

## **RESOLUTION NO. 2025-111**

### **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUISUN CITY UPDATING THE CITYWIDE SALARY SCHEDULE TO ESTABLISH THE CLASSIFICATION OF IT DIRECTOR AND TO IMPLEMENT THE MARKET ADJUSTMENTS APPROVED IN THE EXECUTIVE MANAGEMENT PLAN EFFECTIVE SEPTEMBER 26, 2025**

**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 establish the classification of IT Director and align its compensation and benefits with the Executive Management Plan; 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 effective September 26, 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 16th day of September 2025, by the following vote:

<b>AYES:</b>	Councilmembers:	<u>Dawson, Shepherd, Pal, Mayor Hernandez</u>
<b>NOES:</b>	Councilmembers:	<u>Washington</u>
<b>ABSENT:</b>	Councilmembers:	<u>None</u>
<b>ABSTAIN:</b>	Councilmembers:	<u>None</u>

WITNESS my hand and the seal of said City this 16th day of September 2025.

  
Anita Skinner  
City Clerk

Attachment:

1. Citywide Salary Schedule



City of Suisun City  
Salary Schedule  
Resolution Date:

9/16/2025

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 Administrator	505	\$77.13	\$80.99	\$85.04	\$89.29	\$93.75	\$13,370	\$16,251	09/26/25	EM Plan	EM	Exempt
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
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

(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				
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

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B.U. Bargaining Unit

B.G. Benefits Group