

RESOLUTION NO. 2025-36
RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COTATI APPROVING
THE FISCAL YEAR 2025/26 SALARY SCHEDULE

WHEREAS, on June 11, 2024 (Resolution 2024-29) the City Council approved a five-year MOU with the Cotati Police Officers Association (CPOA) effective the first full pay period following July 1, 2024; and

WHEREAS, on July 23, 2019 (Resolution 2019-35) the City Council approved a five-year MOU with the Cotati Police Management Association (CPMA) effective the first full pay period following July 1, 2019; and

WHEREAS, on August 24, 2021 (Resolution 2021-45) the City Council of the City of Cotati entered into an Amended and Restated Employment Agreement concerning compensation, benefits, terms, and conditions of Damien O'Bid's employment as City Manager for the period of five (5) years, which was subsequently amended and restated on August 23, 2022 (Resolution 2022-47), and

WHEREAS, on June 22, 2021 (Resolution 2021-33) the City Council approved a five-year MOU with the Cotati Employees Association (CEA) effective the first full pay period following July 1, 2021; and

WHEREAS, state law (ACA 3) requires a multi-year increase in the State minimum wage; and

WHEREAS, on August 9, 2022 (Resolution 2022-46) the City Council approved a five-year MOU with the Non-Represented contract (Non-Rep) effective the first full pay period following August 9, 2022; and

WHEREAS, on June 10, 2025, City Council approved a side-letter agreement to amend the Non-Represented contract (Non-Rep) article 3 only to rename the position of Police Services Aide (Permanent, Part-Time) to Police Services Specialist (Permanent, Part-Time); and

WHEREAS, the changes previously authorized by the City Council through the MOUs are incorporated into the attached salary schedule, effective the first full pay period after July 1, 2025.

NOW THEREFORE BE IT RESOLVED, the City Council for the City of Cotati hereby approves the salary schedule effective on the first day of the first full pay cycle in fiscal year 2025/26.

IT IS HEREBY CERTIFIED that the foregoing resolution was duly adopted at a regular meeting of the City Council of the City of Cotati held on July 8, 2025, by the following vote, to wit:

RESULT:	ADOPTED [5-0]
MOVER:	Laura Sparks, Councilmember
SECONDER:	Sylvia Lemus, Vice Mayor
AYES:	Ford, Lemus, Harvey, Sparks, Savage

Approved: Ben Ford

Mayor

Attest: Kevin Patterson

Kevin Patterson, Deputy City Clerk

Approved as to form: [Signature]

City Attorney

Salary Schedule 2025/26

Position Title	Bargaining Unit	Hourly (2080/yr)				
		Step	Step	Step	Step	Step
		A	B	C	D	E
Accountant	CEA	38.78	40.72	42.76	44.90	47.14
Account Clerk	CEA	28.83	30.27	31.78	33.37	35.04
Accounting Technician	CEA	33.50	35.18	36.94	38.79	40.73
Administrative Assistant	CEA	33.06	34.71	36.45	38.27	40.18
Assistant Planner	CEA	39.95	41.95	44.05	46.25	48.56
Associate Engineer	CEA	44.37	46.59	48.92	51.37	53.94
Associate Planner	CEA	44.37	46.59	48.92	51.37	53.94
Building Official	Non-Rep	62.68	65.81	69.10	72.56	76.19
Chief of Police	Non-Rep	82.19	86.30	90.61	95.14	99.90
City Clerk	Non-Rep	57.68	60.56	63.59	66.77	70.11
City Manager	Contract	-	-	-	-	104.92
Civil Engineer	CEA	50.82	53.36	56.03	58.83	61.77
Community Services Officer	CPOA	33.61	35.29	37.05	38.90	40.84
Deputy City Clerk	Non-Rep	39.90	41.90	43.99	46.19	48.50
Director of Administrative Services	Non-Rep	82.19	86.30	90.61	95.14	99.90
Director of Community Development	Non-Rep	82.19	86.30	90.61	95.14	99.90
Director of Public Works/City Engineer	Non-Rep	82.19	86.30	90.61	95.14	99.90
Engineering Technician	CEA	35.23	36.99	38.84	40.78	42.82
Intern	Part Time	19.00	-	20.00	-	21.00
Laborer	CEA	23.12	24.28	25.49	26.76	28.10
Maintenance Worker I	CEA	29.40	30.87	32.41	34.03	35.73
Maintenance Worker II	CEA	33.62	35.30	37.06	38.91	40.86
Maintenance Worker III	CEA	37.06	38.91	40.86	42.90	45.04
Management Analyst	CEA	41.29	43.35	45.52	47.80	50.19
Management Analyst - Confidential	Non-Rep	41.29	43.35	45.52	47.80	50.19
Office Assistant	CEA	23.67	24.85	26.09	27.39	28.76
Permit Technician	CEA	34.30	36.01	37.81	39.70	41.68
Planning Technician	CEA	34.30	36.01	37.81	39.70	41.68
Police Corporal	CPOA	47.30	49.66	52.14	54.75	57.49
Police Dispatcher/Clerk	CPOA	34.30	36.01	37.81	39.70	41.68
Police Lieutenant	Non-Rep	65.11	68.37	71.79	75.38	79.15
Police Officer	CPOA	45.02	47.27	49.63	52.11	54.72
Police Officer Trainee	Non-Rep	-	-	-	-	32.12
Police Records Support Analyst	CPOA	34.30	36.01	37.81	39.70	41.68
Police Sergeant	CPMA	54.40	57.11	59.96	62.96	66.11
Police Service Specialist	Part Time/Non Rep	28.80	30.24	31.75	33.34	35.01
Public Works Superintendent	Non-Rep	56.05	58.85	61.79	64.88	68.12
Recreation Coordinator	CEA	28.83	30.27	31.78	33.37	35.04
Recreation Manager	Non-Rep	48.39	50.81	53.35	56.02	58.82
Reserve Police Officer	Part Time/CPOA	45.02	47.27	49.63	52.11	54.72
Senior Accountant	CEA	42.51	44.64	46.87	49.21	51.67
Senior Management Analyst	CEA	45.52	47.80	50.19	52.70	55.33
Senior Management Analyst - Confidential	Non-Rep	45.52	47.80	50.19	52.70	55.33
Senior Planner	CEA	50.82	53.36	56.03	58.83	61.77
Recreation Seasonal Staff	Part Time	Step A		Step B		Step C
Camp Director	Part Time	20.00		21.00		22.00
Assistant Camp Director	Part Time	19.00		20.00		21.00
Recreation Leader	Part Time	18.00		19.00		20.00

Effective 07/14/2025