

RESOLUTION NO. 2026-48

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CRESCENT CITY REVISING THE SALARY SCHEDULE FOR CERTAIN CONTRACT AND CONFIDENTIAL POSITIONS

WHEREAS, the Crescent City Municipal Code provides that the City Council set employee compensation by resolution; and

WHEREAS, most City employees are represented by employee bargaining units whose pay and working conditions are set forth in Memorandums of Understanding, which are adopted by resolution and which include a Cost-of-Living Adjustment (COLA) for FY 2026-27; and

WHEREAS, City has certain employees who are under contract and are not represented by an employee bargaining unit, and those contracts specify that contract employees shall receive the COLA as that received by the Crescent City Management Employees Association (CCMEA); and

WHEREAS, City has certain confidential unrepresented employees whose pay and working conditions are set by resolution, and the City desires to provide those employees the COLA as that received by the CCMEA; and

WHEREAS, under the current Memorandum of Understanding, the CCMEA will receive a 3.0% COLA effective the first full pay period in July 2026, and best practice is to clearly state the new salary ranges for contract and confidential employees.

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

That the base salary ranges for contract and confidential employees listed below is approved and effective the first full pay period beginning on or after July 1, 2026 (July 10, 2026 for those employees on the 9/80 schedule or July 12, 2026 for those employees working the traditional schedule):

Contract Position	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Annual Min	Annual Max
City Manager	51	64.95	68.20	71.61	75.19	78.95	82.89	135,100	172,420
City Attorney	50	63.37	66.54	69.86	73.36	77.02	80.88	131,800	168,221
Fire Chief	50	63.37	66.54	69.86	73.36	77.02	80.88	131,800	168,221
Chief of Police	50	63.37	66.54	69.86	73.36	77.02	80.88	131,800	168,221
Public Works Director	44	54.64	57.37	60.24	63.25	66.41	69.73	113,654	145,040
Finance Director	44	54.64	57.37	60.24	63.25	66.41	69.73	113,654	145,040
Housing Authority Director	41	50.75	53.28	55.95	58.75	61.69	64.77	105,556	134,714
Recreation Director / Events Coordinator	36	44.86	47.10	49.46	51.93	54.53	57.26	93,302	119,096

Confidential Position	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Annual Min	Annual Max
HR Manager	32	40.63	42.66	44.79	47.03	49.38	51.85	84,518	107,848
HR Analyst	20	30.22	31.73	33.32	34.99	36.74	38.57	62,858	80,233

APPROVED and ADOPTED and made effective the same day at a meeting of the City Council of the City of Crescent City held on the 15th day of June 2026 by the following polled vote:

AYES: Council Members Altman, Greenough, Shamblin, Tinkler, and Mayor Wright

NOES: None

ABSTAIN: None

ABSENT: None



Isaiah Wright, Mayor

ATTEST:



Robin Altman, City Clerk