

INDIAN WELLS CITY COUNCIL

July 2, 2025



To: City Council
From: City Manager Department
Prepared by: Kristen Nelson, Administrative Services Manager
Subject: **Annual Update to Employee's Salary Range Schedule and FY 2025-26 Approved Employee Positions**

RECOMMENDED ACTIONS:

Council **APPROVES** the annual update to employees' salary schedule as required by the California Public Employees' Pension Reform Act of 2013; and

APPROVES the Fiscal Year 2025-26 Approved Positions List with Annual Salaries and Ranges; and

DIRECTS staff to post the employee salary range schedule on the City's website; and

FINDS the action exempt from CEQA review under CEQA Guidelines section 15061(b)(3).

BACKGROUND:

Effective August 1, 2013, the Public Employees' Pension Reform Act ("PEPRA") changed the law to make compensation more transparent, specifically as it relates to eligible income for the calculation of retiree benefits. Under PEPRA, the calculation of employees' retirement benefits must be for a salary within a publicly approved salary range schedule which is published on the City's website.

Pursuant to the City's Personnel Rules and Regulations (as amended by City Council February 15, 2018), Section IV Salary Administration, Subsection 2, the City's salary ranges adjust automatically on an annual basis, based on changes to the Riverside/San Bernardino/Ontario Consumer Price Index ("CPI-W") ending the prior calendar year in an amount not to exceed 2.5%. For the calendar year ending 2025, CPI increased 2.9%. The salary range schedule will adjust by 2.5%.

The updated salary range schedule (**Attachment 1**) updated approved positions and salary ranges (**Attachment 2**), and the U.S. Department of Labor CPI table (**Attachment 3**) are included with this report.

FISCAL IMPACT:

Employee salaries and salary ranges will be adjusted by 2.5%, effective July 1, 2025, to coincide with the employment agreements for City employees. This increase is not applicable to the City Manager's salary, as he has a separate employment agreement with the City.

CALIFORNIA ENVIRONMENTAL QUALITY ACT (CEQA):

The action is not a project within the meaning of Section 15378 of the State of California Environmental Quality Act ("CEQA") Guidelines, because it has no potential for resulting in physical change in the environment, directly or indirectly; and that the action is nonetheless exempt from the requirements of CEQA in that the activity is covered by the general rule that CEQA applies only to projects that have the potential for causing a significant effect on the environment. (15061(b)(3).)

ATTACHMENTS:

1. FY 2025-26 Salary Range Schedule
2. FY 2025-26 Approved Positions and Annual Salary Ranges
3. U.S. Department of Labor CPI Report