

RESOLUTION NO. 2025-133

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUISUN CITY APPROVING THE CITYWIDE SALARY SCHEDULE TO REFLECT BASE WAGE ADJUSTMENTS IMPLEMENTED UNDER SUCCESSOR MEMORANDA OF UNDERSTANDINGS FOR EMPLOYEES REPRESENTED BY THE SCMPEA, SCPOA AND SCPFA.

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, the City Council previously approved successor Memoranda of Understanding with the Suisun City Professional Firefighters Association (SCPFA) on October 21, 2025, and with the Suisun City Management and Professional Employees Association (SCMPEA) and the Suisun City Police Officers' Association (SCPOA) on November 18, 2025; and

WHEREAS, those agreements included base wage adjustments as follows:

- Market-based adjustments to 90% of the market median for SCMPEA classifications more than 89% below the median, effective October 10, 2025;
- A 2.5% base wage adjustment for sworn SCPOA personnel effective November 21, 2025, in exchange for the elimination of holiday leave accruals; and
- Elimination of the ARPA salary range for the Fire Engineer classification represented by the SCPFA.

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

1. The Citywide Salary Schedule attached hereto is approved and adopted as of November 18, 2025, and
2. The City Manager or designee is authorized and directed to implement the salary adjustments as follows:
 - a. The wage adjustments for SCMPEA employees are effective October 10, 2025; and
 - b. The wage adjustments for SCPOA employees are effective November 21, 2025.

PASSED AND ADOPTED at a Regular Meeting of said City Council of the City of Suisun City duly held on Tuesday, the 18th day of November 2025, by the following vote:

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

WITNESS my hand and the seal of said City this 18th day of November 2025.



Donna Pock, CMC
Deputy City Clerk

Attachment:

1. Citywide Salary Schedule



City of Suisun City
Salary Schedule
Resolution Date: 11/18/2025

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	Exempt
Building Inspection Services Manager	421	\$49.72	\$52.21	\$54.82	\$57.56	\$60.44	\$8,618	\$10,475	10/10/25	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	480	\$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)	376	\$39.22	\$41.18	\$43.24	\$45.40	\$47.67	\$6,797	\$8,262	10/10/25	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	471	\$63.97	\$67.17	\$70.53	\$74.06	\$77.76	\$11,089	\$13,478	10/10/25	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
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	448	\$55.66	\$58.44	\$61.36	\$64.43	\$67.65	\$9,647	\$11,726	10/10/25	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	Exempt
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)	333	\$32.17	\$33.78	\$35.46	\$37.24	\$39.10	\$7,806	\$9,488	06/06/25	SCPFA	SCPFA	Exempt
Fire Marshal	454	\$58.13	\$61.04	\$64.09	\$67.30	\$70.66	\$10,077	\$12,248	10/10/25	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	Exempt
Fleet Mechanic	288	\$26.41	\$27.73	\$29.11	\$30.57	\$32.10	\$4,577	\$5,564	06/06/25	SCEA	SCEA	

(C) Denotes Confidential Class
(F) Denotes a Flexibly Staffed Classification
** City Manager's Salary is set by Contract

Job Class	Range	Hourly					Monthly Average		Effective Date	B.U.			B.G.	FLSA OT
		A	B	C	D	E	Starting	Ending		SCMPEA	SCEA	SCMPEA		
Housing Programs Manager	420	\$49.52	\$52.00	\$54.60	\$57.32	\$60.19	\$8,583	\$10,433	10/10/25	SCMPEA	SCEA	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	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	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	EM	EM	Exempt
Human Resources Specialist	222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$3,471	\$4,219	07/21/23	Temp/PT	Temp/PT	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	Confidential	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	Confidential	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	EM	EM	Exempt
IT Services Manager	460	\$59.85	\$62.84	\$65.98	\$69.28	\$72.74	\$10,374	\$12,609	10/10/25	SCMPEA	SCMPEA	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	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	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	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	SCMPEA	SCMPEA	Exempt
Marketing Manager	390	\$42.06	\$44.16	\$46.37	\$48.68	\$51.12	\$7,290	\$8,861	10/10/25	SCMPEA	SCMPEA	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	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	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	SCEA	SCEA	
Planning Specialist	222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	Temp/PT	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	EM	EM	Exempt
Police Commander	498	\$73.88	\$77.57	\$81.45	\$85.53	\$89.80	\$12,806	\$15,566	10/10/25	SCMPEA	SCMPEA	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	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	SCEA	SCEA	
Police Officer (F)	413	\$47.50	\$49.87	\$52.37	\$54.98	\$57.73	\$8,233	\$10,007	11/21/25	SCPOA	SCPOA	SCPOA	SCPOA	
Police Officer Trainee (F)	276	-	-	-	\$28.63	\$30.06	-	-	12/24/21	Temp/PT	Temp/PT	Temp/PT	Temp/PT	
Police Sergeant	460	\$59.85	\$62.84	\$65.98	\$69.28	\$72.74	\$10,374	\$12,609	11/21/25	SPOA	SPOA	SPOA	SPOA	
Police Support Services Manager	450	\$56.70	\$59.53	\$62.51	\$65.63	\$68.91	\$9,827	\$11,945	06/06/25	SCMPEA	SCMPEA	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	SCMPEA	SCMPEA	Exempt
Project Manager	416	\$48.50	\$50.93	\$53.47	\$56.15	\$58.95	\$8,407	\$10,219	10/10/25	SCMPEA	SCMPEA	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	SPOA	SPOA	SPOA	SPOA	
Public Safety Dispatcher I (F)	349	\$35.15	\$36.91	\$38.75	\$40.69	\$42.72	\$6,093	\$7,406	06/06/25	SPOA	SPOA	SPOA	SPOA	
Public Safety Dispatcher II (F)	373	\$38.66	\$40.60	\$42.63	\$44.76	\$47.00	\$6,702	\$8,146	06/06/25	SPOA	SPOA	SPOA	SPOA	
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	EM	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	SCEA	SCEA	
Public Works Specialist	222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	Temp/PT	Temp/PT	Temp/PT	
Public Works Superintendent	447	\$55.29	\$58.05	\$60.95	\$64.00	\$67.20	\$9,583	\$11,648	10/10/25	SCMPEA	SCMPEA	SCMPEA	SCMPEA	Exempt
Public Works Supervisor	380	\$40.06	\$42.07	\$44.17	\$46.38	\$48.70	\$6,944	\$8,441	10/10/25	SCMPEA	SCMPEA	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	SCEA	SCEA	
Recreation Manager	412	\$47.22	\$49.58	\$52.06	\$54.66	\$57.39	\$8,184	\$9,948	10/10/25	SCMPEA	SCMPEA	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	Temp/PT	Temp/PT	
Recreation Specialist II (F)	250	\$19.80	\$20.39	\$21.01	\$21.64	\$22.29	-	-	07/21/23	Temp/PT	Temp/PT	Temp/PT	Temp/PT	
Recreation Specialist III (F)	220	\$21.78	\$22.43	\$23.11	\$23.80	\$24.51	-	-	07/21/23	Temp/PT	Temp/PT	Temp/PT	Temp/PT	
Recreation Supervisor	348	\$35.33	\$37.10	\$38.95	\$40.90	\$42.94	\$6,124	\$7,444	10/10/25	SCMPEA	SCMPEA	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	EM	EM	Exempt
Senior Accountant	390	\$42.06	\$44.16	\$46.37	\$48.68	\$51.12	\$7,290	\$8,861	06/06/25	SCMPEA	SCMPEA	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	SCMPEA	SCMPEA	Exempt
Senior Building Inspector	397	\$43.58	\$45.75	\$48.04	\$50.44	\$52.97	\$7,553	\$9,181	10/10/25	SCMPEA	SCMPEA	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 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	

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