



Agenda Item

Orange City Council

Item #: 9.1.

11/12/2025

File #: 25-0614

TO: Honorable Mayor and Members of the City Council

THRU: Jarad Hildenbrand, City Manager

FROM: Cody Kleen, Acting Human Resources Director

1. SUBJECT

Executive Management and Senior Management employees' classification, compensation, and terms of employment. Resolution No. 11644.

2. SUMMARY

Resolution No. 11644 amends the compensation and terms of employment for the City's Executive Management and Senior Management employees for the period of July 1, 2025 through June 30, 2026.

3. RECOMMENDED ACTION

Adopt Resolution No. 11644. A Resolution of the City Council of the City of Orange rescinding Resolution No. 11599 and all amendments thereto and the classification, compensation, and terms of employment of Executive Management and Senior Management employees.

4. FISCAL IMPACT

The total cost is \$275,200 of which \$206,400 is General Fund. These adjustments are covered by vacancies in the Fiscal Year 2025-2026 budget.

5. STRATEGIC PLAN GOALS

Goal 4: Employee Retention and Recruitment

6. DISCUSSION AND BACKGROUND

The City's Top Management employees are a group of unrepresented employees whose classification, compensation, and terms of employment are covered by a City Council-adopted Resolution. The Top Management Resolution covers the City's executives, division managers, and other senior management employees who are deemed confidential employees and are exempt from overtime provisions of the Federal Labor Standards Act (FLSA). The most recent Resolution covered July 1, 2024 through June 30, 2025.

Pursuant to City Council direction at the October 28th meeting, a Resolution is proposed for the period of July 1, 2025, through and including June 30, 2026, which incorporates four (4) modified terms consistent with what other City bargaining groups received earlier this fiscal year. They include:

1. Allowing the existing Educational Assistance benefit amount to be utilized to pursue higher education as well as professional development activities.
2. Increasing the City's Section 125 Flexible Benefits Plan contribution amounts by \$100.00 per month (no increase to the monthly waiver amount), effective January 1, 2026.
3. Amending the holiday schedule to include Martin Luther King Jr. Day as a paid holiday.
4. Providing a two percent (2%) Across-the-Board increase to base salary for all classifications included in the Resolution, effective June 29, 2025.

The Resolution also incorporates language changes and updates that provide greater clarity and conform the Resolution to current practices and regulatory compliance.

7. ATTACHMENTS

- Resolution No. 11644