



# Agenda Item

## Orange City Council

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**Item #:** 10.4.

5/26/2026

**File #:** 26-0236

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**TO:** Honorable Mayor and Members of the City Council

**THRU:** Jarad Hildenbrand, City Manager

**FROM:** Monica Espinoza, Human Resources Director

### 1. SUBJECT

Executive Management and Senior Management employees' classification, compensation, and terms of employment

### 2. SUMMARY

Resolution No. 11688 amends the compensation and terms of employment for the City's Executive Management and Senior Management employees for the period of July 1, 2026 through and including June 30, 2027.

### 3. RECOMMENDED ACTION

Adopt Resolution No. 11688. A Resolution of the City Council of the City of Orange rescinding Resolution No. 11644 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 approximately \$435,100 of which \$362,800 is funded through the general fund. These adjustments are included in the FY27 budget.

### 5. STRATEGIC PLAN GOALS

Goal 1: Maintain Strong Emergency and Safety Services

Goal 4: Improve Employee Retention and Recruitment

### 6. DISCUSSION AND BACKGROUND

The City's Executive and Senior 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 executive, 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 covers July 1, 2025 through June 30, 2026.

The proposed Resolution provides for a three percent (3%) cost of living adjustment to base salary effective June 28, 2026. This compensation pattern aligns with what other bargaining groups have received. 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. 11688