



# Agenda Item

## Orange City Council

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Item #: 3.14.

7/14/2026

File #: 26-0207

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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

Amend the Citywide Pay Schedule in accordance with the requirements of California Code of Regulations, Title 2, Section 570.5

### 2. SUMMARY

Per the California Code of Regulations, Title 2, Section 570.5, the City must abide by the California Government Code when establishing and reporting compensation for its employees. The pay schedule must meet the following requirements: must be duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meeting laws, identifies the position title of every employee position, shows the pay rate for each position, indicates the time base for each pay rate, is posted at the office of the employer or immediately accessible for public review during normal business hours or posted on the employer's internet website, indicates an effective date and date of any revisions, is retained by the employer and available for public inspection for a period not less than five years, and does not reference another document in lieu of disclosing the pay rate. The last amendment to the Citywide Pay Schedule was effective December 9, 2025, via Resolution No. 11651.

### 3. RECOMMENDED ACTION

Adopt Resolution No. 11711. A Resolution of the City Council of the City of Orange rescinding Resolution No. 11651 and amending the Citywide Pay Schedule in accordance with the requirements of California Code of Regulations, Title 2, Section 570.5.

### 4. FISCAL IMPACT

None

### 5. STRATEGIC PLAN GOALS

Goal 4: Improve Employee Retention and Recruitment

### 6. DISCUSSION AND BACKGROUND

The City Council previously approved various Resolutions that address classification, compensation, and terms of employment with various bargaining groups. These include:

- Resolution No. 11663 between the City of Orange and the International Brotherhood of Electrical Workers (IBEW) Local 47 - Water with salary adjustments effective June 29, 2025

and June 28, 2026;

- Resolution No. 11664 between the City of Orange and the International Brotherhood of Electrical Workers (IBEW) Local 47 - Maintenance & Crafts with salary adjustments effective June 29, 2025 and June 28, 2026;
- Resolution No. 11700 between the City of Orange and the Orange Municipal Employees' Association with a salary adjustment effective June 28, 2026;
- Resolution No. 11675 between the City of Orange and the Orange Management Association with a salary adjustment effective June 28, 2026;
- Resolution No. 11680 between the City of Orange and the Orange City Firefighters, Inc. Local 2384 of the International Association of Fire Fighters, AFL-CIO with a salary adjustment effective June 28, 2026;
- Resolution No. 11681 between the City of Orange and the Orange City Fire Management Association with a salary adjustment effective June 28, 2026;
- Resolution No. 11682 between the City of Orange and the City of Orange Police Association with a salary adjustment effective June 28, 2026;
- Resolution No. 11683 between the City of Orange and the City of Orange Police Management Association with a salary adjustment effective June 28, 2026.

All salary adjustments included in the Resolutions above have been incorporated into the attached Citywide Pay Schedule.

## **7. ATTACHMENTS**

- Resolution No. 11711