included.
3. Cost of bonding is excluded.
4. Temporary facilities (water, power, toilets, and dumpster) is to be provided by Owner within 50 FT.
5. Owner to provide clear access to work area (25 FT) on firm, stable, level, maintained ground, suitable for heavy equipment, per OSHA 1926.752.(c).
6. Work to be performed on a mutually agreeable schedule.
7. Offloading and/or storage of material is excluded.
8. Permits, governmental fees, system development charges (SDC), utility charges or fees of any kind are not included.
9. Field painting of any kind, cleaning of steel, and touchup painting are not included.
10. Work is figured to be installed on the existing slab and no slab protection has not been figured.
11. Any scopes not specifically mentioned above as included are not included.

Thank you for the opportunity to quote this project. We look forward to working with you.

Sincerely,
J.B. STEEL, LLC



Jacoby Stead
President of Construction

Accepted by: _____ Date: _____

25-198 Suisun City PEMB Install/JS/lag

AGENDA TRANSMITTAL

MEETING DATE: September 2, 2025

AGENDA ITEM: Authorization to Update the Schedule of Salary and Benefits for Unrepresented and Executive Management Employees and the Citywide Salary Schedule by Approving the Following Resolutions:

- a. Council Adoption of Resolution No. 2025-___: Updating the Schedule of Salary and Benefits for Unrepresented and Executive Management Employees, effective September 2, 2025.
- b. Council Adoption of Resolution No. 2025-___: Updating the Citywide Salary Schedule, Effective September 2, 2025, to Establish the Classifications of Information Technology Director and Human Resources Director within the Executive Management Tier 1 Salary Band.
- c. Council Adoption of Resolution No. 2025-___: Updating the Citywide Salary Schedule, Effective September 26, 2025, to Implement the Market Adjustments Approved in the Executive Management Plan.

FISCAL IMPACT: The cost of these salary and benefit adjustments for Fiscal Year 2025-26 is approximately \$180,000. These costs will be incorporated into the midyear budget process.

STRATEGIC PLAN: Provide Good Governance and Fiscal Solvency.

BACKGROUND: The City Council periodically reviews and updates the Schedule of Salary and Benefits for Unrepresented and Executive Management Employees to ensure that salaries remain competitive in the labor market, to address internal alignment, and to clarify or update benefit provisions as needed.

The City began negotiations with all of its represented bargaining groups in March 2025 with the goal of reaching agreements by June 30, 2025. Contract negotiations with all represented groups remain ongoing. Typically, the City Council adjusts the Executive Management Plan after completing negotiations with represented groups; however, since those discussions are continuing, the City would like to move forward with these plan updates at this time.

As part of this process, it is also necessary to update the Citywide Salary Schedule to place the newly established classifications of Information Technology Director and Human Resources Director into the Executive Management Tier 1 salary Band. This action will ensure consistency between the Executive Management Salary and Benefits Plan and the Citywide Salary Schedule, which is required for CalPERS reporting purposes.

A separate Resolution is also being presented to Council to adopt the Citywide Salary Schedule effective September 26, 2025, which reflects the market-based salary adjustments approved in the Executive Management Plan to bring salaries to 90% of the market median.

STAFF REPORT: Executive Management Plan Salary and Benefits Adjustments (Resolution 1)

- Aligns the IT Director and HR Director with the Executive Management Tier 1 salary band.
- Provides a market-based wage adjustment effective September 26, 2025 to bring salaries to 90%

of the market median:

- o Tier 1: 2.6%
- o Tier 2: 10.1%
- o Tier 3: 2.9%
- o City Manager: 2.9%
- Provides a 2.5% Cost of Living (COLA) adjustment effective the first pay period of January 2026.
- Provides a 2.5% COLA adjustment effective the first pay period of July 2026.
- Provides Employer Paid Member Contribution (EPMC) for CalPERS in exchange for employees' cost-sharing an equal amount of the employer's CalPERS contribution. This plan item will become effective as soon as practicable after CalPERS approval.
- Increases the City's deferred compensation plan match by .5% (for a total of 4%) aligning this benefit with other management and professional employees.
- Updates and clarify certain language in the plan to remove ambiguity or outdated provisions.

Citywide Salary Schedule Updates (Resolution 2)

- The second Resolution updates the Citywide Salary Schedule to formally place the IT Director and the HR Director classifications into the Executive Management Tier 1 salary band effective September 2, 2025.
- This schedule does not incorporate the 90% market adjustments, however ensures alignment and compliance with CalPERS requirements.

Citywide Salary Schedule Updates (Resolution 3)

- Effective September 26, 2025, updates the Citywide Salary Schedule to incorporate the market adjustments approved in the Executive Management Plan.
- This ensures compliance with CalPERS requirements and maintains publicly available pay transparency.

Adoption of these resolutions will ensure that the City continues to attract and retain highly qualified executive management staff, maintains competitive compensation practices, complies with CalPERS requirements, and provides clarity and consistency in benefits administration.

STAFF RECOMMENDATION: City Council Authorization to Update the Schedule of Salary and Benefits for Unrepresented and Executive Management Employees and the Citywide Salary Schedule Effective September 2, 2025 by Approving the Following Resolutions:

- a. Council Adoption of Resolution No. 2025-___: Updating the Schedule of Salary and Benefits for Unrepresented and Executive Management Employees, effective September 2, 2025.
- b. Council Adoption of Resolution No. 2025-___: Updating the Citywide Salary Schedule, Effective September 2, 2025, to Establish the Classifications of Information Technology Director and Human Resources Director within the Executive Management Tier 1 Salary Band.
- c. Council Adoption of Resolution No. 2025-___: Updating the Citywide Salary Schedule, Effective September 26, 2025, to Implement the Market Adjustments Approved in the Executive Management Plan.

DOCUMENTS ATTACHED:

1. Council Adoption of Resolution No. 2025-___: Updating the Schedule of Salary and Benefits for Unrepresented and Executive Management Employees, effective September 2, 2025.
 - a. Schedule of Salary and Benefits for Unrepresented and Executive Management Employees - Clean.

2. Council Adoption of Resolution No. 2025-___: Updating the Citywide Salary Schedule, Effective September 2, 2025, to Establish the Classifications of Information Technology Director and Human Resources Director within the Executive Management Tier 1 Salary Band.
 - a. Citywide Salary Schedule Effective 9/2/2025.
3. Council Adoption of Resolution No. 2025-___: Updating the Citywide Salary Schedule, Effective September 26, 2025, to Implement the Market Adjustments Approved in the Executive Management Plan.
 - a. Citywide Salary Schedule Effective 9/26/2025.
4. Schedule of Salary and Benefits for Unrepresented and Executive Management Employees - Redline.

PREPARED BY:

Christina Penland, Human Resources Administrator

REVIEWED BY:

Lakhwinder Deol, Finance Director

APPROVED BY:

Bret Prebula, City Manager

ATTACHMENTS:

1. Resolution - Unrep and EM Plan Update
 - 1a. UNREP EM Plan - Clean
 2. Resolution - Citywide Salary Schedule Effective 9/2/2025
 - 2a. Citywide Salary Schedule Effective 9/2/2025
 3. Resolution - Citywide Salary Schedule Effective 9/26/2025
 - 3a. Citywide Salary Schedule Effective 9/26/2025
 4. UNREP EM Plan - Redline
- .

RESOLUTION NO. 2025-____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUISUN CITY UPDATING THE SCHEDULE OF SALARY AND BENEFITS FOR UNREPRESENTED AND EXECUTIVE MANAGEMENT EMPLOYEES EFFECTIVE SEPTEMBER 2, 2025

WHEREAS, the City Council of the City of Suisun City periodically reviews and updates the Salary and Benefits Plan for Unrepresented and Executive Management Employees to ensure salaries and benefits are competitive and consistent with market practices; and

WHEREAS, the City began negotiations with all of its represented bargaining groups in March 2025 with the goal of reaching agreements by June 30, 2025 and those negotiations remain ongoing; and

WHEREAS, although the City Council typically updates the Executive Management Plan after completing negotiations with represented groups, the City Council desires to move forward with adjustments to the Executive Management Plan at this time; and

WHEREAS, the proposed adjustments include:

- Aligning the Human Resources Director and Information Technology Director with the Executive Management Tier 1 salary band;
- Market-based wage adjustments effective September 26, 2025, to bring salaries to 90% of the market median (Tier 1 by 2.6%, Tier 2 by 10.1%, Tier 3 by 2.9%, City Manager by 2.9%);
- A 2.5% cost of living adjustment effective the first pay period of January 2026;
- A 2.5% cost of living adjustment effective the first pay period of July 2026;
- Implementation of Employer Paid Member Contribution (EPMC) for CalPERS offset by employee cost-sharing;
- An increase of 0.5% in the City's deferred compensation plan match; and

WHEREAS, Government Code section 54953(c)(3) requires that, before taking final action, the legislative body shall orally report a summary of a recommendation for final action on the salaries, salary schedules, or compensation paid in the form of fringe benefits of a local agency

executive, as defined in subdivision (d) of Section 3511.1, during the open meeting in which the final action is to be taken; and

WHEREAS, the total fiscal impact of these adjustments for the current fiscal year is estimated at \$180,000, to be incorporated into the budget during the midyear budget process;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SUISUN CITY AS FOLLOWS:

The City Council of the City of Suisun City hereby adopts the updated Schedule of Salary and Benefits for Unrepresented and Executive Management Employees, effective September 2, 2025, attached hereto and incorporated herein by reference.

PASSED AND ADOPTED at a Regular Meeting of said City Council of the City of Suisun City duly held on Tuesday, the 2nd day of September 2025, by the following vote:

AYES:	Councilmembers:	_____
NOES:	Councilmembers:	_____
ABSENT:	Councilmembers:	_____
ABSTAIN:	Councilmembers:	_____

WITNESS my hand and the seal of said City this 2nd day of September 2025.

Anita Skinner
City Clerk

Attachment:

1. Schedule of Salary and Benefits for Unrepresented and Executive Management Employees

**CITY OF SUISUN CITY
AMENDED AND RESTATED
SCHEDULE OF SALARY AND BENEFITS
FOR UNREPRESENTED AND
EXECUTIVE MANAGEMENT EMPLOYEES
EFFECTIVE September 2, 2025
Adopted by Resolution No. 2025-__**

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ARTICLE 1 INTRODUCTION

Section 01. AFFECTED EMPLOYEES.

This Schedule of Salary and Benefits for Unrepresented and Executive Management Employees (the "Plan") shall be in force and effect for the following classifications of employees with the City of Suisun City ("City"), hereinafter referred to as the "Affected Employee(s)," and is also subject to any express employment contracts entered into and signed by the City and the Affected Employees consistent with Article 1, Section 5 of this Plan:

City Manager
Deputy City Manager
Development Services Director
Finance Director
Fire Chief
Human Resources Director
Information Technology Director
Police Chief
Public Works Director / City Engineer
Recreation, Parks, & Marina Director

Section 02. UNREPRESENTED CLASSIFICATIONS AND EMPLOYEES

A. FIRE BATTALION CHIEF.

The Fire Battalion Chief classification is unrepresented and shall receive the same benefits afforded to the Fire Captains and Fire Engineers, represented by the Suisun City Professional Firefighters' Association, (SCFPA, IAFF 1186), provided under the SCFPA Memorandum of Understanding (MOU), as amended from time to time, even if expired, including uniform allowance at \$1300 annually, which will be paid on the regular paychecks on a pro-rata basis, equally divided across each of the twenty-six (26) pay periods/paychecks. The Fire Battalion Chief classification is explicitly excluded from any and all provisions of the Executive Management Plan that apply expressly to Affected Employees in the classifications identified in Section 1. Fire Battalion Chiefs are not at-will employees and are FLSA non-exempt.

B. CHIEF BUILDING OFFICIAL.

The Building Official classification is unrepresented and shall receive the same benefits afforded to Senior Management and Management and Professional employees, represented by the Suisun City Management and Professional Employees' Association (SCMPEA) as provided under the SCMPEA MOU, as amended from time to time, even if expired. The Building Official classification is explicitly excluded from any and all provisions of the Executive Management Plan that apply expressly to Affected Employees in the classifications identified in Section 1. .

C. CITY ENGINEER.

The City Engineer classification is unrepresented and shall receive the same benefits afforded to Senior Management and Management and Professional employees, represented by the Suisun City Management and Professional Employees' Association (SCMPEA) as provided under the SCMPEA

MOU, as amended from time to time, even if expired. The City Engineer classification is explicitly excluded from any and all provisions of the Executive Management Plan that apply expressly to Affected Employees in the classifications identified in Section 1. Wages for the City Engineer classification will be adjusted by 8.4% effective September 26, 2025.

D. HUMAN RESOURCES MANAGER.

The Human Resources Manager classification is unrepresented and shall receive the same benefits afforded to Senior Management and Management and Professional employees represented by the Suisun City Management and Professional Employees' Association (SCMPEA) as provided under the SCMPEA MOU, as amended from time to time, even if expired. The Human Resources Manager classification is explicitly excluded from any and all provisions of the Executive Management Plan that apply expressly to Affected Employees in the classifications identified in Section 1.

Section 03. AT-WILL EMPLOYMENT STATUS.

All Affected Employees, are deemed to be "at-will" employees serving solely at the pleasure of the City Manager and are subject to dismissal without notice and without cause whatsoever; and without any right of due process hearing, including any so-called "Skelly" pre-disciplinary notice and response or post-termination appeal hearing. Cause shall be defined as malfeasance, misfeasance, misconduct, unethical conduct, illegal conduct, insubordination or any other conduct that the City Council, in its sole discretion, deems to reflect poorly on the City, its employees, or its services. In the event of such voluntary or involuntary termination, the sole and entire right of any Affected Employee shall be to receive compensation, if any, which vested prior to the date of the termination. This provision does not waive any public safety statutory rights afforded to the Police Chief and/or Fire Chief.

Section 04. FUTURE ADDITIONAL CLASSIFICATIONS.

This Plan shall include future additional classifications determined under applicable City Resolution to be "at-will" under the category of Executive Management.

Section 05. EMPLOYMENT CONTRACTS FOR CERTAIN POSITIONS.

The provisions of this Executive Management Plan shall apply to all affected employees listed in Section 1 of this Resolution. Notwithstanding the foregoing, the City Manager, Police Chief, and Fire Chief may also enter into individual employment agreements with the City that may augment, modify, or supplement the compensation and benefits provided to Executive Management employees under this Plan. In the event of any conflict between the terms of an individual employment agreement and the provisions of this Plan, the terms of the individual employment agreement shall govern for that employee, depending on the effective date of the provisions in question.

ARTICLE 2 SALARY

Section 01. SALARY SCHEDULE SYSTEM.

The City maintains a separate City-wide Salary Resolution, for all City employees, including Affected Employees who are now employed, or will in the future be employed, in any of the designated

positions of employment set forth in Article I, Section 01 above. The compensation of all Affected Employees shall be determined on a merit basis and Affected Employees will be paid in accordance with the range of pay identified by position in the separate salary schedule resolution or by written contract signed by the City and the Affected Employee.

Section 02. BASE WAGES

A. EXECUTIVE MANAGEMENT PAY BANDS.

Pay bands have historically been established for Executive Management positions to ensure internal equity, external competitiveness, and fiscal responsibility. Pay bands are a structured approach to executive compensation that provides consistency and transparency in how salaries are set across executive classifications; allow flexibility to recognize differences in scope of responsibility, complexity, and organizational impact; and support recruitment and retention of highly qualified executive-level employees. Executive Management positions are grouped into tiers based on their relative responsibilities, organizational impact, and reporting relationships. The tiers are as follows:

Tier 1	Development Services Director, Finance Director, Human Resources Director, IT Director, Recreation, Parks and Marina Director
Tier 2	Fire Chief, Public Works Director/City Engineer
Tier 3	Police Chief
Tier 4	Deputy City Manager
City Manager	Salary established by employment contract and City Council resolution

B. JULY 2025 BASE WAGE ADJUSTMENT.

Effective the first full pay period in July of 2025, the base wage rates set forth in the Citywide Salary Schedule increased by a two- and one-half percent (2.5%) COLA as authorized by Resolution No. 2025-26.

C. SEPTEMBER 2025 BASE WAGE ADJUSTMENT.

Effective September 26, 2025, base hourly wages will be adjusted for implementation on the first pay date in October 2025. Benchmark classifications and the affected classifications internally aligned to those benchmark classifications shall be increased to 90% of the market median as follows:

<u>Salary Band</u>	<u>% Adjustment</u>
Tier 1	2.6%
Tier 2	10.1%
Tier 3	2.9%
Tier 4	0
City Manager	2.9%

D. JANUARY 2026 BASE WAGE ADJUSTMENT.

Effective the first full pay period in January of 2026, the base wage rates set forth in the Citywide Salary Schedule shall be increased by a two- and one-half percent (2.5%) COLA.

E. JULY 2026 BASE WAGE ADJUSTMENT.

Effective the first full pay period in July of 2026, the base wage rates set forth in the Citywide Salary Schedule shall be increased by a two- and one-half percent (2.5%) COLA.

Section 03. LEVEL OF COMPENSATION.

The compensation of all Affected Employees shall be determined on a merit basis, and said employees shall initially be placed, at time of appointment by the City Manager, at a pay step within the applicable pay ranges as established in the City's salary resolution.

Section 04. ADVANCEMENT WITHIN THE SALARY SCHEDULE.

Affected Employees shall be considered for advancement within the steps of the City's Salary Schedule resolution at the discretion of the City Manager. The City Manager shall evaluate all Employees on an annual basis as determined by the initial hire date. If it is determined that an Employee is eligible for an advancement, the effective date of the advancement shall be the first payroll period following the City Manager's approval unless otherwise specified by the City Manager. Advancements within the salary range may be granted, based on merit, if an Employee demonstrates exceptional ability and proficiency in the performance of the employee's duties as determined by the City Manager.

Section 05. WORK SCHEDULES.

The traditional work schedule is a 40.0-hour workweek consisting of five (5) consecutive eight (8) hour days in a seven (7)-day period (hereinafter "5/40"), beginning at 12:00 am on Friday through 11:59 pm on the following Thursday. All other work schedules shall be considered Alternative Work Schedules.

Section 06. ALTERNATIVE WORK SCHEDULES.

Nine (9) workdays totaling eighty (80) hours during a fourteen (14)-day period beginning at 12:00 am on Friday through 11:59 pm on the following Thursday (hereinafter "9/80"), or any other configuration approved by the City Manager.

Section 07. FLSA EXEMPT STATUS.

The City designates the Affected Employees as exempt from overtime for purposes of the Fair Labor Standards Act ("FLSA"). The City shall comply with all applicable state and federal standards, regulations and laws relative to its designations of these employees as exempt for FLSA purposes.

ARTICLE 3 OTHER COMPENSATION

Section 01. ACTING CITY MANAGER PAY.

If assigned as Acting City Manager for a duration that exceeds seven (7) business days, the Affected Employee shall receive Acting Pay of ten percent (10%) of base pay, effective the first day of the assignment. This compensation may be non-pensionable as determined by CalPERS.

Section 02. FIRE DUTY CHIEF STANDBY PAY.

Due to the City's inability to afford full-time staff to serve as a Fire Duty Chief for each shift, the Fire Chief may be assigned to serve as Fire Duty Chief on a standby basis in addition to regular hours worked, typically overnight and on regularly scheduled days off. The Fire Chief when assigned to serve as Duty Chief shall receive additional non-pensionable Fire Duty Chief Standby Pay per assigned shift as follows: \$200 per weekday evening shift (5:01 p.m. to 8:29 a.m.), \$200 per weekend day shift (8:30 a.m. to 8:29 p.m.), and \$200 per weekend evening shift (8:30 p.m. to 8:29 a.m.); this additional pay will be limited to no more than fifteen (15) shifts per month. If operationally necessary, the City Manager may authorize additional shifts that must be requested and approved in writing. It is expected that such assignment would be made on monthly basis taking the form of a rotation between participants to reduce the burden on any single individual and to distribute evenly the assignment to the maximum extent possible. Employees must be scheduled for Fire Duty Chief Standby in such a manner as to ensure at least one-consecutive day off (e.g., no regular or standby work assignment) each week of a month to the maximum extent possible. The Fire Chief shall have the sole ability to schedule one Fire Duty Chief per shift based on staffing, budget, and operational discretion as they see fit, but shall not assign themselves any greater participation than assigned to any single Fire Division Chief to the maximum extent possible and/or mutually agreed upon allotment between the Chief Officers.

Section 03. ADVANCED EDUCATION COMPENSATION.

Affected Employees that have an advanced degree (master's degree, doctorate, etc.) or professional license or certification that complements their job duties and descriptions or provides benefit to the City, and exceeds the job description or classification specification requirement, will be given a base salary compensation adjustment of three (3%) percent. This incentive is limited to a maximum of three (3%) percent regardless of the number of degrees or professional licenses or certifications exceeding the job requirement. An advanced degree required for the position is not eligible for the incentive. This compensation must be approved by the City Manager.

Section 04. AUTOMOBILE ALLOWANCE.

Affected Employees shall receive four hundred dollars (\$400.00) per month in automobile allowance or a take home City vehicle, as determined by the City Manager. All uses of City vehicles shall be per the City vehicle use policy.

Section 05. TECHNOLOGY/CELL PHONE EQUIPMENT.

Subject to the written approval of the City Manager, the City shall provide Affected Employees with a City purchased and maintained cell phone, tablet, lap-top, personal computer, printer, remote access from home computer and all other related technology needed to successfully undertake their position, provided such equipment is available for use and/or has been budgeted for.

Section 06. NOTARY PAY.

Any employee that possesses an official Notary Commission and is required to perform these duties in addition to their normal job duties shall be afforded a monthly \$50 allowance, approved by the City Manager. The City will provide the cost of training, certification, recertification, bond,

insurance and recording with the County Recorder of the Notary Commission for any employees required to obtain and maintain an official Notary Commission.

Section 07. LONGEVITY PAY.

Upon the completion of five (5) years of continuous full-time City service, Affected Employees shall receive an amount equal to three percent (3%) of current base salary. Affected Employees who complete ten (10) years of continuous full-time City service shall receive an additional three percent (3%) of current base salary (for a total of six percent (6%)).

In addition to eligibility for the longevity pay described in the paragraph above, Affected Employees who have completed fifteen (15) years of service as a sworn law enforcement officer, shall receive an additional three percent (3%) of current base salary (eligible for up to nine percent (9%) total longevity pay).

Section 08. POST CERTIFICATE PAY.

Consistent with the POST Certificate Pay provided to all City sworn law enforcement employees, any Affected Employee who holds a POST Certification above the minimum required for their position, shall receive additional compensation equal to five percent (5%) of their current base salary.

ARTICLE 4 EDUCATION REIMBURSEMENT

Section 01. LIMITATIONS ON EDUCATION REIMBURSEMENT.

Upon approval of the City Manager, the City shall reimburse Affected Employees' costs for further education such as tuition, registration fees, and books, subject to the limits set forth in this Article. Other fees such as mileage, activity cards and other optional fees and lab fees shall not be reimbursed. The following rules shall apply for education reimbursement:

- A. Courses, degrees and certifications must relate to the Employee's position or be directly related to the employee's potential professional development with the City.
- B. Pre-approval by the City Manager is required in advance of registering any the course of instruction.
- C. Course work taken only at institutions accredited by nationally recognized accrediting agencies that the federal Secretary of Education has determined to be reliable authorities as to the quality of such education or training offered shall be considered for reimbursement. Correspondence courses shall not be eligible. Reimbursement for course work taken at a non-accredited institution shall be subject to the sole discretion of the City Manager.
- D. Employees shall only receive education reimbursement if they satisfactorily complete the approved course with a "pass" or grade of "C" or better.
- E. In the event an Employee receives assistance under federal or state government legislation or other student aid program for education charges for an approved course, only the difference, if any, between such assistance and the education charges an employee actually incurs, shall be eligible for reimbursement under this program.

- F. Upon completion of each course, an Employee shall be responsible for reporting grades received to the Personnel Department for recording purposes and for supplying a copy of the grade receipt for the employee's personnel file.

Section 02. Reimbursement for books and registration fees shall be paid upon proof of payment by the Employee. Tuition costs shall be reimbursed following completion of the course and submittal of proof for the successful completion of the course as required by this Article. If the City requires the employee to withdraw from the course, the City shall reimburse the employee for the full cost of tuition. All payments shall be made as part of the regular City warrant.

Section 03. Failure on the part of an Employee to provide any information required to determine eligibility for reimbursement, or providing false information for reimbursement requests, shall result in the employee being ineligible for any future tuition reimbursements, and may result in disciplinary action up to and including termination of employment.

Section 04. In no case shall the total amount of education reimbursement for individual courses provided to an Employee in a given fiscal year exceed one thousand eight hundred dollars (\$1,800.00). If an Employee leaves City service within two (2) years of receiving education reimbursement, the Employee must reimburse the City an amount equal to half of the total education reimbursement paid by the City, which may be withheld from the Employee's final paycheck per agreement by the Employee.

ARTICLE 5 RETIREMENT BENEFITS

Section 01. THE CALIFORNIA PUBLIC EMPLOYEES' PENSION REFORM ACT OF 2013 (PEPRA). PEPRA took effect January 1, 2013. PEPRA outlines the definition of Classic and New Members and specifies requirements specific to these classes of members. Eligibility as a Classic or New Member is also governed by the Public Employees' Retirement Law (PERL), and eligibility determinations are made solely by California Public Employees' Retirement System (CalPERS).

Section 02. CLASSIC MISCELLANEOUS EMPLOYEE RETIREMENT BENEFITS. Except as otherwise provided in this Article, the City provides the two (2%) percent at fifty-five (55) CalPERS Retirement Plan, with One (1)-Year Final Compensation, including the 1959 Survivor's Benefit Level three (3), for Classic Miscellaneous Employees. The City shall pay the Employer's contribution. The employee shall pay the Employee's contribution as established by CalPERS. Effective October 1, 2021, all Affected Miscellaneous Employees received an increase to their base hourly rate of seven-point-five (7.5%) percent in exchange for Classic Miscellaneous employees paying the full employee contribution along with employees governed by PEPRA. As soon as practicable after CalPERS approval, the City shall pay 100% of the Classic Miscellaneous Employee contribution in exchange for Classic Miscellaneous employees paying 7% Cost-Share of the employer's contribution. The Employer Paid Member Contributions (EPMC) will be reported as "Special Compensation". If permitted under Internal Revenue Code Section 414(h)(2), employee contributions required by and paid by the Employee shall be deducted from each Employee's gross pay on a pre-tax basis.

Section 03. CLASSIC SAFETY FIRE EMPLOYEE RETIREMENT BENEFITS.

Except as otherwise provided in this Article, the City provides the two (2%) percent at fifty-five (55) CalPERS Retirement Plan, with One (1)-Year Final Compensation, including the 1959 Survivor's Benefit Level three (3), for Classic Safety Fire Employees. The City shall pay the Employer's contribution. The employee shall pay the Employee's contribution as established by CalPERS. Effective October 1, 2021, all Affected Fire Safety Employees received an increase to their base hourly rate of seven-point-five (7.5%) percent in exchange for the Classic Safety Fire employees paying the full employee contribution along with employees governed by PEPR. As soon as practicable after CalPERS approval, the City shall pay 100% of the Classic Fire Safety Employee contribution in exchange for Classic Fire Safety employees paying 7% Cost-Share of the employer's contribution. The Employer Paid Member Contributions (EPMC) will be reported as "Special Compensation". If permitted under Internal Revenue Code Section 414(h)(2), employee contributions required by and paid by the Employee shall be deducted from each Employee's gross pay on a pre-tax basis.

Section 04. CLASSIC SAFETY POLICE EMPLOYEE RETIREMENT BENEFITS.

Except as otherwise provided in this Article, the City provides the CalPERS three (3%) percent at fifty (50) Retirement Plan, with One (1)-Year Final Compensation and Credit for Unused Sick Leave Government Code Sections 20042 and 20965 respectively, for Classic Safety Police Employees. The Credit for Unused Sick Leave will be reduced by the number of hours converted to cash pursuant to Section 5 of Article IX. The following provisions apply to Affected Employees receiving Safety Police benefits:

- A. The City shall continue to provide Level four (4), Survivor Benefits through CalPERS.
- B. The City shall pay the Employer's contribution. The employee shall pay the Employee's contribution as established by CalPERS.
- C. Consistent with Internal Revenue Code Section 414(h)(2), that portion of the Affected Employee's contribution paid by the Employee shall be deducted from each Employee's gross pay on a pre-tax basis.
- D. Effective October 1, 2021, all Affected Safety Police Employees received an increase to their base hourly rate of five-point-five (5.5%) percent in exchange for the Classic Safety Police Employees paying the full employee contribution along with employees governed by PEPR.
- E. As soon as practicable after CalPERS approval, the City shall pay 100% of the Classic Police Safety Employee contribution in exchange for Classic Police Safety employees paying 9% Cost-Share of the employer's contribution. The Employer Paid Member Contributions (EPMC) will be reported as "Special Compensation". If permitted under Internal Revenue Code Section 414(h)(2), employee contributions required by and paid by the Employee shall be deducted from each Employee's gross pay on a pre-tax basis.

Section 05. PEPR NEW MISCELLANEOUS EMPLOYEE RETIREMENT BENEFITS.

The City provides the two (2%) percent at sixty-two (62) CalPERS Plan for New Member Miscellaneous Employees. The City shall pay the Employer's contribution as established by CalPERS. The Employee shall pay the Employee's contribution as established by CalPERS. Pursuant to PEPR, no Employer Paid Member Contribution (EPMC) is available for New Members. Should any provision in this Article be determined to be in conflict with PEPR, the provisions of PEPR shall take precedence.

Section 06. PEPRA NEW SAFETY FIRE EMPLOYEE RETIREMENT BENEFITS.

The City provides the two (2%) percent at fifty-seven (57) CalPERS PEPRA Plan for New Member Safety Fire Employees. The City shall pay the Employer's contribution as established by CalPERS. The Employee shall pay the Employee's contribution as established by CalPERS. Pursuant to PEPRA, no EPMC is available for New Members. Should any provision in this Article be determined to be in conflict with PEPRA, the provisions of PEPRA shall take precedence.

Section 07. PEPRA NEW SAFETY POLICE EMPLOYEE RETIREMENT BENEFITS.

The City provides the two-point-seven (2.7%) percent at fifty-seven (57) CalPERS Plan for PEPRA New Member Safety Police Employees. The City shall pay the Employer's contribution as established by CalPERS. The Employee shall pay the Employee's contribution as established by CalPERS. Pursuant to PEPRA, no EPMC is available for New Members. Should any provision in this Article be determined to be in conflict with PEPRA, the provisions of PEPRA shall take precedence.

Section 08. SICK LEAVE CONVERSION.

The City provides Credit for Unused Sick Leave pursuant to Government Code Section 20965.

ARTICLE 6 VACATION LEAVE

Section 01. VACATION ACCRUAL.

Affected Employee accumulation of Vacation Leave shall commence effective with the date of hire, according to the following schedule, prorated on a pay period basis (annual total divided by 26 bi-weekly pay periods to two decimal places of accuracy):

- A. For the first five (5) years of service. Employees shall earn and be credited with Vacation Leave at the rate of one hundred and twenty (120) hours per year.
- B. Commencing with the Sixth (6th) Year. Employees shall earn and be credited with Vacation Leave at the rate of one hundred and sixty (160) hours per year.
- C. Commencing with the Eleventh (11th) Year. Employees shall earn and be credited with Vacation Leave at the rate of two hundred (200) hours per year.

Section 02. MAXIMUM ACCUMULATION.

Affected Employees may accumulate up to a maximum of three hundred twenty (320) hours of Vacation Leave.

Under exceptional circumstances, such as heavy workloads or staffing shortages, the City Manager may authorize the accumulation of additional Vacation Leave. If an Employee is at the limit, they must request to take Vacation Leave off. If a written request to do so is disapproved, the limit may be increased by the City Manager. Failure to request time off will result in ceasing the accrual of Vacation Leave upon reaching maximum accumulation and continuing until the balance is reduced by forty (40) hours.

Section 03. **HOLIDAY DURING VACATION.**

An Employee is not charged Vacation Leave for a Holiday occurring during their Vacation Leave.

Section 04. **UTILIZATION OF VACATION LEAVE.**

Utilization of Vacation Leave shall be scheduled through the City Manager, who shall, in their sole discretion, determine when and whether to permit such leave. In making a determination when and whether to permit utilization of Vacation Leave, the City Manager may consider such factors as the preferences of the Employee, the availability of staff to assume the duties of the employee, the impact of the leave on overall City service or pending projects, and the overall staffing and other needs of the City.

Section 05. **RESTORING LEAVE CAPS.**

Leave caps shall be restored for all Affected Employees effective July 1, 2024. In order to effectuate this intent, the City will buy down any excess accrued leave to the original authorized accrued leave cap effective the last full payroll period in June 2023. Employees will then have one (1) year, until July 1, 2024, to maintain and/or reduce their leave accruals below the contractual leave caps at which time employees will no longer be allowed to exceed the leave caps. Those who are still over the cap on or after July 1, 2024, shall not accrue any more leave time until they bring their accrual balance below the leave caps and shall not be allowed to accrue over the cap from thereon. The City understands that after buying down the excess accrued leave to the leave caps, that it is likely in the first few payroll periods following that event that employees will exceed the caps again, so the City is providing the one (1) year period to give employees time to sufficiently reduce their leave accruals to avoid future loss of accruals when the hard cap is imposed.

ARTICLE 7 HOLIDAYS

Section 01. **HOLIDAY DATES.**

All Affected Employees shall have the same legal holidays and the same schedule of holidays as are afforded mid-management employees, either by City's past practice or as presently listed in the current memorandum of understanding governing those employees.

The following are recognized as Holidays:

- The first day of January, New Year's Day.
- The third Monday in January, Martin Luther King's Birthday.
- The third Monday in February, President's Day.
- The last Monday in May, Memorial Day.
- The nineteenth day of June, Juneteenth.
- The fourth day of July, Independence Day.
- The first Monday in September, Labor Day.
- The second Monday in October, Indigenous People's Day (Columbus Day).
- The eleventh day of November, Veteran's Day.
- The fourth Thursday in November, Thanksgiving Day.
- The fourth Friday in November, the day after Thanksgiving Day.

The twenty-fifth day of December, Christmas Day.

One floating Holiday shall be posted on the first pay period in July and one floating Holiday on the first pay period in January to the Holiday Leave balance.

Any date proclaimed by the Mayor of Suisun City as a Holiday.

Holidays proclaimed by the President of the United States or the Governor of the State of California shall be subject to review and are not automatically provided to Affected Employees.

Section 02. **HOLIDAY LEAVE BALANCE.**

Holiday Leave shall be accumulated separately from Vacation Leave. Holiday Leave may be used for paid leave purposes (essentially in the same manner as Vacation Leave). In order to encourage Affected Employees to take advantage of their Holiday Leave, a maximum of one hundred (100) hours is allowed to accrue in Holiday Leave balance. If an Employee is at the accrual limit, they must request to take Holiday Leave off. If a written request to do so is disapproved, then the accrual limit shall be increased by the City Manager. Failure to request time off would result in ceasing the accrual of Holiday Leave upon reaching maximum accumulation and continuing until the balance is reduced by 20 hours.

Section 03. **RESTORING LEAVE CAPS.**

Leave caps shall be restored for all Affected Employees effective July 1, 2024. In order to effectuate this intent, the City will buy down any excess accrued leave to the original authorized accrued leave cap effective the last full payroll period in June 2023. Employees will then have one (1) year, until July 1, 2024, to maintain and/or reduce their leave accruals below the contractual leave caps at which time employees will no longer be allowed to exceed the leave caps. Those who are still over the cap on or after July 1, 2024, shall not accrue any more leave time until they bring their accrual balance below the leave caps and shall not be allowed to accrue over the cap from thereon. The City understands that after buying down the excess accrued leave to the leave caps, that it is likely in the first few payroll periods following that event that employees will exceed the caps again, so the City is providing the one (1) year period to give employees time to sufficiently reduce their leave accruals to avoid future loss of accruals when the hard cap is imposed.

ARTICLE 8 **EXECUTIVE LEAVE**

Section 01. **EXECUTIVE LEAVE ACCRUAL.**

Affected Employees shall be granted one hundred twenty (120) hours of Executive Leave with pay each fiscal year (July 1 to June 30). Sixty (60) hours of Executive Leave will be allocated on a semi-annual basis on the following dates: January 1st and July 1st. Employees hired during the fiscal year period shall have Executive Leave credited as a pro-rated amount pursuant to AD 7, Section 8.5. Affected Employees may accumulate up to a maximum of one hundred sixty (160) hours of Executive Leave, wherein upon reaching maximum accumulation such accrual shall cease until the balance falls below the establish maximum accumulation.

Section 02. RESTORING LEAVE CAPS.

Leave caps shall be restored for all Affected Employees effective July 1, 2024. In order to effectuate this intent, the City will buy down any excess accrued leave to the original authorized accrued leave cap effective the last full payroll period in June 2023. Employees will then have one (1) year, until July 1, 2024, to maintain and/or reduce their leave accruals below the contractual leave caps at which time employees will no longer be allowed to exceed the leave caps. Those who are still over the cap on or after July 1, 2024, shall not accrue any more leave time until they bring their accrual balance below the leave caps and shall not be allowed to accrue over the cap from thereon. The City understands that after buying down the excess accrued leave to the leave caps, that it is likely in the first few payroll periods following that event that employees will exceed the caps again, so the City is providing the one (1) year period to give employees time to sufficiently reduce their leave accruals to avoid future loss of accruals when the hard cap is imposed.

ARTICLE 9 ACCRUED LEAVE CASH OUT

Section 01. ANNUAL CASH OUT OF ACCRUED LEAVE.

Affected Employees are allowed to cash-out a maximum of one hundred and forty (140) hours of accrued leave in December of each year as long as there remains a minimum of forty (40) hours in employee's combined accrued leave balances after cash-out. Annual Accrued Leave cash out is limited to the amount of time accrued in the calendar year of the cash out. The Finance Department will send out a request form, in November of the preceding year, that includes written verification of each employee's current Accrued Leave balances. To be entitled to cash-out Accrued Leave, Employees must make an irrevocable request for the upcoming calendar year to cash-out Accrued Leave by filling out and signing the form provided by the Finance Department. The form must be submitted to the Finance Department by the date provided on the form and in no event later than December 31st of each year for cash-out in December of the following year. With the exception of the December cash-out, Employees may not cash out Accrued Leave except upon leaving City Service. For the calendar year 2025 only, elections will be made for cash out in 1) January 2026 and 2) December 2026.

Section 02. PAYMENT OF ACCRUED LEAVE AT SEPARATION.

Affected Employees who voluntarily or involuntarily separate from employment with the City shall be paid in a lump sum for all accrued Vacation, Holiday and Executive Leave earned up to the effective date of the separation. Payment shall be at the same hourly rate of pay as was authorized for the Employee at the effective date of termination.

ARTICLE 10 SICK LEAVE AND OTHER LEAVES

Section 01. LEAVES OF ABSENCE.

Rules regarding Sick Leave and other leaves of absence, including but not limited to, Family or Medical Leave, Pregnancy Disability Leave, Bereavement Leave, Catastrophic Leave Sharing Program, Jury Duty Leave and Military Leave, are set forth in Chapter 10 the Personnel Rules.

Section 02. LEAVE OF ABSENCE DUE TO INJURY INCURRED WHILE ON DUTY.

- A. The City shall comply with applicable federal and state laws governing work-related injuries, leaves and compensation.
- B. Employees shall bring health and/or safety problems in the workplace to the attention of their supervisor as soon as possible.
- C. The City shall coordinate accrued Sick Leave with Workers' Compensation benefits.
- D. Employees who have exhausted their Sick Leave balances may use accrued Vacation Leave, Executive Leave, and/or Holiday Leave consistent with the provisions of Personnel Rules Subsection 10.3.1. Upon expiration of all paid leave time, an Employee shall be entitled to receive compensation only from the City's Workers' Compensation third-party administrator.

ARTICLE 11 MEDICAL & DENTAL INSURANCE

Section 01. CORE FLEX PLAN.

The City will contribute a Core Flex Plan amount equivalent to the Kaiser Permanente Region 1 Premium for Employee, Employee plus one, and Employee plus Family toward the monthly premium cost.

Should the health plan premium cost, selected by the employee, be less than the Kaiser Permanente Region 1 premium, the City shall pay no more than the full cost of the Kaiser Permanente rate, with the difference between the cost of the selected health plan premium, and the maximum provided by the city eligible to be applied toward the cost of vision and dental premiums.

Section 02. FLEXIBLE BENEFIT OPTIONS.

The City shall provide \$500.00 per month (employee only) and \$700.00 per month (employee plus one or more dependents) as a Flexible Benefit Credit that may be used in lieu of the Core Flex Plan enrollment per Section 1 of this Article. The Flexible Benefit Credit may be divided among Dental and Vision Premiums, Flexible Spending Accounts, and Taxable Cash Option. Affected Employees choosing the Flexible Benefit Options must establish eligibility by providing verification of enrollment in a group health plan and must reestablish eligibility annually for continued enrollment in the Flexible Benefit Options during each Open Enrollment Period established by the City.

Section 03. RESTRICTIONS.

Affected Employees may either enroll in the Core Flex Plan or be entitled to the Flexible Benefit Options as described in Section 2 of this Article, but may not participate in both, with the exception of the Voluntary Pre-Tax Payroll Deduction Flexible Spending Account or enrollment in a Dental and/or Vision Plan.

Section 04. MEDICAL INSURANCE BENEFITS AFTER DEATH IN THE LINE OF DUTY.

Should the Police Chief or Fire Chief lose their life in the line of duty, the City shall continue to pay medical insurance payments as outlined above for the Employee's immediate dependent family. Said payments will continue for a period of up to two (2) years, provided the City's medical insurance plan allows for such continued participation. The surviving dependent family member(s) may remain on

the City's medical plan at the City's cost after the two (2) years has elapsed, provided that the medical plan allows for such continued participation.

Section 05. SICK LEAVE CONVERSION TO FUND MEDICAL PREMIUMS.

Upon normal retirement from the City, Affected Employees may convert twenty-five (25) percent of their Sick Leave balance to a cash equivalent and use it to fund medical premiums. This conversion will be deducted from the amount reported for CalPERS credit in Article IV.

ARTICLE 12 WORKERS' COMPENSATION COVERAGE

Section 01. The City shall provide Workers' Compensation Insurance coverage (hereinafter "Workers' Comp") for all Affected Employees through its self-insured program.

ARTICLE 13 STATE DISABILITY INSURANCE COVERAGE

Section 01. STATE DISABILITY INSURANCE.

The City shall participate in the State Disability Insurance Program (hereinafter "SDI").

Section 02. PAYMENT OF SDI PREMIUMS.

SDI premiums shall be paid in full by the City on behalf of all participating Affected Employees.

ARTICLE 14 LIFE INSURANCE AND DEFERRED COMPENSATION

Section 01. LIFE INSURANCE.

The City shall provide a \$200,000 term and accidental death and dismemberment insurance policy for each Employee. The face value of the policy will begin reducing at age 65, per the policy's schedule of benefits.

Section 02. DEFERRED COMPENSATION PLAN.

The City shall provide a Deferred Compensation Plan as an optional benefit to Employees. The City will match the Employee contribution up to four percent (4%) per pay period. The City's match will be contributed to participating Employees on a per pay-period basis.

ARTICLE 15 UNIFORMS AND UNIFORM ALLOWANCES

The City shall annually pay Affected Employees required to wear uniforms in the performance of their duties a Uniform Allowance as follows:

Police Chief:	\$1,300 annually
Fire Chief:	\$1,300 annually

Uniform allowance will be paid on the regular paychecks on a pro-rata basis, equally divided across each of the twenty-six (26) pay periods/paychecks.

ARTICLE 16 SEVERANCE

The City shall provide a Non-Public Safety Affected Employee who is at-will and who is terminated for any reason, other than For Cause, an amount equivalent to three (3) months of pay at the employee's then-current rate of pay plus an amount equivalent to three (3) months of COBRA insurance coverage (combined "Severance"), in consideration for and contingent upon the employee's execution of a general release agreement approved in form by the City Attorney. The City shall give a Public Safety Affected Employee who is at-will and who is terminated for any reason, other than For Cause, an amount equivalent to four (4) months of pay at the employee's then-current rate of pay plus an amount equivalent to four (4) months of COBRA insurance coverage (combined "Severance"), in consideration for and contingent upon the employee's execution of a general release agreement approved in form by the City Attorney and which includes a waiver of any Public Safety statutory rights. "For Cause" includes, but is not limited to malfeasance, misfeasance, misconduct, unethical conduct, illegal conduct, insubordination or any other conduct that is deemed to reflect poorly on the City, its employees, or its services.

ARTICLE 17 ELECTIONS

In no event will the terms of this Unrepresented Employee Benefit Schedule or its adoptive resolution be changed or terminated within ninety (90) days before or after any municipal election for the selection or recall of one or more of the members of the City Council.

END

RESOLUTION NO. 2025-____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUISUN CITY UPDATING THE CITYWIDE SALARY SCHEDULE, EFFECTIVE SEPTEMBER 2, 2025, TO ESTABLISH THE CLASSIFICATIONS OF INFORMATION TECHNOLOGY DIRECTOR AND HUMAN RESOURCES DIRECTOR WITHIN THE EXECUTIVE MANAGEMENT TIER 1 SALARY BAND

WHEREAS, the City of Suisun city maintains a Citywide Salary Schedule, which sets forth the approved salary ranges for all City classifications; and

WHEREAS, all employers must comply with the compensation earnable and publicly available pay schedule provisions contained within California Government Code (CG) section 20636(d) and California Code of Regulations (CCR) section 570.5; and

WHEREAS, it is necessary for the City Council to review, approve, and adopt a publicly available pay schedule in accordance with the requirements of applicable public meeting laws; and

WHEREAS, attached to this resolution and incorporated by reference is the City's comprehensive salary schedule, which will be made publicly available on the City's external website and provided upon request; and

WHEREAS, in compliance with CalPERS regulations, the City Council must approve and adopt all changes to the Citywide Salary Schedule; and

WHEREAS, the City Council desires to formally establish the classifications of Information Technology Director and Human Resources Director within the Executive Management Tier 1 salary band;

WHEREAS, aligning these classifications within the Executive Management Tier 1 salary band ensures consistency with the updated Executive Management Salary and Benefits Plan and maintains compliance with CalPERS requirements;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SUISUN CITY AS FOLLOWS:

The City Council of the City of Suisun City hereby approves and adopts the updated Citywide Salary Schedule, attached hereto and incorporated herein by reference, effective September 2, 2025.

PASSED AND ADOPTED at a Regular Meeting of said City Council of the City of Suisun
City duly held on Tuesday, the 2nd day of September 2025, by the following vote:

AYES:	Councilmembers:	_____
NOES:	Councilmembers:	_____
ABSENT:	Councilmembers:	_____
ABSTAIN:	Councilmembers:	_____

WITNESS my hand and the seal of said City this 2nd day of September 2025.

Anita Skinner
City Clerk

Attachment:

1. Citywide Salary Schedule



City of Suisun City
Salary Schedule
Resolution Date:

9/2/2025

Effective 9/2/2025

Job Class	Range	Hourly					Monthly Average		Effective Date	B.U.	B.G.	FLSA OT
		A	B	C	D	E	Starting	Ending				
Account Clerk I (F)	268	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$4,219	\$5,128	06/06/25	SCEA	SCEA	
Account Clerk II (F)	291	\$26.77	\$28.11	\$29.52	\$30.99	\$32.54	\$4,641	\$5,641	06/06/25	SCEA	SCEA	
Account Clerk III	313	\$29.45	\$30.92	\$32.47	\$34.09	\$35.80	\$5,105	\$6,205	06/06/25	SCEA	SCEA	
Accountant	362	\$36.57	\$38.40	\$40.32	\$42.33	\$44.45	\$6,339	\$7,705	06/06/25	SCMPEA	SCMPEA	Exempt
Accounting Technician	332	\$32.13	\$33.73	\$35.42	\$37.19	\$39.05	\$5,569	\$6,769	06/06/25	SCEA	SCEA	
Administrative Assistant I (F)	285	\$25.97	\$27.26	\$28.63	\$30.06	\$31.56	\$4,501	\$5,471	06/06/25	SCEA	SCEA	
Administrative Assistant II (F)	307	\$28.56	\$29.99	\$31.49	\$33.06	\$34.72	\$4,951	\$6,018	06/06/25	SCEA	SCEA	
Administrative Technician	327	\$31.42	\$32.99	\$34.64	\$36.37	\$38.19	\$5,446	\$6,619	06/06/25	SCEA	SCEA	
Assistant Engineer (F)	389	\$41.78	\$43.87	\$46.06	\$48.37	\$50.78	\$7,242	\$8,802	06/06/25	SCMPEA	SCMPEA	Exempt
Assistant Planner (F)	361	\$36.42	\$38.24	\$40.15	\$42.16	\$44.27	\$6,313	\$7,674	06/06/25	SCMPEA	SCMPEA	Exempt
Associate Engineer (F)	409	\$45.96	\$48.26	\$50.67	\$53.20	\$55.86	\$7,966	\$9,683	06/06/25	SCMPEA	SCMPEA	Exempt
Associate Planner (F)	380	\$40.06	\$42.07	\$44.17	\$46.38	\$48.70	\$6,944	\$8,441	06/06/25	SCMPEA	SCMPEA	Exempt
Background Investigator	391	-	-	-	-	\$49.92	-	-	12/24/21	Temp/PT	Temp/PT	
Battalion Chief (2912 annual hours)	375	\$38.92	\$40.87	\$42.91	\$45.06	\$47.31	\$9,445	\$11,481	06/06/25	Unrep	SCPFA	
Building Inspection Services Manager	407	\$45.57	\$47.85	\$50.24	\$52.76	\$55.39	\$7,899	\$9,602	06/06/25	SCMPEA	SCMPEA	Exempt
Building Inspector I (F)	320	\$30.37	\$31.88	\$33.48	\$35.15	\$36.91	\$5,264	\$6,398	06/06/25	SCEA	SCEA	
Building Inspector II (F)	341	\$33.40	\$35.07	\$36.83	\$38.67	\$40.60	\$5,790	\$7,038	06/06/25	SCEA	SCEA	
Building Maintenance Worker I (F)	272	\$24.81	\$26.05	\$27.36	\$28.72	\$30.16	\$4,301	\$5,228	06/06/25	SCEA	SCEA	
Building Maintenance Worker II (F)	296	\$27.29	\$28.66	\$30.09	\$31.60	\$33.18	\$4,731	\$5,751	06/06/25	SCEA	SCEA	
Chief Building Official	469	\$62.86	\$66.00	\$69.30	\$72.77	\$76.41	\$10,896	\$13,244	06/06/25	Unrep	SCMPEA	Exempt
City Engineer	467	\$62.19	\$65.30	\$68.56	\$71.99	\$75.59	\$10,779	\$13,102	06/06/25	Unrep	SCMPEA	Exempt
City Manager	595	\$125.66	-	-	-	\$137.98	\$21,781	\$23,917	07/04/25	EM Plan	EM	Exempt
Code Enforcement Officer I (F)	310	\$28.98	\$30.43	\$31.95	\$33.55	\$35.23	\$5,024	\$6,106	06/06/25	SCEA	SCEA	
Code Enforcement Officer II (F)	330	\$31.88	\$33.48	\$35.15	\$36.91	\$38.75	\$5,526	\$6,717	06/06/25	SCEA	SCEA	
Community Services Officer I (F)	284	\$25.84	\$27.13	\$28.49	\$29.91	\$31.41	\$4,479	\$5,444	06/06/25	SCEA	SCEA	
Community Services Officer II (F)	305	\$28.42	\$29.85	\$31.34	\$32.90	\$34.55	\$4,927	\$5,989	06/06/25	SCEA	SCEA	
Computer Systems Specialist	222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	Temp/PT	
Computer Technician	358	\$35.96	\$37.76	\$39.65	\$41.63	\$43.71	\$6,234	\$7,577	06/06/25	SCEA	SCEA	
Deputy City Clerk (C)	363	\$36.79	\$38.63	\$40.56	\$42.59	\$44.72	\$6,377	\$7,751	06/06/25	Confidential	SCMPEA	Exempt
Deputy City Manager	543	\$89.19	\$93.65	\$98.33	\$103.25	\$108.41	\$15,460	\$18,792	07/04/25	EM Plan	EM	Exempt
Deputy Fire Chief	470	\$63.21	\$66.37	\$69.69	\$73.18	\$76.84	\$10,957	\$13,318	06/06/25	SCMPEA	SCMPEA	Exempt
Development Services Director	505	\$75.18	\$78.94	\$82.88	\$87.03	\$91.38	\$13,031	\$15,839	07/04/25	EM Plan	EM	Exempt
Division Fire Chief	445	\$55.95	\$58.75	\$61.69	\$64.77	\$68.01	\$9,698	\$11,788	06/06/25	SCMPEA	SCMPEA	Exempt
Economic Development Consultant	441	-	-	-	-	\$65.00	-	-	12/24/21	Temp/PT	Temp/PT	
Finance Director	505	\$75.18	\$78.94	\$82.88	\$87.03	\$91.38	\$13,031	\$15,839	07/04/25	EM Plan	EM	Exempt
Finance Manager	436	\$53.57	\$56.25	\$59.06	\$62.01	\$65.11	\$9,285	\$11,286	06/06/25	SCMPEA	SCMPEA	Exempt
Financial Services Specialist	222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	Temp/PT	
Fire Captain (2,912 annual hours)	350	\$35.38	\$37.15	\$39.01	\$40.96	\$43.01	\$8,587	\$10,437	06/06/25	SCPFA	SCPFA	
Fire Chief	514	\$77.93	\$81.83	\$85.92	\$90.22	\$94.73	\$13,509	\$16,420	07/04/25	EM Plan	EM	Exempt
Fire Engineer (2912 annual hours)	A333	\$33.26	\$34.61	\$36.04	\$37.53	\$39.10	\$8,071	\$9,488	06/06/25	SCPFA	SCPFA	
Fire Engineer (2912 annual hours)	333	\$32.17	\$33.78	\$35.46	\$37.24	\$39.10	\$7,806	\$9,488	06/06/25	SCPFA	SCPFA	

(C) Denotes Confidential Class

(F) Denotes a Flexibly Staffed Classification

** City Manager's Salary is set by Contract

B.U. Bargaining Unit

B.G. Benefits Group

Job Class	Range	Hourly					Monthly Average		Effective Date	B.U.	B.G.	FLSA OT
		A	B	C	D	E	Starting	Ending				
Fire Marshal	445	\$55.95	\$58.75	\$61.69	\$64.77	\$68.01	\$9,698	\$11,788	06/06/25	SCMPEA	SCMPEA	Exempt
Firefighter (2912 annual hours)	292	\$26.81	\$28.15	\$29.55	\$31.03	\$32.58	\$6,505	\$7,907	06/06/25	SCPFA	SCPFA	
Fleet Mechanic	288	\$26.41	\$27.73	\$29.11	\$30.57	\$32.10	\$4,577	\$5,564	06/06/25	SCEA	SCEA	
Housing Programs Manager	412	\$47.43	\$49.80	\$52.29	\$54.91	\$57.65	\$8,222	\$9,993	06/06/25	SCMPEA	SCMPEA	Exempt
Housing Specialist I (F)	306	\$28.47	\$29.90	\$31.39	\$32.96	\$34.61	\$4,935	\$5,999	06/06/25	SCEA	SCEA	
Housing Specialist II (F)	326	\$31.32	\$32.89	\$34.53	\$36.26	\$38.07	\$5,429	\$6,599	06/06/25	SCEA	SCEA	
Human Resources Director	505	\$75.18	\$78.94	\$82.88	\$87.03	\$91.38	\$13,031	\$15,839	09/02/25	EM Plan	EM	Exempt
Human Resources Manager	485	\$68.35	\$71.76	\$75.35	\$79.12	\$83.08	\$11,847	\$14,400	07/04/25	Unrep	EM	Exempt
Human Resources Specialist	222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$3,471	\$4,219	09/02/25	Temp/PT	Temp/PT	
Human Resources Technician I (F/C)	311	\$29.21	\$30.67	\$32.20	\$33.81	\$35.50	\$5,062	\$6,153	06/06/25	Confidential	SCEA	
Human Resources Technician II (F/C)	332	\$32.13	\$33.73	\$35.42	\$37.19	\$39.05	\$5,569	\$6,769	06/06/25	Confidential	SCEA	
IT Director	505	\$75.18	\$78.94	\$82.88	\$87.03	\$91.38	\$13,031	\$15,839	09/02/25	EM Plan	EM	Exempt
IT Services Manager	443	\$55.34	\$58.10	\$61.01	\$64.06	\$67.26	\$9,592	\$11,659	06/06/25	SCMPEA	SCMPEA	Exempt
Maintenance Worker I (F)	300	\$27.84	\$29.24	\$30.70	\$32.23	\$33.84	\$4,826	\$5,866	06/06/25	SCEA	SCEA	
Maintenance Worker II (F)	322	\$30.63	\$32.16	\$33.77	\$35.46	\$37.23	\$5,309	\$6,453	06/06/25	SCEA	SCEA	
Management Analyst I (F)	361	\$36.42	\$38.24	\$40.15	\$42.16	\$44.27	\$6,313	\$7,674	06/06/25	SCMPEA	SCMPEA	Exempt
Management Analyst II (F)	380	\$40.06	\$42.07	\$44.17	\$46.38	\$48.70	\$6,944	\$8,441	06/06/25	SCMPEA	SCMPEA	Exempt
Marketing Manager	379	\$39.79	\$41.78	\$43.87	\$46.06	\$48.36	\$6,897	\$8,383	06/06/25	SCMPEA	SCMPEA	Exempt
Office Assistant	263	\$23.80	\$24.99	\$26.24	\$27.55	\$28.93	\$4,126	\$5,015	06/06/25	SCEA	SCEA	
Permit Technician I (F)	303	\$28.17	\$29.58	\$31.06	\$32.61	\$34.24	\$4,883	\$5,935	06/06/25	SCEA	SCEA	
Permit Technician II (F)	324	\$30.99	\$32.54	\$34.16	\$35.87	\$37.67	\$5,371	\$6,529	06/06/25	SCEA	SCEA	
Planning Specialist	222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	Temp/PT	
Police Chief	547	\$90.77	\$95.31	\$100.08	\$105.08	\$110.34	\$15,734	\$19,125	07/04/25	EM Plan	EM	Exempt
Police Commander	498	\$72.29	\$75.90	\$79.70	\$83.68	\$87.87	\$12,530	\$15,231	06/06/25	SCMPEA	SCMPEA	Exempt
Police Evidence and Property Technician I (F)	284	\$25.84	\$27.13	\$28.49	\$29.91	\$31.41	\$4,479	\$5,444	06/06/25	SCEA	SCEA	
Police Evidence and Property Technician II (F)	305	\$28.42	\$29.85	\$31.34	\$32.90	\$34.55	\$4,927	\$5,989	06/06/25	SCEA	SCEA	
Police Officer (F)	411	\$46.34	\$48.66	\$51.09	\$53.64	\$56.33	\$8,032	\$9,763	06/06/25	SCPOA	SCPOA	
Police Officer Trainee (F)	276	-	-	-	\$28.63	\$30.06	-	-	12/24/21	Temp/PT	Temp/PT	
Police Sergeant	460	\$58.39	\$61.31	\$64.37	\$67.59	\$70.97	\$10,121	\$12,302	06/06/25	SCPOA	SCPOA	
Police Support Services Manager	450	\$56.70	\$59.53	\$62.51	\$65.63	\$68.91	\$9,827	\$11,945	06/06/25	SCMPEA	SCMPEA	Exempt
Principal Planner	433	\$52.88	\$55.53	\$58.30	\$61.22	\$64.28	\$9,167	\$11,142	06/06/25	SCMPEA	SCMPEA	Exempt
Project Manager	408	\$45.76	\$48.04	\$50.45	\$52.97	\$55.62	\$7,931	\$9,640	06/06/25	SCMPEA	SCMPEA	Exempt
Public Safety Dispatch/Police Records Supervisor	410	\$46.78	\$49.12	\$51.58	\$54.16	\$56.87	\$8,109	\$9,857	06/06/25	SCPOA	SCPOA	
Public Safety Dispatcher I (F)	349	\$35.15	\$36.91	\$38.75	\$40.69	\$42.72	\$6,093	\$7,406	06/06/25	SCPOA	SCPOA	
Public Safety Dispatcher II (F)	373	\$38.66	\$40.60	\$42.63	\$44.76	\$47.00	\$6,702	\$8,146	06/06/25	SCPOA	SCPOA	
Public Works Director/City Engineer	514	\$77.93	\$81.83	\$85.92	\$90.22	\$94.73	\$13,509	\$16,420	07/04/25	EM Plan	EM	Exempt
Public Works Inspector	351	\$34.74	\$36.48	\$38.30	\$40.22	\$42.23	\$6,022	\$7,320	06/06/25	SCEA	SCEA	
Public Works Specialist	222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	Temp/PT	
Public Works Superintendent	432	\$52.35	\$54.97	\$57.72	\$60.61	\$63.64	\$9,075	\$11,030	06/06/25	SCMPEA	SCMPEA	Exempt
Public Works Supervisor	370	\$38.00	\$39.90	\$41.89	\$43.99	\$46.19	\$6,587	\$8,006	06/06/25	SCMPEA	SCMPEA	Exempt
Recreation Coordinator	302	\$28.07	\$29.47	\$30.94	\$32.49	\$34.12	\$4,865	\$5,913	06/06/25	SCEA	SCEA	
Recreation Manager	399	\$43.76	\$45.95	\$48.24	\$50.66	\$53.19	\$7,585	\$9,219	06/06/25	SCMPEA	SCMPEA	Exempt
Recreation Specialist I (F)	200	\$18.00	\$18.54	\$19.10	\$19.67	\$20.26	-	-	07/21/23	Temp/PT	Temp/PT	
Recreation Specialist II (F)	220	\$19.80	\$20.39	\$21.01	\$21.64	\$22.29	-	-	07/21/23	Temp/PT	Temp/PT	
Recreation Specialist III (F)	250	\$21.78	\$22.43	\$23.11	\$23.80	\$24.51	-	-	07/21/23	Temp/PT	Temp/PT	
Recreation Supervisor	343	\$33.68	\$35.36	\$37.13	\$38.99	\$40.94	\$5,838	\$7,096	06/06/25	SCMPEA	SCMPEA	Exempt

(C) Denotes Confidential Class

(F) Denotes a Flexibly Staffed Classification

** City Manager's Salary is set by Contract

B.U. Bargaining Unit

B.G. Benefits Group

Job Class	Range	Hourly					Monthly Average		Effective Date	B.U.	B.G.	FLSA OT
		A	B	C	D	E	Starting	Ending				
Recreation, Parks & Marina Director	505	\$75.18	\$78.94	\$82.88	\$87.03	\$91.38	\$13,031	\$15,839	07/04/25	EM Plan	EM	Exempt
Senior Accountant	390	\$42.06	\$44.16	\$46.37	\$48.68	\$51.12	\$7,290	\$8,861	06/06/25	SCMPEA	SCMPEA	Exempt
Senior Associate Engineer (F)	425	\$50.55	\$53.08	\$55.74	\$58.52	\$61.45	\$8,763	\$10,651	06/06/25	SCMPEA	SCMPEA	Exempt
Senior Building Inspector	381	\$40.09	\$42.09	\$44.20	\$46.41	\$48.73	\$6,949	\$8,446	06/06/25	SCMPEA	SCMPEA	Exempt
Senior Maintenance Worker	344	\$33.69	\$35.37	\$37.14	\$39.00	\$40.95	\$5,840	\$7,098	06/06/25	SCEA	SCEA	
Senior Management Analyst	400	\$44.07	\$46.27	\$48.59	\$51.02	\$53.57	\$7,639	\$9,285	06/06/25	SCMPEA	SCMPEA	Exempt
Senior Planner	400	\$44.07	\$46.27	\$48.59	\$51.02	\$53.57	\$7,639	\$9,285	06/06/25	SCMPEA	SCMPEA	Exempt
Senior Public Safety Dispatcher	395	\$42.53	\$44.66	\$46.89	\$49.24	\$51.70	\$7,372	\$8,961	06/06/25	SCPOA	SCPOA	
Youth Services Specialist	356	\$35.53	\$37.31	\$39.17	\$41.13	\$43.19	\$6,159	\$7,486	06/06/25	SCEA	SCEA	

(C) Denotes Confidential Class

(F) Denotes a Flexibly Staffed Classification

** City Manager's Salary is set by Contract

B.U. Bargaining Unit

B.G. Benefits Group

RESOLUTION NO. 2025-____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUISUN CITY UPDATING THE CITYWIDE SALARY SCHEDULE EFFECTIVE SEPTEMBER 26, 2025, TO IMPLEMENT THE MARKET ADJUSTMENTS APPROVED IN THE EXECUTIVE MANAGEMENT PLAN

WHEREAS, the City of Suisun city maintains a Citywide Salary Schedule, which sets forth the approved salary ranges for all City classifications; and

WHEREAS, all employers must comply with the compensation earnable and publicly available pay schedule provisions contained within California Government Code (CG) section 20636(d) and California Code of Regulations (CCR) section 570.5; and

WHEREAS, it is necessary for the City Council to review, approve, and adopt a publicly available pay schedule in accordance with the requirements of applicable public meeting laws; and

WHEREAS, attached to this resolution and incorporated by reference is the City's comprehensive salary schedule, which will be made publicly available on the City's external website and provided upon request; and

WHEREAS, in compliance with CalPERS regulations, the City Council must approve and adopt all changes to the Citywide Salary Schedule; and

WHEREAS, the Schedule of Salary and Benefits for Unrepresented and Executive Management Employees provides market-based wage adjustments for Executive Management classifications, effective September 26, 2025, to bring salaries to 90% of the market median (Tier 1 by 2.6%, Tier 2 by 10.1%, Tier 3 by 2.9% and City Manager by 2.9%); and;

WHEREAS, adoption of the update salary schedule is required to align with the Executive Management Salary and Benefits Plan and for CalPERS compliance and public transparency;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SUISUN CITY AS FOLLOWS:

The City Council of the City of Suisun City hereby approves and adopts the updated Citywide Salary Schedule, attached hereto and incorporated herein by reference, effective September 26, 2025.

PASSED AND ADOPTED at a Regular Meeting of said City Council of the City of Suisun
City duly held on Tuesday, the 2nd day of September 2025, by the following vote:

AYES:	Councilmembers:	_____
NOES:	Councilmembers:	_____
ABSENT:	Councilmembers:	_____
ABSTAIN:	Councilmembers:	_____

WITNESS my hand and the seal of said City this 2nd day of September 2025.

Anita Skinner
City Clerk

Attachment:

1. Citywide Salary Schedule



City of Suisun City
Salary Schedule
Resolution Date:

9/2/2025

Effective 9/26/2025

Job Class	Range	Hourly					Monthly Average		Effective Date	B.U.	B.G.	FLSA OT
		A	B	C	D	E	Starting	Ending				
Account Clerk I (F)	268	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$4,219	\$5,128	06/06/25	SCEA	SCEA	
Account Clerk II (F)	291	\$26.77	\$28.11	\$29.52	\$30.99	\$32.54	\$4,641	\$5,641	06/06/25	SCEA	SCEA	
Account Clerk III	313	\$29.45	\$30.92	\$32.47	\$34.09	\$35.80	\$5,105	\$6,205	06/06/25	SCEA	SCEA	
Accountant	362	\$36.57	\$38.40	\$40.32	\$42.33	\$44.45	\$6,339	\$7,705	06/06/25	SCMPEA	SCMPEA	Exempt
Accounting Technician	332	\$32.13	\$33.73	\$35.42	\$37.19	\$39.05	\$5,569	\$6,769	06/06/25	SCEA	SCEA	
Administrative Assistant I (F)	285	\$25.97	\$27.26	\$28.63	\$30.06	\$31.56	\$4,501	\$5,471	06/06/25	SCEA	SCEA	
Administrative Assistant II (F)	307	\$28.56	\$29.99	\$31.49	\$33.06	\$34.72	\$4,951	\$6,018	06/06/25	SCEA	SCEA	
Administrative Technician	327	\$31.42	\$32.99	\$34.64	\$36.37	\$38.19	\$5,446	\$6,619	06/06/25	SCEA	SCEA	
Assistant Engineer (F)	389	\$41.78	\$43.87	\$46.06	\$48.37	\$50.78	\$7,242	\$8,802	06/06/25	SCMPEA	SCMPEA	Exempt
Assistant Planner (F)	361	\$36.42	\$38.24	\$40.15	\$42.16	\$44.27	\$6,313	\$7,674	06/06/25	SCMPEA	SCMPEA	Exempt
Associate Engineer (F)	409	\$45.96	\$48.26	\$50.67	\$53.20	\$55.86	\$7,966	\$9,683	06/06/25	SCMPEA	SCMPEA	Exempt
Associate Planner (F)	380	\$40.06	\$42.07	\$44.17	\$46.38	\$48.70	\$6,944	\$8,441	06/06/25	SCMPEA	SCMPEA	Exempt
Background Investigator	391	-	-	-	-	\$49.92	-	-	12/24/21	Temp/PT	Temp/PT	
Battalion Chief (2912 annual hours)	375	\$38.92	\$40.87	\$42.91	\$45.06	\$47.31	\$9,445	\$11,481	06/06/25	Unrep	SCPFA	
Building Inspection Services Manager	407	\$45.57	\$47.85	\$50.24	\$52.76	\$55.39	\$7,899	\$9,602	06/06/25	SCMPEA	SCMPEA	Exempt
Building Inspector I (F)	320	\$30.37	\$31.88	\$33.48	\$35.15	\$36.91	\$5,264	\$6,398	06/06/25	SCEA	SCEA	
Building Inspector II (F)	341	\$33.40	\$35.07	\$36.83	\$38.67	\$40.60	\$5,790	\$7,038	06/06/25	SCEA	SCEA	
Building Maintenance Worker I (F)	272	\$24.81	\$26.05	\$27.36	\$28.72	\$30.16	\$4,301	\$5,228	06/06/25	SCEA	SCEA	
Building Maintenance Worker II (F)	296	\$27.29	\$28.66	\$30.09	\$31.60	\$33.18	\$4,731	\$5,751	06/06/25	SCEA	SCEA	
Chief Building Official	469	\$62.86	\$66.00	\$69.30	\$72.77	\$76.41	\$10,896	\$13,244	06/06/25	Unrep	SCMPEA	Exempt
City Engineer	467	\$67.41	\$70.78	\$74.32	\$78.04	\$81.94	\$11,685	\$14,203	09/26/25	Unrep	SCMPEA	Exempt
City Manager	595	\$129.31	-	-	-	\$137.98	\$22,413	\$23,917	09/26/25	EM Plan	EM	Exempt
Code Enforcement Officer I (F)	310	\$28.98	\$30.43	\$31.95	\$33.55	\$35.23	\$5,024	\$6,106	06/06/25	SCEA	SCEA	
Code Enforcement Officer II (F)	330	\$31.88	\$33.48	\$35.15	\$36.91	\$38.75	\$5,526	\$6,717	06/06/25	SCEA	SCEA	
Community Services Officer I (F)	284	\$25.84	\$27.13	\$28.49	\$29.91	\$31.41	\$4,479	\$5,444	06/06/25	SCEA	SCEA	
Community Services Officer II (F)	305	\$28.42	\$29.85	\$31.34	\$32.90	\$34.55	\$4,927	\$5,989	06/06/25	SCEA	SCEA	
Computer Systems Specialist	222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	Temp/PT	
Computer Technician	358	\$35.96	\$37.76	\$39.65	\$41.63	\$43.71	\$6,234	\$7,577	06/06/25	SCEA	SCEA	
Deputy City Clerk (C)	363	\$36.79	\$38.63	\$40.56	\$42.59	\$44.72	\$6,377	\$7,751	06/06/25	Confidential	SCMPEA	Exempt
Deputy City Manager	543	\$89.19	\$93.65	\$98.33	\$103.25	\$108.41	\$15,460	\$18,792	07/04/25	EM Plan	EM	Exempt
Deputy Fire Chief	470	\$63.21	\$66.37	\$69.69	\$73.18	\$76.84	\$10,957	\$13,318	06/06/25	SCMPEA	SCMPEA	Exempt
Development Services Director	505	\$77.13	\$80.99	\$85.04	\$89.29	\$93.75	\$13,370	\$16,251	09/26/25	EM Plan	EM	Exempt
Division Fire Chief	445	\$55.95	\$58.75	\$61.69	\$64.77	\$68.01	\$9,698	\$11,788	06/06/25	SCMPEA	SCMPEA	Exempt
Economic Development Consultant	441	-	-	-	-	\$65.00	-	-	12/24/21	Temp/PT	Temp/PT	
Finance Director	505	\$77.13	\$80.99	\$85.04	\$89.29	\$93.75	\$13,370	\$16,251	09/26/25	EM Plan	EM	Exempt
Finance Manager	436	\$53.57	\$56.25	\$59.06	\$62.01	\$65.11	\$9,285	\$11,286	06/06/25	SCMPEA	SCMPEA	Exempt
Financial Services Specialist	222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	Temp/PT	
Fire Captain (2,912 annual hours)	350	\$35.38	\$37.15	\$39.01	\$40.96	\$43.01	\$8,587	\$10,437	06/06/25	SCPFA	SCPFA	
Fire Chief	514	\$85.81	\$90.10	\$94.60	\$99.33	\$104.30	\$14,873	\$18,078	09/26/25	EM Plan	EM	Exempt
Fire Engineer (2912 annual hours)	A333	\$33.26	\$34.61	\$36.04	\$37.53	\$39.10	\$8,071	\$9,488	06/06/25	SCPFA	SCPFA	
Fire Engineer (2912 annual hours)	333	\$32.17	\$33.78	\$35.46	\$37.24	\$39.10	\$7,806	\$9,488	06/06/25	SCPFA	SCPFA	

(C) Denotes Confidential Class

(F) Denotes a Flexibly Staffed Classification

** City Manager's Salary is set by Contract

B.U. Bargaining Unit

B.G. Benefits Group

Job Class	Range	Hourly					Monthly Average		Effective Date	B.U.	B.G.	FLSA OT
		A	B	C	D	E	Starting	Ending				
Fire Marshal	445	\$55.95	\$58.75	\$61.69	\$64.77	\$68.01	\$9,698	\$11,788	06/06/25	SCMPEA	SCMPEA	Exempt
Firefighter (2912 annual hours)	292	\$26.81	\$28.15	\$29.55	\$31.03	\$32.58	\$6,505	\$7,907	06/06/25	SCPFA	SCPFA	
Fleet Mechanic	288	\$26.41	\$27.73	\$29.11	\$30.57	\$32.10	\$4,577	\$5,564	06/06/25	SCEA	SCEA	
Housing Programs Manager	412	\$47.43	\$49.80	\$52.29	\$54.91	\$57.65	\$8,222	\$9,993	06/06/25	SCMPEA	SCMPEA	Exempt
Housing Specialist I (F)	306	\$28.47	\$29.90	\$31.39	\$32.96	\$34.61	\$4,935	\$5,999	06/06/25	SCEA	SCEA	
Housing Specialist II (F)	326	\$31.32	\$32.89	\$34.53	\$36.26	\$38.07	\$5,429	\$6,599	06/06/25	SCEA	SCEA	
Human Resources Director	505	\$77.13	\$80.99	\$85.04	\$89.29	\$93.75	\$13,370	\$16,251	09/26/25	EM Plan	EM	Exempt
Human Resources Manager	485	\$68.35	\$71.76	\$75.35	\$79.12	\$83.08	\$11,847	\$14,400	07/04/25	Unrep	SCMPEA	Exempt
Human Resources Specialist	222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$3,471	\$4,219	09/02/25	Temp/PT	Temp/PT	
Human Resources Technician I (F/C)	311	\$29.21	\$30.67	\$32.20	\$33.81	\$35.50	\$5,062	\$6,153	06/06/25	Confidential	SCEA	
Human Resources Technician II (F/C)	332	\$32.13	\$33.73	\$35.42	\$37.19	\$39.05	\$5,569	\$6,769	06/06/25	Confidential	SCEA	
IT Director	505	\$77.13	\$80.99	\$85.04	\$89.29	\$93.75	\$13,370	\$16,251	09/26/25	EM Plan	EM	Exempt
IT Services Manager	443	\$55.34	\$58.10	\$61.01	\$64.06	\$67.26	\$9,592	\$11,659	06/06/25	SCMPEA	SCMPEA	Exempt
Maintenance Worker I (F)	300	\$27.84	\$29.24	\$30.70	\$32.23	\$33.84	\$4,826	\$5,866	06/06/25	SCEA	SCEA	
Maintenance Worker II (F)	322	\$30.63	\$32.16	\$33.77	\$35.46	\$37.23	\$5,309	\$6,453	06/06/25	SCEA	SCEA	
Management Analyst I (F)	361	\$36.42	\$38.24	\$40.15	\$42.16	\$44.27	\$6,313	\$7,674	06/06/25	SCMPEA	SCMPEA	Exempt
Management Analyst II (F)	380	\$40.06	\$42.07	\$44.17	\$46.38	\$48.70	\$6,944	\$8,441	06/06/25	SCMPEA	SCMPEA	Exempt
Marketing Manager	379	\$39.79	\$41.78	\$43.87	\$46.06	\$48.36	\$6,897	\$8,383	06/06/25	SCMPEA	SCMPEA	Exempt
Office Assistant	263	\$23.80	\$24.99	\$26.24	\$27.55	\$28.93	\$4,126	\$5,015	06/06/25	SCEA	SCEA	
Permit Technician I (F)	303	\$28.17	\$29.58	\$31.06	\$32.61	\$34.24	\$4,883	\$5,935	06/06/25	SCEA	SCEA	
Permit Technician II (F)	324	\$30.99	\$32.54	\$34.16	\$35.87	\$37.67	\$5,371	\$6,529	06/06/25	SCEA	SCEA	
Planning Specialist	222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	Temp/PT	
Police Chief	547	\$93.41	\$98.08	\$102.98	\$108.13	\$113.54	\$16,190	\$19,679	09/26/25	EM Plan	EM	Exempt
Police Commander	498	\$72.29	\$75.90	\$79.70	\$83.68	\$87.87	\$12,530	\$15,231	06/06/25	SCMPEA	SCMPEA	Exempt
Police Evidence and Property Technician I (F)	284	\$25.84	\$27.13	\$28.49	\$29.91	\$31.41	\$4,479	\$5,444	06/06/25	SCEA	SCEA	
Police Evidence and Property Technician II (F)	305	\$28.42	\$29.85	\$31.34	\$32.90	\$34.55	\$4,927	\$5,989	06/06/25	SCEA	SCEA	
Police Officer (F)	411	\$46.34	\$48.66	\$51.09	\$53.64	\$56.33	\$8,032	\$9,763	06/06/25	SCPOA	SCPOA	
Police Officer Trainee (F)	276	-	-	-	\$28.63	\$30.06	-	-	12/24/21	Temp/PT	Temp/PT	
Police Sergeant	460	\$58.39	\$61.31	\$64.37	\$67.59	\$70.97	\$10,121	\$12,302	06/06/25	SCPOA	SCPOA	
Police Support Services Manager	450	\$56.70	\$59.53	\$62.51	\$65.63	\$68.91	\$9,827	\$11,945	06/06/25	SCMPEA	SCMPEA	Exempt
Principal Planner	433	\$52.88	\$55.53	\$58.30	\$61.22	\$64.28	\$9,167	\$11,142	06/06/25	SCMPEA	SCMPEA	Exempt
Project Manager	408	\$45.76	\$48.04	\$50.45	\$52.97	\$55.62	\$7,931	\$9,640	06/06/25	SCMPEA	SCMPEA	Exempt
Public Safety Dispatch/Police Records Supervisor	410	\$46.78	\$49.12	\$51.58	\$54.16	\$56.87	\$8,109	\$9,857	06/06/25	SCPOA	SCPOA	
Public Safety Dispatcher I (F)	349	\$35.15	\$36.91	\$38.75	\$40.69	\$42.72	\$6,093	\$7,406	06/06/25	SCPOA	SCPOA	
Public Safety Dispatcher II (F)	373	\$38.66	\$40.60	\$42.63	\$44.76	\$47.00	\$6,702	\$8,146	06/06/25	SCPOA	SCPOA	
Public Works Director/City Engineer	514	\$85.81	\$90.10	\$94.60	\$99.33	\$104.30	\$14,873	\$18,078	09/26/25	EM Plan	EM	Exempt
Public Works Inspector	351	\$34.74	\$36.48	\$38.30	\$40.22	\$42.23	\$6,022	\$7,320	06/06/25	SCEA	SCEA	
Public Works Specialist	222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	Temp/PT	
Public Works Superintendent	432	\$52.35	\$54.97	\$57.72	\$60.61	\$63.64	\$9,075	\$11,030	06/06/25	SCMPEA	SCMPEA	Exempt
Public Works Supervisor	370	\$38.00	\$39.90	\$41.89	\$43.99	\$46.19	\$6,587	\$8,006	06/06/25	SCMPEA	SCMPEA	Exempt
Recreation Coordinator	302	\$28.07	\$29.47	\$30.94	\$32.49	\$34.12	\$4,865	\$5,913	06/06/25	SCEA	SCEA	
Recreation Manager	399	\$43.76	\$45.95	\$48.24	\$50.66	\$53.19	\$7,585	\$9,219	06/06/25	SCMPEA	SCMPEA	Exempt
Recreation Specialist I (F)	200	\$18.00	\$18.54	\$19.10	\$19.67	\$20.26	-	-	07/21/23	Temp/PT	Temp/PT	
Recreation Specialist II (F)	220	\$19.80	\$20.39	\$21.01	\$21.64	\$22.29	-	-	07/21/23	Temp/PT	Temp/PT	
Recreation Specialist III (F)	250	\$21.78	\$22.43	\$23.11	\$23.80	\$24.51	-	-	07/21/23	Temp/PT	Temp/PT	
Recreation Supervisor	343	\$33.68	\$35.36	\$37.13	\$38.99	\$40.94	\$5,838	\$7,096	06/06/25	SCMPEA	SCMPEA	Exempt

(C) Denotes Confidential Class

(F) Denotes a Flexibly Staffed Classification

** City Manager's Salary is set by Contract

B.U. Bargaining Unit

B.G. Benefits Group

Job Class	Range	Hourly					Monthly Average		Effective Date	B.U.	B.G.	FLSA OT
		A	B	C	D	E	Starting	Ending				
Recreation, Parks & Marina Director	505	\$77.13	\$80.99	\$85.04	\$89.29	\$93.75	\$13,370	\$16,251	09/26/25	EM Plan	EM	Exempt
Senior Accountant	390	\$42.06	\$44.16	\$46.37	\$48.68	\$51.12	\$7,290	\$8,861	06/06/25	SCMPEA	SCMPEA	Exempt
Senior Associate Engineer (F)	425	\$50.55	\$53.08	\$55.74	\$58.52	\$61.45	\$8,763	\$10,651	06/06/25	SCMPEA	SCMPEA	Exempt
Senior Building Inspector	381	\$40.09	\$42.09	\$44.20	\$46.41	\$48.73	\$6,949	\$8,446	06/06/25	SCMPEA	SCMPEA	Exempt
Senior Maintenance Worker	344	\$33.69	\$35.37	\$37.14	\$39.00	\$40.95	\$5,840	\$7,098	06/06/25	SCEA	SCEA	
Senior Management Analyst	400	\$44.07	\$46.27	\$48.59	\$51.02	\$53.57	\$7,639	\$9,285	06/06/25	SCMPEA	SCMPEA	Exempt
Senior Planner	400	\$44.07	\$46.27	\$48.59	\$51.02	\$53.57	\$7,639	\$9,285	06/06/25	SCMPEA	SCMPEA	Exempt
Senior Public Safety Dispatcher	395	\$42.53	\$44.66	\$46.89	\$49.24	\$51.70	\$7,372	\$8,961	06/06/25	SCPOA	SCPOA	
Youth Services Specialist	356	\$35.53	\$37.31	\$39.17	\$41.13	\$43.19	\$6,159	\$7,486	06/06/25	SCEA	SCEA	

(C) Denotes Confidential Class

(F) Denotes a Flexibly Staffed Classification

** City Manager's Salary is set by Contract

B.U. Bargaining Unit

B.G. Benefits Group

**CITY OF SUISUN CITY
AMENDED AND RESTATED
SCHEDULE OF SALARY AND BENEFITS
FOR UNREPRESENTED AND
EXECUTIVE MANAGEMENT EMPLOYEES
EFFECTIVE ~~August 13, 2024~~September 2, 2025
Adopted by Resolution No. 20245-__**

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ARTICLE 1 INTRODUCTION

Section 01. AFFECTED EMPLOYEES.

This Schedule of Salary and Benefits for Unrepresented and Executive Management Employees (the "Plan") shall be in force and effect for the following classifications of employees with the City of Suisun City ("City"), hereinafter referred to as the "Affected Employee(s)," and is also subject to any express employment contracts entered into and signed by the City and the Affected Employees ~~with the employment contract taking precedence over this Plan~~ consistent with Article 1, Section 5 of this Plan:

City Manager
Deputy City Manager
Development Services Director
Finance Director
Fire Chief
Human Resources ~~Administrator~~ Director
Information Technology Director
Police Chief
Public Works Director / City Engineer
Recreation, Parks, & Marina Director

Section 02. UNREPRESENTED CLASSIFICATIONS AND EMPLOYEES

A. FIRE BATTALION CHIEF.

The Fire Battalion Chief classification is unrepresented and shall receive the same benefits afforded to the Fire Captains and Fire Engineers, represented by the Suisun City Professional Firefighters' Association, (SCFPA, IAFF 1186), provided under the SCFPA Memorandum of Understanding (MOU), as amended from time to time, even if expired, including uniform allowance at \$1300 annually, which will be paid on the regular paychecks on a pro-rata basis, equally divided across each of the twenty-six (26) pay periods/paychecks. The Fire Battalion Chief classification is explicitly excluded from any and all provisions of ~~this the Executive Management~~ Plan that apply expressly to Affected Employees in the classifications identified in Section 1. Fire Battalion Chiefs are not at-will employees and are FLSA non-exempt. ~~Wages for the Fire Battalion Chief classification will be adjusted by 0.367% effective July 21, 2023.~~

B. ~~Section 03.~~ CHIEF BUILDING OFFICIAL.

The Building Official classification is unrepresented and shall receive the same benefits afforded to Senior Management and Management and Professional employees, represented by the Suisun City Management and Professional Employees' Association (SCMPEA) as provided under the SCMPEA MOU, as amended from time to time, even if expired. The Building Official classification is explicitly excluded from any and all provisions of ~~this the Executive Management~~ Plan that apply expressly to Affected Employees in the classifications identified in Section 1. ~~Wages for the Building Official classification will be adjusted by 10.174% effective July 21, 2023.~~

C. CITY ENGINEER.

Resolution No. 2024~~5~~-__

Adopted ~~August 13, 2024~~ September 2, 2025

The City Engineer classification is unrepresented and shall receive the same benefits afforded to Senior Management and Management and Professional employees, represented by the Suisun City Management and Professional Employees' Association (SCMPEA) as provided under the SCMPEA MOU, as amended from time to time, even if expired. The City Engineer classification is explicitly excluded from any and all provisions of this the Executive Management Plan that apply expressly to Affected Employees in the classifications identified in Section 1. Wages for the City Engineer classification will be adjusted by 8.4% effective September 26, 2025.

D. HUMAN RESOURCES MANAGER.

The Human Resources Manager classification is unrepresented and shall receive the same benefits afforded to Senior Management and Management and Professional employees represented by the Suisun City Management and Professional Employees' Association (SCMPEA) as provided under the SCMPEA MOU, as amended from time to time, even if expired. The Human Resources Manager classification is explicitly excluded from any and all provisions of the Executive Management Plan that apply expressly to Affected Employees in the classifications identified in Section 1.

Section 043. AT-WILL EMPLOYMENT STATUS.

All Affected Employees, are deemed to be "at-will" employees serving solely at the pleasure of the City Manager and are subject to dismissal without notice and without cause whatsoever; and without any right of due process hearing, including any so-called "Skelly" pre-disciplinary notice and response or post-termination appeal hearing. Cause shall be defined as malfeasance, misfeasance, misconduct, unethical conduct, illegal conduct, insubordination or any other conduct that the City Council, in its sole discretion, deems to reflect poorly on the City, its employees, or its services. In the event of such voluntary or involuntary termination, the sole and entire right of any Affected Employee shall be to receive compensation, if any, which vested prior to the date of the termination. This provision does not waive any public safety statutory rights afforded to the Police Chief and/or Fire Chief.

Section 054. FUTURE ADDITIONAL CLASSIFICATIONS.

This Plan shall include future additional classifications determined under applicable City Resolution to be "at-will" under the category of ~~within the categories of Unrepresented or~~ Executive Management.

Section 05. EMPLOYMENT CONTRACTS FOR CERTAIN POSITIONS.

The provisions of this Executive Management Plan shall apply to all affected employees listed in Section 1 of this Resolution. Notwithstanding the foregoing, the City Manager, Police Chief, and Fire Chief may also enter into individual employment agreements with the City that may augment, modify, or supplement the compensation and benefits provided to Executive Management employees under this Plan. In the event of any conflict between the terms of an individual employment agreement and the provisions of this Plan, the terms of the individual employment agreement shall govern for that employee, depending on the effective date of the provisions in question.

ARTICLE 2 SALARY

Section 01. SALARY SCHEDULE SYSTEM.

The City maintains a separate City-wide Salary Resolution, for all City employees, including Affected Employees who are now employed, or will in the future be employed, in any of the designated positions of employment set forth in Article I, Section 01 above. The compensation of all Affected Employees shall be determined on a merit basis and Affected Employees will be paid in accordance with the range of pay identified by position in the separate salary schedule resolution or by written contract signed by the City and the Affected Employee.

Section 02. BASE WAGES INCREASES

~~C. EFFECTIVE MAY 12, 2023.~~

~~Effective May 12, 2023, base hourly wages will be adjusted as follows:~~

- ~~1. Miscellaneous. Base hourly wage increases of two dollars (\$2.00) per hour to the wage range for all unrepresented miscellaneous job classes.~~
- ~~2. Police and Fire. Base hourly wage increases of six dollars (\$6.00) per hour to the wage range for all unrepresented safety job classes.~~

~~D. EFFECTIVE JULY 21, 2023.~~

~~Effective July 21, 2023, base hourly wages will be adjusted as follows:~~

<u>Job Class</u>	<u>Approximate Wage Adjustment</u>
Development Services Director	10.124%
Finance Director	10.124%
Fire Chief	0.234%
Human Resources Administrator	23.832%
Police Chief	16.746%
Public Works Director / City Engineer	18.724%
Recreation, Parks, & Marina Director	10.124%

~~E. FINANCE DIRECTOR BASE WAGE ADJUSTMENT.~~

~~Effective February 16, 2024, the base hourly wage for the Finance Director will be increased by 4%.~~

~~F. DEVELOPMENT SERVICES DIRECTOR, RECREATION, PARKS, & MARINA DIRECTOR, HUMAN RESOURCES ADMINISTRATOR BASE WAGE ADJUSTMENT.~~

~~Effective August 16, 2024, the base hourly wage for the Development Services Director, the Recreation, Parks, & Marina Director, and the Human Resources Administrator will be increased by 4%.~~

A. EXECUTIVE MANAGEMENT PAY BANDS.

Pay bands have historically been established for Executive Management positions to ensure internal equity, external competitiveness, and fiscal responsibility. Pay bands are a structured approach to executive compensation that provides consistency and transparency in how salaries are set across executive classifications; allow flexibility to recognize differences in scope of responsibility, complexity,

and organizational impact; and support recruitment and retention of highly qualified executive-level employees. Executive Management positions are grouped into tiers based on their relative responsibilities, organizational impact, and reporting relationships. The tiers are as follows:

<u>Tier 1</u>	<u>Development Services Director, Finance Director, Human Resources Director, IT Director, Recreation, Parks and Marina Director</u>
<u>Tier 2</u>	<u>Fire Chief, Public Works Director/City Engineer</u>
<u>Tier 3</u>	<u>Police Chief</u>
<u>Tier 4</u>	<u>Deputy City Manager</u>
<u>City Manager</u>	<u>Salary established by employment contract and City Council resolution</u>

B. JULY 2025 BASE WAGE ADJUSTMENT.

Effective the first full pay period in July of 2025, the base wage rates set forth in the Citywide Salary Schedule increased by a two- and one-half percent (2.5%) COLA as authorized by Resolution No. 2025-26.

C. SEPTEMBER 2025 BASE WAGE ADJUSTMENT.

Effective September 26, 2025, base hourly wages will be adjusted for implementation on the first pay date in October 2025. Benchmark classifications and the affected classifications internally aligned to those benchmark classifications shall be increased to 90% of the market median as follows:

<u>Salary Band</u>	<u>% Adjustment</u>
<u>Tier 1</u>	<u>2.6%</u>
<u>Tier 2</u>	<u>10.1%</u>
<u>Tier 3</u>	<u>2.9%</u>
<u>Tier 4</u>	<u>0</u>
<u>City Manager</u>	<u>2.9%</u>

D. JANUARY 2026 BASE WAGE ADJUSTMENT.

Effective the first full pay period in January of 2026, the base wage rates set forth in the Citywide Salary Schedule shall be increased by a two- and one-half percent (2.5%) COLA.

E. JULY 2026 BASE WAGE ADJUSTMENT.

Effective the first full pay period in July of 2026, the base wage rates set forth in the Citywide Salary Schedule shall be increased by a two- and one-half percent (2.5%) COLA.

Section 03. LEVEL OF COMPENSATION.

The compensation of all Affected Employees shall be determined on a merit basis, and said employees shall initially be placed, at time of appointment by the City Manager, at a pay step within the applicable pay ranges as established in the City's salary resolution.

Section 04. ADVANCEMENT WITHIN THE SALARY SCHEDULE.

Affected Employees shall be considered for advancement within the steps of the City's Salary Schedule resolution at the discretion of the City Manager. The City Manager shall evaluate all Employees on an annual basis as determined by the initial hire date. If it is determined that an Employee is eligible for an advancement, the effective date of the advancement shall be the first payroll period following the City Manager's approval unless otherwise specified by the City Manager. Advancements within the salary range may be granted, based on merit, if an Employee demonstrates exceptional ability and proficiency in the performance of the employee's duties as determined by the City Manager.

Section 05. WORK SCHEDULES.

The traditional work schedule is a 40.0-hour workweek consisting of five (5) consecutive eight (8) hour days in a seven (7)-day period (hereinafter "5/40"), beginning at 12:00 am on Friday through 11:59 pm on the following Thursday. All other work schedules shall be considered Alternative Work Schedules.

Section 06. ALTERNATIVE WORK SCHEDULES.

Nine (9) workdays totaling eighty (80) hours during a fourteen (14)-day period beginning at 12:00 am on Friday through 11:59 pm on the following Thursday (hereinafter "9/80"), or any other configuration approved by the City Manager.

Section 07. FLSA EXEMPT STATUS.

The City designates the Affected Employees as exempt from overtime for purposes of the Fair Labor Standards Act ("FLSA"). The City shall comply with all applicable state and federal standards, regulations and laws relative to its designations of these employees as exempt for FLSA purposes.

ARTICLE 3 OTHER COMPENSATION

Section 01. ACTING CITY MANAGER PAY.

If assigned as Acting City Manager for a duration that exceeds seven (7) business days, the Affected Employee shall receive Acting Pay of ten percent (10%) of base pay, effective the first day of the assignment. This compensation ~~is may be~~ non-pensionable ~~compensation as determined by CalPERS~~.

Section 02. ~~DEPUTY CITY MANAGER ASSIGNMENT & PAY.~~

~~This is a two (2) year pilot program which can be paused or eliminated by City Council at any time. The City Manager, with the concurrence of the City Council in closed session consistent with current Department Head appointment procedures, may assign at their discretion a designee who is covered by the City's Resolution governing Unrepresented and Executive Management Employees, to serve as Deputy City Manager over non-public safety services. Assignees will have up to a two (2) year assignment that can be revoked by the City Manager, with the concurrence of City Council in closed session, at any time. The assignment ending date must be specified upon the assignment and may be extended for longer than two (2) years only if the pilot program is also extended. Assignees will be~~

~~required to continue to maintain a high level of job performance in their existing position and have capacity to take on this additional assignment. The pilot program shall be reviewed by City Council every six (6) months. If assigned as Deputy City Manager for a duration that exceeds seven (7) business days, the assigned employee shall receive Acting Pay of fifteen percent (15%) of base pay, which shall not be pensionable compensation.~~

Section 032. FIRE DUTY CHIEF STANDBY PAY.

Due to the City's inability to afford full-time staff to serve as a Fire Duty Chief for each shift, the Fire Chief may be assigned to serve as Fire Duty Chief on a standby basis in addition to regular hours worked, typically overnight and on regularly scheduled days off. The Fire Chief when assigned to serve as Duty Chief shall receive additional non-pensionable Fire Duty Chief Standby Pay per assigned shift as follows: \$200 per weekday evening shift (5:01 p.m. to 8:29 a.m.), \$200 per weekend day shift (8:30 a.m. to 8:29 p.m.), and \$200 per weekend evening shift (8:30 p.m. to 8:29 a.m.); this additional pay will be limited to no more than fifteen (15) shifts per month. If operationally necessary, the City Manager may authorize additional shifts that must be requested and approved in writing. It is expected that such assignment would be made on monthly basis taking the form of a rotation between participants to reduce the burden on any single individual and to distribute evenly the assignment to the maximum extent possible. Employees must be scheduled for Fire Duty Chief Standby in such a manner as to ensure at least one-consecutive day off (e.g., no regular or standby work assignment) each week of a month to the maximum extent possible. The Fire Chief shall have the sole ability to schedule one Fire Duty Chief per shift based on staffing, budget, and operational discretion as they see fit, but shall not assign themselves any greater participation than assigned to any single Fire Division Chief to the maximum extent possible and/or mutually agreed upon allotment between the Chief Officers.

Section 043. ADVANCED EDUCATION COMPENSATION.

Affected Employees that have an advanced degree (master's degree, doctorate, etc.) or professional license or certification that complements their job duties and descriptions or provides benefit to the City, and exceeds the job description or classification specification requirement, will be given a base salary compensation adjustment of three (3%) percent. This incentive is limited to a maximum of three (3%) percent regardless of the number of degrees or professional licenses or certifications exceeding the job requirement. An advanced degree required for the position is not eligible for the incentive. This compensation must be approved by the City Manager.

Section 054. AUTOMOBILE ALLOWANCE.

Affected Employees shall receive four hundred dollars (\$400.00) per month in automobile allowance or a take home City vehicle, as determined by the City Manager. All uses of City vehicles shall be per the City vehicle use policy.

Section 065. TECHNOLOGY/CELL PHONE EQUIPMENT.

Subject to the written approval of the City Manager, the City shall provide Affected Employees with a City purchased and maintained cell phone, tablet, lap-top, personal computer, printer, remote access from home computer and all other related technology needed to successfully undertake their position, provided such equipment is available for use and/or has been budgeted for.

Section 07. ~~CONFIDENTIAL EMPLOYEE PROGRAM TERMINATION.~~

~~Currently, the Recreation, Parks, and Marina Director, hired prior to July 30, 2019, receives a 3% Confidential Pay Differential which is added to the employee's base pay. No other Executive Management classifications are eligible for this pay and the Confidential Pay Program will end with the departure of the current incumbent Recreation, Parks, and Marina Director.~~

Section 086. NOTARY PAY.

Any employee that possesses an official Notary Commission and is required to perform these duties in addition to their normal job duties shall be afforded a monthly \$50 allowance, approved by the City Manager. The City will provide the cost of training, certification, recertification, bond, insurance and recording with the County Recorder of the Notary Commission for any employees required to obtain and maintain an official Notary Commission.

Section 097. LONGEVITY PAY.

Upon the completion of five (5) years of continuous full-time City service, Affected Employees shall receive an amount equal to three percent (3%) of current base salary. Affected Employees who complete ten (10) years of continuous full-time City service shall receive an additional three percent (3%) of current base salary (for a total of six percent (6%)).

In addition to eligibility for the longevity pay described in the paragraph above, Affected Employees who have completed fifteen (15) years of service as a sworn law enforcement officer, shall receive an additional three percent (3%) of current base salary (eligible for up to nine percent (9%) total longevity pay).

Section 1008. ~~POST EXECUTIVE MANAGEMENT~~ CERTIFICATE PAY.

~~Consistent with the POST Certificate Pay provided to all City sworn law enforcement employees, any Affected Employees that possess who holds a POST Executive Management Certificate on above the minimum required for their position, shall receive an amount equal to five percent (5%) of current base salary additional compensation equal to five percent (5%) of their current base salary.~~

ARTICLE 4 EDUCATION REIMBURSEMENT

Section 01. LIMITATIONS ON EDUCATION REIMBURSEMENT.

Upon approval of the City Manager, the City shall reimburse Affected Employees' costs for further education such as tuition, registration fees, and books, subject to the limits set forth in this Article. Other fees such as mileage, activity cards and other optional fees and lab fees shall not be reimbursed. The following rules shall apply for education reimbursement:

- A. Courses, degrees and certifications must relate to the Employee's position or be directly related to the employee's potential professional development with the City.
- B. Pre-approval by the City Manager is required in advance of registering any the course of instruction.
- C. Course work taken only at institutions accredited by nationally recognized accrediting agencies that the federal Secretary of Education has determined to be reliable authorities as to the quality of such education or training offered shall be considered for reimbursement. Correspondence courses shall not be eligible. Reimbursement for course work taken at a non-accredited institution shall be subject to the sole discretion of the City Manager.
- D. Employees shall only receive education reimbursement if they satisfactorily complete the approved course with a "pass" or grade of "C" or better.
- E. In the event an Employee receives assistance under federal or state government legislation or other student aid program for education charges for an approved course, only the difference, if any, between such assistance and the education charges an employee actually incurs, shall be eligible for reimbursement under this program.
- F. Upon completion of each course, an Employee shall be responsible for reporting grades received to the Personnel Department for recording purposes and for supplying a copy of the grade receipt for the employee's personnel file.

Section 02. Reimbursement for books and registration fees shall be paid upon proof of payment by the Employee. Tuition costs shall be reimbursed following completion of the course and submittal of proof for the successful completion of the course as required by this Article. If the City requires the employee to withdraw from the course, the City shall reimburse the employee for the full cost of tuition. All payments shall be made as part of the regular City warrant.

Section 03. Failure on the part of an Employee to provide any information required to determine eligibility for reimbursement, or providing false information for reimbursement requests, shall result in the employee being ineligible for any future tuition reimbursements, and may result in disciplinary action up to and including termination of employment.

Section 04. In no case shall the total amount of education reimbursement for individual courses provided to an Employee in a given fiscal year exceed one thousand ~~five~~eight hundred dollars (\$1,~~5~~800.00). If an Employee leaves City service within two (2) years of receiving education reimbursement, the Employee must reimburse the City an amount equal to half of the total education reimbursement paid by the City, which may be withheld from the Employee's final paycheck per agreement by the Employee.

ARTICLE 5 RETIREMENT BENEFITS

Section 01. THE CALIFORNIA PUBLIC EMPLOYEES' PENSION REFORM ACT OF 2013 (PEPRA). PEPRA took effect January 1, 2013. PEPRA outlines the definition of Classic and New Members and specifies requirements specific to these classes of members. Eligibility as a Classic or New Member is

also governed by the Public Employees' Retirement Law (PERL), and eligibility determinations are made solely by California Public Employees' Retirement System (CalPERS).

Section 02. CLASSIC MISCELLANEOUS EMPLOYEE RETIREMENT BENEFITS.

Except as otherwise provided in this Article, the City provides the two (2%) percent at fifty-five (55) CalPERS Retirement Plan, with One (1)-Year Final Compensation, including the 1959 Survivor's Benefit Level three (3), for Classic Miscellaneous Employees. The City shall pay the Employer's contribution. The employee shall pay the Employee's contribution as established by CalPERS. ~~As soon as practicable and approved by CalPERSEffective October 1, 2021~~, all Affected Miscellaneous Employees ~~will received~~ an increase to their base hourly rate of seven-point-five (7.5%) percent in exchange for Classic Miscellaneous employees paying the full employee contribution along with employees governed by PEPR. As soon as practicable after CalPERS approval, the City shall pay 100% of the Classic Miscellaneous Employee contribution in exchange for Classic Miscellaneous employees paying 7% Cost-Share of the employer's contribution. The Employer Paid Member Contributions (EPMC) will be reported as "Special Compensation". If permitted under Internal Revenue Code Section 414(h)(2), employee contributions required by and paid by the Employee shall be deducted from each Employee's gross pay on a pre-tax basis.

Section 03. CLASSIC SAFETY FIRE EMPLOYEE RETIREMENT BENEFITS.

Except as otherwise provided in this Article, the City provides the two (2%) percent at fifty-five (55) CalPERS Retirement Plan, with One (1)-Year Final Compensation, including the 1959 Survivor's Benefit Level three (3), for Classic Safety Fire Employees. The City shall pay the Employer's contribution. The employee shall pay the Employee's contribution as established by CalPERS. ~~As soon as practicable and approved by CalPERSEffective October 1, 2021~~, all Affected Fire Safety ~~Affected~~-Employees ~~will received~~ an increase to their base hourly rate of seven-point-five (7.5%) percent in exchange for the Classic Safety Fire employees paying the full employee contribution along with employees governed by PEPR. As soon as practicable after CalPERS approval, the City shall pay 100% of the Classic Fire Safety Employee contribution in exchange for Classic Fire Safety employees paying 7% Cost-Share of the employer's contribution. The Employer Paid Member Contributions (EPMC) will be reported as "Special Compensation". If permitted under Internal Revenue Code Section 414(h)(2), employee contributions required by and paid by the Employee shall be deducted from each Employee's gross pay on a pre-tax basis.

Section 04. CLASSIC SAFETY POLICE EMPLOYEE RETIREMENT BENEFITS.

Except as otherwise provided in this Article, the City provides the CalPERS three (3%) percent at fifty (50) Retirement Plan, with One (1)-Year Final Compensation and Credit for Unused Sick Leave Government Code Sections 20042 and 20965 respectively, for Classic Safety Police Employees. The Credit for Unused Sick Leave will be reduced by the number of hours converted to cash pursuant to Section 5 of Article IX. The following provisions apply to Affected Employees receiving Safety Police benefits:

- A. The City shall continue to provide Level four (4), Survivor Benefits through CalPERS.
- B. The City shall pay the Employer's contribution. The employee shall pay the Employee's contribution as established by CalPERS.

- C. Consistent with Internal Revenue Code Section 414(h)(2), that portion of the Affected Employee's contribution paid by the Employee shall be deducted from each Employee's gross pay on a pre-tax basis.
- D. ~~As soon as practicable and approved by CalPERS~~Effective October 1, 2021, all Affected Safety Police ~~Affected~~ Employees ~~will~~received an increase to their base hourly rate of five-point-five (5.5%) percent in exchange for the Classic Safety Police Employees paying the full employee contribution along with employees governed by PEPR.
- E. As soon as practicable after CalPERS approval, the City shall pay 100% of the Classic Police Safety Employee contribution in exchange for Classic Police Safety employees paying 9% Cost-Share of the employer's contribution. The Employer Paid Member Contributions (EPMC) will be reported as "Special Compensation". If permitted under Internal Revenue Code Section 414(h)(2), employee contributions required by and paid by the Employee shall be deducted from each Employee's gross pay on a pre-tax basis.

Section 05. PEPRA NEW MISCELLANEOUS EMPLOYEE RETIREMENT BENEFITS.

The City provides the two (2%) percent at sixty-two (62) CalPERS Plan for New Member Miscellaneous Employees. The City shall pay the Employer's contribution as established by CalPERS. The Employee shall pay the Employee's contribution as established by CalPERS. Pursuant to PEPR, no Employer Paid Member Contribution (EPMC) is available for New Members. Should any provision in this Article be determined to be in conflict with PEPR, the provisions of PEPR shall take precedence.

Section 06. PEPRA NEW SAFETY FIRE EMPLOYEE RETIREMENT BENEFITS.

The City provides the two (2%) percent at fifty-seven (57) CalPERS PEPR Plan for New Member Safety Fire Employees. The City shall pay the Employer's contribution as established by CalPERS. The Employee shall pay the Employee's contribution as established by CalPERS. Pursuant to PEPR, no EPMC is available for New Members. Should any provision in this Article be determined to be in conflict with PEPR, the provisions of PEPR shall take precedence.

Section 07. PEPRA NEW SAFETY POLICE EMPLOYEE RETIREMENT BENEFITS.

The City provides the two-point-seven (2.7%) percent at fifty-seven (57) CalPERS Plan for PEPR New Member Safety Police Employees. The City shall pay the Employer's contribution as established by CalPERS. The Employee shall pay the Employee's contribution as established by CalPERS. Pursuant to PEPR, no EPMC is available for New Members. Should any provision in this Article be determined to be in conflict with PEPR, the provisions of PEPR shall take precedence.

Section 08. SICK LEAVE CONVERSION.

The City provides Credit for Unused Sick Leave pursuant to Government Code Section 20965.

ARTICLE 6 VACATION LEAVE

Section 01. VACATION ACCRUAL.

Resolution No. 2024~~5~~-__

Adopted ~~August 13, 2024~~September 2, 2025

Affected Employee accumulation of Vacation Leave shall commence effective with the date of hire, according to the following schedule, prorated on a pay period basis (annual total divided by 26 bi-weekly pay periods to two decimal places of accuracy):

- A. For the first five (5) years of service. Employees shall earn and be credited with Vacation Leave at the rate of one hundred and twenty (120) hours per year.
- B. Commencing with the Sixth (6th) Year. Employees shall earn and be credited with Vacation Leave at the rate of one hundred and sixty (160) hours per year.
- C. Commencing with the Eleventh (11th) Year. Employees shall earn and be credited with Vacation Leave at the rate of two hundred (200) hours per year ~~after fifteen (15) years of service.~~

Section 02. MAXIMUM ACCUMULATION.

Affected Employees ~~with fifteen (15) or fewer years of service with the City may accumulate up to a maximum of two hundred eighty (280) hours of Vacation Leave. Employees with over fifteen (15) years of service with the City~~ may accumulate up to a maximum of three hundred twenty (320) hours of Vacation Leave.

Under exceptional circumstances, such as heavy workloads or staffing shortages, the City Manager may authorize the accumulation of additional Vacation Leave. If an Employee is at the limit, they must request to take Vacation Leave off. If a written request to do so is disapproved, the limit may be increased by the City Manager. Failure to request time off will result in ceasing the accrual of Vacation Leave upon reaching maximum accumulation and continuing until the balance is reduced by forty (40) hours.

Section 03. HOLIDAY DURING VACATION.

An Employee is not charged Vacation Leave for a Holiday occurring during their Vacation Leave.

Section 04. UTILIZATION OF VACATION LEAVE.

Utilization of Vacation Leave shall be scheduled through the City Manager, who shall, in their sole discretion, determine when and whether to permit such leave. In making a determination when and whether to permit utilization of Vacation Leave, the City Manager may consider such factors as the preferences of the Employee, the availability of staff to assume the duties of the employee, the impact of the leave on overall City service or pending projects, and the overall staffing and other needs of the City.

Section 05. ~~CONVERSION OF UNUSED VACATION LEAVE TO CASH.~~

~~Affected Employees are allowed to cash-out of a maximum of forty (40) hours in January of each year as long as there remains a minimum of eight (8) hours in employee's vacation leave after cash-out. The Finance Department will send out a request form, in November of the preceding year, that includes written verification of each employee's current Vacation Leave balance. To be entitled to cash-out Vacation Leave, Employees must make an irrevocable request for the upcoming calendar~~

~~year to cash-out Vacation Leave by filling out and signing the form provided by the Finance Department. The form must be submitted to the Finance Department by the date provided on the form and in no event later than December 31st of each year for cash-out in January of the following year. Moreover, no request for conversion shall be granted unless first approved by the City Manager.~~

~~**Section 06. VACATION LEAVE PAYMENT AT SEPARATION.**~~

~~Affected Employees who voluntarily or involuntarily separate from employment with the City shall be paid in a lump sum for all accrued Vacation Leave earned to the effective date of the separation, up to the maximum prescribed in this Article. Payment shall be at the same hourly rate of pay as was authorized for the Employee at the effective date of termination.~~

Section 075. RESTORING LEAVE CAPS.

Leave caps shall be restored for all Affected Employees effective July 1, 2024. In order to effectuate this intent, the City will buy down any excess accrued leave to the original authorized accrued leave cap effective the last full payroll period in June 2023. Employees will then have one (1) year, until July 1, 2024, to maintain and/or reduce their leave accruals below the contractual leave caps at which time employees will no longer be allowed to exceed the leave caps. Those who are still over the cap on or after July 1, 2024, shall not accrue any more leave time until they bring their accrual balance below the leave caps and shall not be allowed to accrue over the cap from thereon. The City understands that after buying down the excess accrued leave to the leave caps, that it is likely in the first few payroll periods following that event that employees will exceed the caps again, so the City is providing the one (1) year period to give employees time to sufficiently reduce their leave accruals to avoid future loss of accruals when the hard cap is imposed.

ARTICLE 7 HOLIDAYS

Section 01. HOLIDAY DATES.

All Affected Employees shall have the same legal holidays and the same schedule of holidays as are afforded mid-management employees, either by City's past practice or as presently listed in the current memorandum of understanding governing those employees.

The following are recognized as Holidays:

The first day of January, New Year's Day.

The third Monday in January, Martin Luther King's Birthday.

The third Monday in February, President's Day.

The last Monday in May, Memorial Day.

The nineteenth day of June, Juneteenth.

The fourth day of July, Independence Day.

The first Monday in September, Labor Day.

The second Monday in October, Indigenous People's Day (Columbus Day).

The eleventh day of November, Veteran's Day.

The fourth Thursday in November, Thanksgiving Day.

The fourth Friday in November, the day after Thanksgiving Day.

The twenty-fifth day of December, Christmas Day.

One floating Holiday shall be posted on the first pay period in July and one floating Holiday on the first pay period in January to the Holiday Leave balance.

Any date proclaimed by the Mayor of Suisun City as a Holiday.

Holidays proclaimed by the President of the United States or the Governor of the State of California shall be subject to review and are not automatically provided to Affected Employees.

Section 02. HOLIDAY LEAVE BALANCE.

Holiday Leave shall be accumulated separately from Vacation Leave. Holiday Leave may be used for paid leave purposes (essentially in the same manner as Vacation Leave). In order to encourage Affected Employees to take advantage of their Holiday Leave, a maximum of one hundred (100) hours is allowed to accrue in Holiday Leave balance. ~~Employees may not cash-out Holiday Leave except upon leaving City service.~~ If an Employee is at the accrual limit, they must request to take Holiday Leave off. If a written request to do so is disapproved, then the accrual limit shall be increased by the City Manager. Failure to request time off would result in ceasing the accrual of Holiday Leave upon reaching maximum accumulation and continuing until the balance is reduced by 20 hours.

Section 03. RESTORING LEAVE CAPS.

Leave caps shall be restored for all Affected Employees effective July 1, 2024. In order to effectuate this intent, the City will buy down any excess accrued leave to the original authorized accrued leave cap effective the last full payroll period in June 2023. Employees will then have one (1) year, until July 1, 2024, to maintain and/or reduce their leave accruals below the contractual leave caps at which time employees will no longer be allowed to exceed the leave caps. Those who are still over the cap on or after July 1, 2024, shall not accrue any more leave time until they bring their accrual balance below the leave caps and shall not be allowed to accrue over the cap from thereon. The City understands that after buying down the excess accrued leave to the leave caps, that it is likely in the first few payroll periods following that event that employees will exceed the caps again, so the City is providing the one (1) year period to give employees time to sufficiently reduce their leave accruals to avoid future loss of accruals when the hard cap is imposed.

ARTICLE 8 EXECUTIVE LEAVE

Section 01. EXECUTIVE LEAVE ACCRUAL.

Affected Employees shall be granted one hundred twenty (120) hours of Executive Leave with pay each fiscal year (July 1 to June 30). Sixty (60) hours of Executive Leave will be allocated on a semi-annual basis on the following dates: January 1st and July 1st. Employees hired during the fiscal year period shall have Executive Leave credited as a pro-rated amount pursuant to AD 7, Section 8.5. Affected Employees may accumulate up to a maximum of one hundred sixty (160) hours of Executive Leave, wherein upon reaching maximum accumulation such accrual shall cease until the balance falls below the establish maximum accumulation.

Section 02. EXECUTIVE LEAVE CASH OUT.

~~Affected Employees are allowed to request cash out of a maximum of forty (40) hours in January of each year. The Finance Department will send out a request form, in November of the preceding year, that includes written verification of each Employee's current Executive Leave balance. To be entitled to cash out Executive Leave, Employees must make an irrevocable request for the upcoming calendar year to cash out Executive Leave by filling out and signing the form provided by the Finance Department. The form must be submitted to the Finance Department by the date provided on the form, and in no event later than December 31st of each year for cash out in January of the following year. Moreover, no request for cash out shall be granted unless first approved by the City Manager. City Manager may consider cash out of additional unused leave accruals in extreme or emergency situations, but only following the same request procedure.~~

Section 032. RESTORING LEAVE CAPS.

Leave caps shall be restored for all Affected Employees effective July 1, 2024. In order to effectuate this intent, the City will buy down any excess accrued leave to the original authorized accrued leave cap effective the last full payroll period in June 2023. Employees will then have one (1) year, until July 1, 2024, to maintain and/or reduce their leave accruals below the contractual leave caps at which time employees will no longer be allowed to exceed the leave caps. Those who are still over the cap on or after July 1, 2024, shall not accrue any more leave time until they bring their accrual balance below the leave caps and shall not be allowed to accrue over the cap from thereon. The City understands that after buying down the excess accrued leave to the leave caps, that it is likely in the first few payroll periods following that event that employees will exceed the caps again, so the City is providing the one (1) year period to give employees time to sufficiently reduce their leave accruals to avoid future loss of accruals when the hard cap is imposed.

ARTICLE 9 ACCRUED LEAVE CASH OUT

Section 01. ANNUAL CASH OUT OF ACCRUED LEAVE.

Affected Employees are allowed to cash-out a maximum of one hundred and forty (140) hours of accrued leave in December of each year as long as there remains a minimum of forty (40) hours in employee's combined accrued leave balances after cash-out. Annual Accrued Leave cash out is limited to the amount of time accrued in the calendar year of the cash out. The Finance Department will send out a request form, in November of the preceding year, that includes written verification of each employee's current Accrued Leave balances. To be entitled to cash-out Accrued Leave, Employees must make an irrevocable request for the upcoming calendar year to cash-out Accrued Leave by filling out and signing the form provided by the Finance Department. The form must be submitted to the Finance Department by the date provided on the form and in no event later than December 31st of each year for cash-out in December of the following year. With the exception of the December cash-out, Employees may not cash out Accrued Leave except upon leaving City Service. For the calendar year 2025 only, elections will be made for cash out in 1) January 2026 and 2) December 2026.

Section 02. PAYMENT OF ACCRUED LEAVE AT SEPARATION.

Affected Employees who voluntarily or involuntarily separate from employment with the City shall be paid in a lump sum for all accrued Vacation, Holiday and Executive Leave earned up to the effective date of the separation. Payment shall be at the same hourly rate of pay as was authorized for the Employee at the effective date of termination.

ARTICLE ~~9~~10 SICK LEAVE AND OTHER LEAVES

Section 01. LEAVES OF ABSENCE.

Rules regarding Sick Leave and other leaves of absence, including but not limited to, Family or Medical Leave, Pregnancy Disability Leave, Bereavement Leave, Catastrophic Leave Sharing Program, Jury Duty Leave and Military Leave, are set forth in Chapter 10 the Personnel Rules.

Section 0~~3~~2. LEAVE OF ABSENCE DUE TO INJURY INCURRED WHILE ON DUTY.

- A. The City shall comply with applicable federal and state laws governing work-related injuries, leaves and compensation.
- B. Employees shall bring health and/or safety problems in the workplace to the attention of their supervisor as soon as possible.
- C. The City shall coordinate accrued Sick Leave with Workers' Compensation benefits.
- D. Employees who have exhausted their Sick Leave balances may use accrued Vacation Leave, Executive Leave, and/or Holiday Leave consistent with the provisions of Personnel Rules Subsection 10.3.1. Upon expiration of all paid leave time, an Employee shall be entitled to receive compensation only from the City's Workers' Compensation third-party administrator.

ARTICLE ~~10~~11 MEDICAL & DENTAL INSURANCE

Section 01. CORE FLEX PLAN.

The City will contribute a Core Flex Plan amount equivalent to the Kaiser Permanente Region 1 Premium for Employee, Employee plus one, and Employee plus Family toward the monthly premium cost.

Should the health plan premium cost, selected by the employee, be less than the Kaiser Permanente Region 1 premium, the City shall pay no more than the full cost of the Kaiser Permanente rate, with the difference between the cost of the selected health plan premium, and the maximum provided by the city eligible to be applied toward the cost of vision and dental premiums.

Section 02. FLEXIBLE BENEFIT OPTIONS.

The City shall provide \$500.00 per month (employee only) and \$700.00 per month (employee plus one or more dependents) as a Flexible Benefit Credit that may be used in lieu of the Core Flex Plan enrollment per Section 1 of this Article. The Flexible Benefit Credit may be divided among Dental and Vision Premiums, Flexible Spending Accounts, and Taxable Cash Option. Affected Employees choosing the Flexible Benefit Options must establish eligibility by providing verification of enrollment in a

group health plan and must reestablish eligibility annually for continued enrollment in the Flexible Benefit Options during each Open Enrollment Period established by the City.

Section 03. **RESTRICTIONS.**

Affected Employees may either enroll in the Core Flex Plan or be entitled to the Flexible Benefit Options as described in Section 2 of this Article, but may not participate in both, with the exception of the Voluntary Pre-Tax Payroll Deduction Flexible Spending Account or enrollment in a Dental and/or Vision Plan.

Section 04. **MEDICAL INSURANCE BENEFITS AFTER DEATH IN THE LINE OF DUTY.**

Should the Police Chief or Fire Chief lose their life in the line of duty, the City shall continue to pay medical insurance payments as outlined above for the Employee's immediate dependent family. Said payments will continue for a period of up to two (2) years, provided the City's medical insurance plan allows for such continued participation. The surviving dependent family member(s) may remain on the City's medical plan at the City's cost after the two (2) years has elapsed, provided that the medical plan allows for such continued participation.

Section 05. **SICK LEAVE CONVERSION TO FUND MEDICAL PREMIUMS.**

Upon normal retirement from the City, Affected Employees may convert twenty-five (25) percent of their Sick Leave balance to a cash equivalent and use it to fund medical premiums. This conversion will be deducted from the amount reported for CalPERS credit in Article IV.

ARTICLE ~~11~~12 **WORKERS' COMPENSATION COVERAGE**

Section 01. The City shall provide Workers' Compensation Insurance coverage (hereinafter "Workers' Comp") for all Affected Employees through its self-insured program.

ARTICLE ~~12~~13 **STATE DISABILITY INSURANCE COVERAGE**

Section 01. **STATE DISABILITY INSURANCE.**

The City shall participate in the State Disability Insurance Program (hereinafter "SDI").

Section 02. **PAYMENT OF SDI PREMIUMS.**

SDI premiums shall be paid in full by the City on behalf of all participating Affected Employees.

ARTICLE ~~13~~14 **LIFE INSURANCE AND DEFERRED COMPENSATION**

Section 01. **LIFE INSURANCE.**

The City shall provide a \$200,000 term and accidental death and dismemberment insurance policy for each Employee. The face value of the policy will begin reducing at age 65, per the policy's schedule of benefits.

Section 02. DEFERRED COMPENSATION PLAN.

The City shall provide a Deferred Compensation Plan as an optional benefit to Employees. The City will match the Employee contribution up to four percent 3.5%(4%) per pay period. The City's match will be contributed to participating Employees on a per pay-period basis.

ARTICLE ~~14~~15 UNIFORMS AND UNIFORM ALLOWANCES

The City shall annually pay Affected Employees required to wear uniforms in the performance of their duties a Uniform Allowance as follows:

Police Chief:	\$1,300 annually
Fire Chief:	\$1,300 annually

Uniform allowance will be paid on the regular paychecks on a pro-rata basis, equally divided across each of the twenty-six (26) pay periods/paychecks.

ARTICLE ~~15~~16 SEVERANCE

The City shall provide a Non-Public Safety Affected Employee who is at-will and who is terminated for any reason, other than For Cause, an amount equivalent to three (3) months of pay at the employee's then-current rate of pay plus an amount equivalent to three (3) months of COBRA insurance coverage (combined "Severance"), in consideration for and contingent upon the employee's execution of a general release agreement approved in form by the City Attorney. The City shall give a Public Safety Affected Employee who is at-will and who is terminated for any reason, other than For Cause, an amount equivalent to four (4) months of pay at the employee's then-current rate of pay plus an amount equivalent to four (4) months of COBRA insurance coverage (combined "Severance"), in consideration for and contingent upon the employee's execution of a general release agreement approved in form by the City Attorney and which includes a waiver of any Public Safety statutory rights. "For Cause" includes, but is not limited to malfeasance, misfeasance, misconduct, unethical conduct, illegal conduct, insubordination or any other conduct that is deemed to reflect poorly on the City, its employees, or its services.

ARTICLE ~~16~~17 ELECTIONS

In no event will the terms of this Unrepresented Employee Benefit Schedule or its adoptive resolution be changed or terminated within ninety (90) days before or after any municipal election for the selection or recall of one or more of the members of the City Council.

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AGENDA TRANSMITTAL

MEETING DATE: September 2, 2025

AGENDA ITEM: Discussion and Direction Regarding a Mass Notification System to Enhance Communitywide Alert and Warning Capabilities.

FISCAL IMPACT: The estimated cost of the project is \$353,486.65, and it is not funded.

STRATEGIC PLAN: Goal A - Public Safety.

BACKGROUND: While technology has advanced alert and warning systems through applications, emails, and text messaging, there remains a strong case for a community-wide alert siren to notify residents during disasters. In Suisun City's early days, both residents and firefighters were alerted to emergencies by the ringing of a bell mounted atop the fire station. Similarly, in the Midwest, public sirens are activated during tornado sightings to warn residents to take immediate shelter. Currently, in California, there is no standardized system to notify the public of emergencies without requiring individuals to opt in to third-party platforms such as Nixle or Alert Solano.

STAFF REPORT:

Staff has consulted with agencies that currently operate community alert and siren systems. In addition, staff engaged Day Wireless Systems, a local vendor specializing in mass notification technology, to provide a system design and installation quote for Suisun City. The proposed design includes the strategic placement of five (5) mass notification warning units throughout the community to enhance public safety.

Each unit is equipped to broadcast six (6) distinct siren tones and up to sixteen (16) prerecorded messages. The system also includes a live public address feature, allowing real-time communication during emergencies. To further increase accessibility, each siren head is fitted with a red LED light cluster for visual alerting, providing critical notification to individuals who are hearing impaired.

STAFF RECOMMENDATION: Staff is seeking direction from the City Council on whether to further explore additional information and potential funding options for the scope of this project.

DOCUMENTS ATTACHED: 1. Updated Quote 7.31.25 Day Wireless pdf.
2. Suisun City Community Siren Presentation pptx.

PREPARED BY:

Brad Lopez, Fire Chief

REVIEWED BY:

Brad L. Lopez, Fire Chief

APPROVED BY:

Bret Prebula, City Manager

ATTACHMENTS:

1. Quote 7 31 25
2. PPT Suisun City Community Siren Project
- .

PA SYSTEM- SUISUN CITY

BUDGETARY ESTIMATE FOR:

CITY OF SUISUN CITY

July 31, 2025

Presented by

Emily Rinaldi

Wireless Systems Sales Representative

Day Wireless Systems
4728 East 2nd St. Suite 10
Benicia, CA, 94510
(707) 746-5920
erinaldi@daywireless.com



www.daywireless.com

30 Offices in Six States
200+ Tower Locations



SUMMARY

Established in the 1850s, the City of Suisun City was the heart of transit and commerce during western expansion to the pacific. No stranger to natural disasters, the City of Suisun City has partnered with Day Wireless Systems to design and implement an early warning system to ensure the rapid notification of its 29,000 citizens. To meet this commitment, Day Wireless Systems proposes the following.

Design and propose a Mass Notification System for the City of Suisun City. The system will be comprised of five (5) Whelen Engineering Mass Notification Warning Systems. The sites will be Solar Powered for ease of installation and longevity. The system will have one (1) Command and Control Rapid Warn System with GUI Interface for operation along with (1) Whelen E1000 encoder for back-up operation. The system will have the ability to produce six (6) distinct siren tones with 16 prerecorded messages installed. During an emergent event, the system is equipped with a "Live P.A. (Public Address)" feature. As a monitored system, the sites communicate with command and control on the health of the satellite locations. If a fault occurs, it's logged, and an email is generated addressed to the system manager. The Warning System sites have a Visual Alert feature with a red LED light cluster around the bottom of each siren head for visual alerting for the hearing impaired. Intrusion alarms are included with the system and report back to Command and Control. The system will be controlled by R.F. Radio Frequency for operation.

This system would be installed, optimized, and tested by certified radio frequency technicians from the Benicia, California Day Wireless Service Team. As one of the largest Wireless Services Specialists in the Western United States, we are uniquely positioned and highly qualified to handle all aspects of this project, including but not limited to: system design, engineering, configuration, installation, and ongoing maintenance and support.

SYSTEM DESCRIPTION

SOLUTION OVERVIEW

The proposed solution for the City of Suisun City Mass Notification system project consists of the following:

- **Mass Notification System**
 - **Whelen**
 - One (1) Encoder for Activation
 - Two (2) 2400 Watt Tone and Voice Systems
 - One (1) 2000 Watt Tone and Voice Warning System
 - One (1) 800 Watt Tone and Voice Warning System
 - One (1) 3200 Watt Tone and Voice Warning System
 - Five (5) Red LED Visual Alert Around Each Unit
 - Five (5) VHF or UHF Analog Operation Two-Way Option
 - Five (5) Solar Operation for Siren Equipment
 - **Command and Control**
 - One (1) Rapid Warn Controller Base System
 - One (1) Configuration Set Up Call Keys
 - One (1) Warning Solutions (On-Site) for Rapid Warn Deployment and Training of End User (2 Days On-Site)
- **One (1) One Year Remote Support 24/7/365**

STATEMENT OF WORK

DAY WIRELESS TASKS

- Assign a point of contact for coordination
- Stage and inventory equipment
- Install equipment at sites
- Optimize equipment

ASSUMPTIONS AND EXPECTATIONS

- The City of Suisun City is responsible for all site access and escort in a timely manner. Delays in excess of one hour will not meet scheduling requirements and may be billed at time and materials rates as a change order.
- Day Wireless assumes that all sites will be installation “site ready” prior to scheduled installation start date. This includes but is not limited to:
 - All needed customer electrical work completed with sufficient power/breaker spaces available
 - Site connectivity installed, tested, and labelled prior to arrival for install.
- Work is Prevailing Wage (PVW) and reflects rates current as of 07/22/2025.

EXCLUSIONS AND EXCEPTIONS

Day Wireless Systems will not be responsible for the following items:

- Cost of diagnosing problems with existing equipment
- Permits or inspections
- Structural upgrades or grounding upgrades
- Any electrical work
- Man Lift rental
- Any necessary roof/facility penetrations

SCHEDULE

Final schedule will be prepared by the respective project managers upon award and final design. Some scheduling elements are not in control of Day Wireless, including, but not limited to: facility access, FCC license, site or facility permits, equipment delivery, and bad weather.

ACCEPTANCE TEST PLAN (ATP)

A formal Acceptance Test Plan will be completed upon award. A checklist of items to test will be prepared and a representative from the customer and Day Wireless will conduct the test together. Upon completion of the ATP, the system will be considered accepted, and a project completion certificate will be signed.

ESTIMATED SYSTEM PRICING

Please note that the total below does not include estimated taxes. Final tax rates will be calculated at time of purchase.

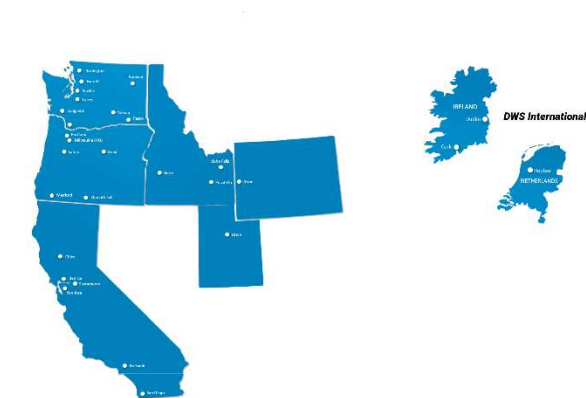
Description	Quote
Equipment & Shipping	\$242,936.65
Professional Services	\$110,550.00
TOTAL	\$353,486.65

PROFILE OF FIRM

Day Wireless Systems, a DBA of Day Management Corporation, is a global leader in communications, security, and public safety solutions integration. We've been delivering innovative solutions as a family-owned business since our founding in 1969, with a history rooted in telecommunications since 1905. We have more than 500 employees including over 300 technical staff.



Operating from locations across six Western states and international offices in the Netherlands and Ireland, we provide a full spectrum of services including sales, design, installation, integration, and ongoing support. Our in-house teams ensure seamless project execution, encompassing service, project management, FCC licensing, tower construction, site colocation, wide area systems, maintenance, and rentals.



Day Wireless Systems serves its customers globally from over 30 locations.

Day Wireless Systems is one of the largest wireless service organizations in the country and a major provider of the leading brands in wireless system applications. We are one of the largest wireless integrators in the Western United States.

When you call Day Wireless, you get answers. Whether you are seeking a Motorola Two-Way Radio System or need solutions for your complex communication challenge, we can help. Dedicated to service excellence and technical innovation, the experts at Day Wireless Systems are ready to solve problems. As the most comprehensive technology integrator in the industry, we ensure our customers stay connected to the people and information they need—when it matters most.

REGIONAL OFFICE PROFILE

Our experienced Serving the Northern California area is the Benicia regional office of Day Wireless. We have remote staff in Benicia and Sacramento to cover all of the Bay Area and Western Nevada.

4728 East 2nd St., Suite 10
 Benicia, CA 94510
 Phone: 707-746-5920
 Fax: 707-746-5924

The Benicia Service Center holds the highest technical service status awarded by Motorola – Service Elite Specialist. We must adhere to a rigorous standard of technical and customer service performance to maintain this level of Motorola certification.



Day Wireless Certified Service Center in Benicia: Complete with service bays, technician workstations, and customer meeting room.

The Day Wireless Benicia office adheres to the business practices of the Electronics Technician Association (ETA) for high standards of technical ability, business operations, ethics, safety, and customer service. It means clean, organized, and professional technical spaces and service vehicles. As a result, this office holds the distinction of Certified Service Center.

The ETA group is widely respected for its quality initiatives throughout the electronics industry worldwide. You can learn more at www.eta-i.org.

Mass Notification System

By Chief Lopez



Systems Explored



CITY OF BENICIA



CONTRA COSTA
COUNTY

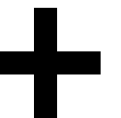


NAPA COUNTY

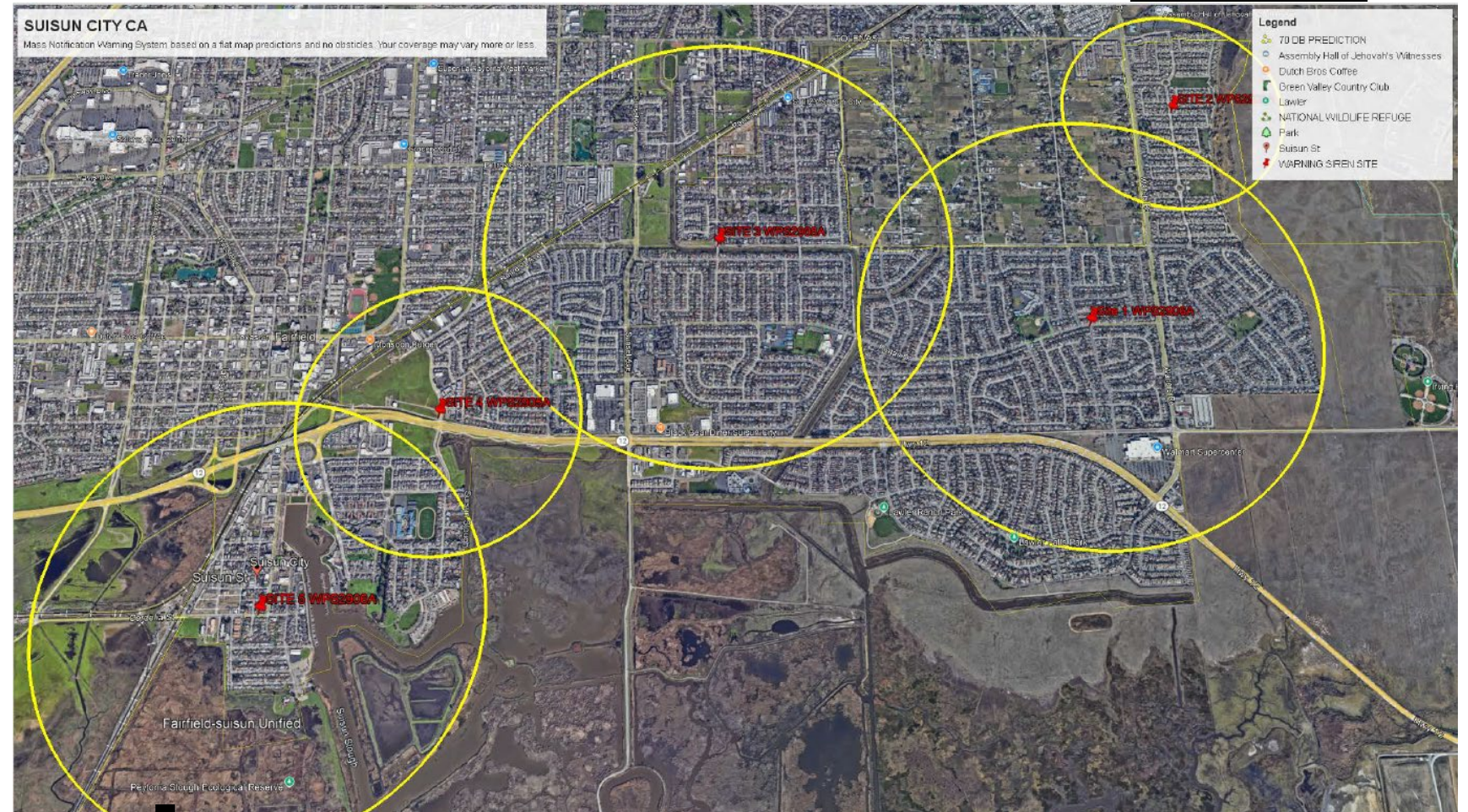


System Design- Suisun City

- ☐ Command and Control Unit
- ☐ 5 Mass Notification Warning Systems
- ☐ Solar Powered Sites
- ☐ 6 Distinct Siren Tones
- ☐ 16 Prerecorded Messages
- ☐ Live Public Address (PA) Feature
- ☐ Visual Alert Red LED light cluster for hearing impaired



Map Example



Estimated Costs

Description	Quote
Equipment & Shipping	\$242,936.65
Professional Services	\$110,550.00
TOTAL	\$353,486.65



Funding Options

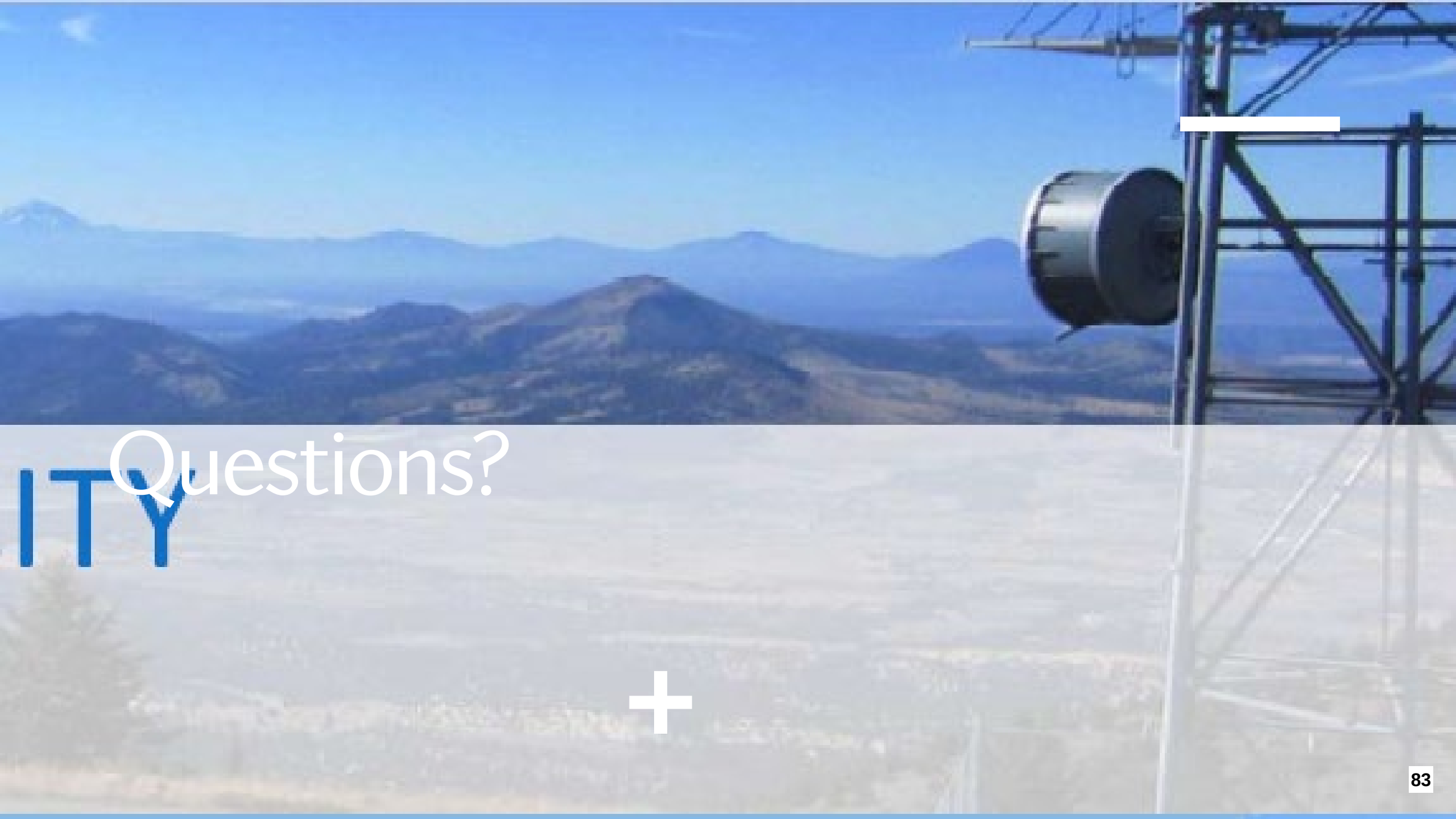


Grant Funding

General Fund

Lease Options

Earmark Funding



ITY Questions?

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AGENDA TRANSMITTAL

MEETING DATE: September 2, 2025

AGENDA ITEM: Discussion and Direction on Strike Concessions and Progression Forward with Solid Waste Services.

FISCAL IMPACT: There would be no fiscal impact to the General Fund from this item. The outcome of Council's decisions could have fiscal impact implications.

STRATEGIC PLAN: Provide Good Governance. Enhance the Environment.

BACKGROUND: The City is in the final stages of completing the renegotiation of the full Franchise Agreement and of establishing new rates and services with Republic Services.

STAFF REPORT: Staff will be presenting an informational PowerPoint covering the concessions being offered from the recent Teamsters' strike as well as scenarios for progressing forward in a manner that ensures Solid Waste services for the residents and businesses in Suisun City.

STAFF RECOMMENDATION: Council will be providing staff with their recommendations for direction moving forward to ensure the City has Solid Waste services in place, and for direction on offered strike concessions.

DOCUMENTS ATTACHED:

1. PowerPoint Presentation.

PREPARED BY:

Amanda Dum, Management Analyst II

REVIEWED BY:

Nouae Vue, Public Works Director & City
Engineer

APPROVED BY:

Bret Prebula, City Manager

ATTACHMENTS:

1. [PowerPoint Presentation](#)



DISCUSSION & DIRECTION

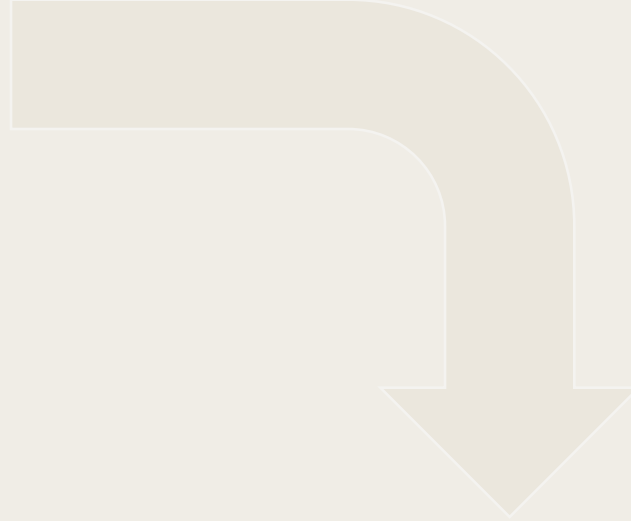
STRIKE CONCESSIONS & PROGRESSION FORWARD

REPUBLIC SERVICES

Amanda Dum, Management Analyst II Public Works

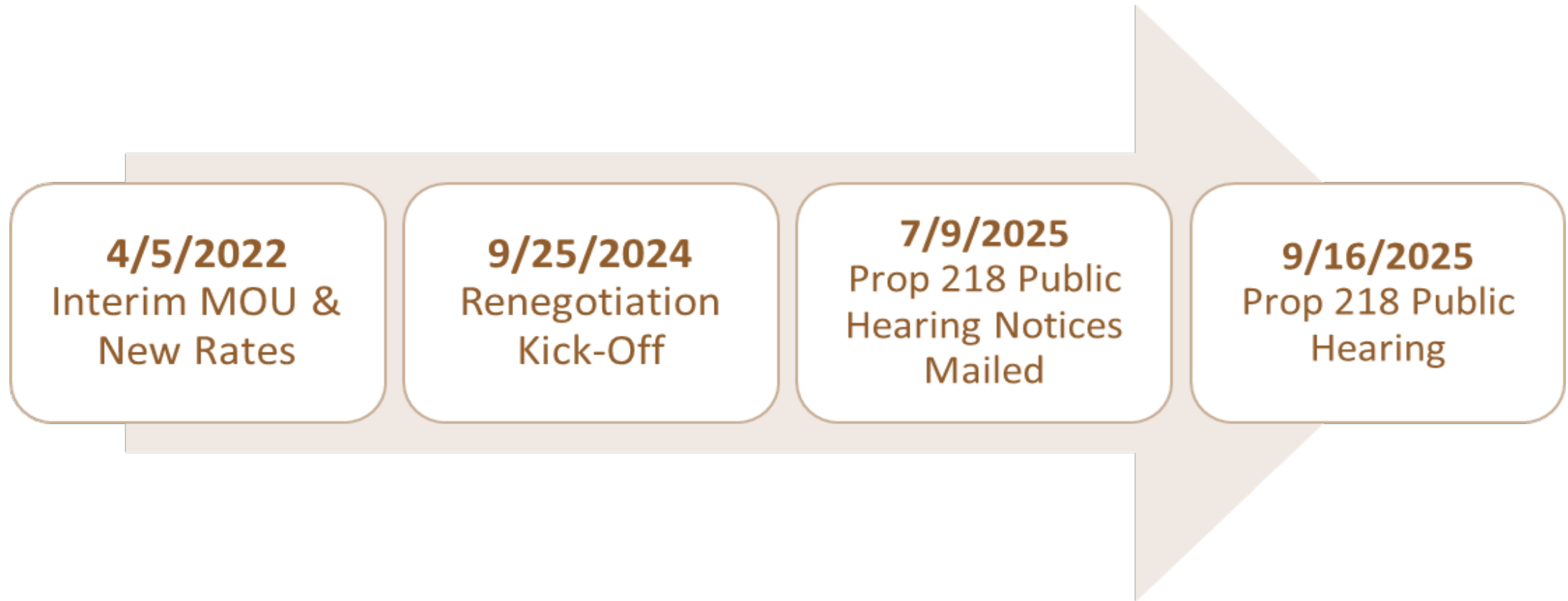
September 2, 2025

OVERVIEW



1. Current Timeline & Strike 2025
2. Strike Concession Options
3. Progressing Forward - Options

CURRENT TIMELINE



...STRIKE 2025

STRIKE CONCESSION OPTIONS

- Two Month Delay Rate Increase (\$11.86)

OR

- Flat Rate Credit (\$16.70)
- 3rd Bulky Waste Pick-Up
- \$22,171 Reimbursement
- Strike Language Update in Agreement

PROGRESSING FORWARD - OPTIONS

Proceed w/ Prop 218

- Conduct Public Hearing on September 16th
- Count Protest Letters
- Council Vote

Activate RFP Process

- Notify Republic Services
- Hire consultant to support RFP process
- Release Request for Proposals (RFP)
- Begin process of negotiating new Franchise Agreement



PROCEEDING → PROP 218 PROCESS

Potential Advantages

- New proposed rates include many new beneficial services
- New strike language in place for the future
- Continuation of street sweeping services & funding for Illegal Dump Crew
- Continuity of service & vendor
- In the final stretch of process
- Go out for RFP process at end of 10-year contract term

Potential Disadvantages

- Public perception
- Delay of 14 to 18 months (best case) to new Franchise Agreement
- Wondering “what if”
- Illegal Dump Crew becomes unfunded
- Street Sweeping services will end

ACTIVATING RFP PROCESS

Potential Advantages

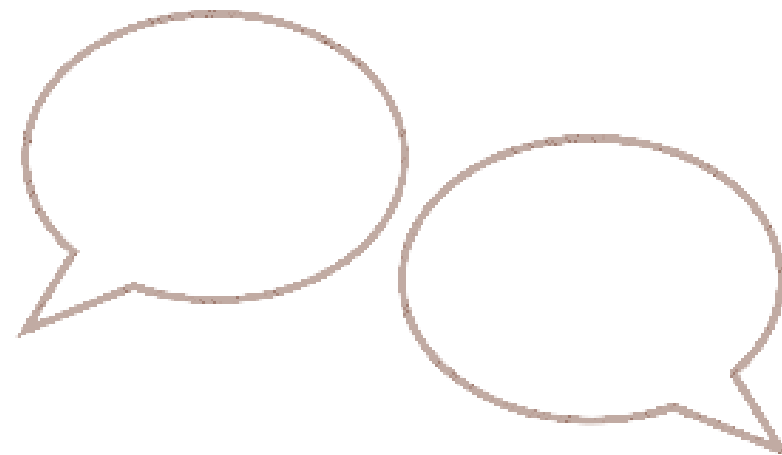
- Public Perception
- New Agreement



Potential Disadvantages:

- Unpredictable risk
- Cost to hire consultant (~ \$50K – \$100K)
- Timeline for process (~14 to 18 mos. best case)
- Time & cost to transition to possible new hauler
- Loss of funding for Illegal Dump Crew
- Establishment of new street sweeping services
- Loss of established relationships
- Loss of hauler with direct knowledge of Suisun market

QUESTIONS



DISCUSSION & DIRECTION