



# City of Manteca Comprehensive Classification and Total Compensation Study City Council Presentation March 30, 2026



# Results of 2025 City of Manteca Classification Study



# Purpose of a Classification Study

- Up-to-date & current class plan/ class descriptions
- Ensure legal compliance
  - Fair Labor Standards Act & Americans With Disabilities Act
- Enhance recruitment process
- Career paths
- Not a staffing or organization study
- Equitable compensation system

# Classification/Compensation Study Recap

- Last study was done-2018- 2019. Almost 7 years ago.
- Study was done by Koff and Associates.
- Study was used with contracts.
- **At that time the study stated The City's total compensation, overall, in comparison to the market median is 1.1% below the market which is significantly different than the current study.**

# Classification Study Methodology



Orientation meetings with employees



PDQ completion and review



Employee & supervisor interviews



Draft class concepts & class descriptions



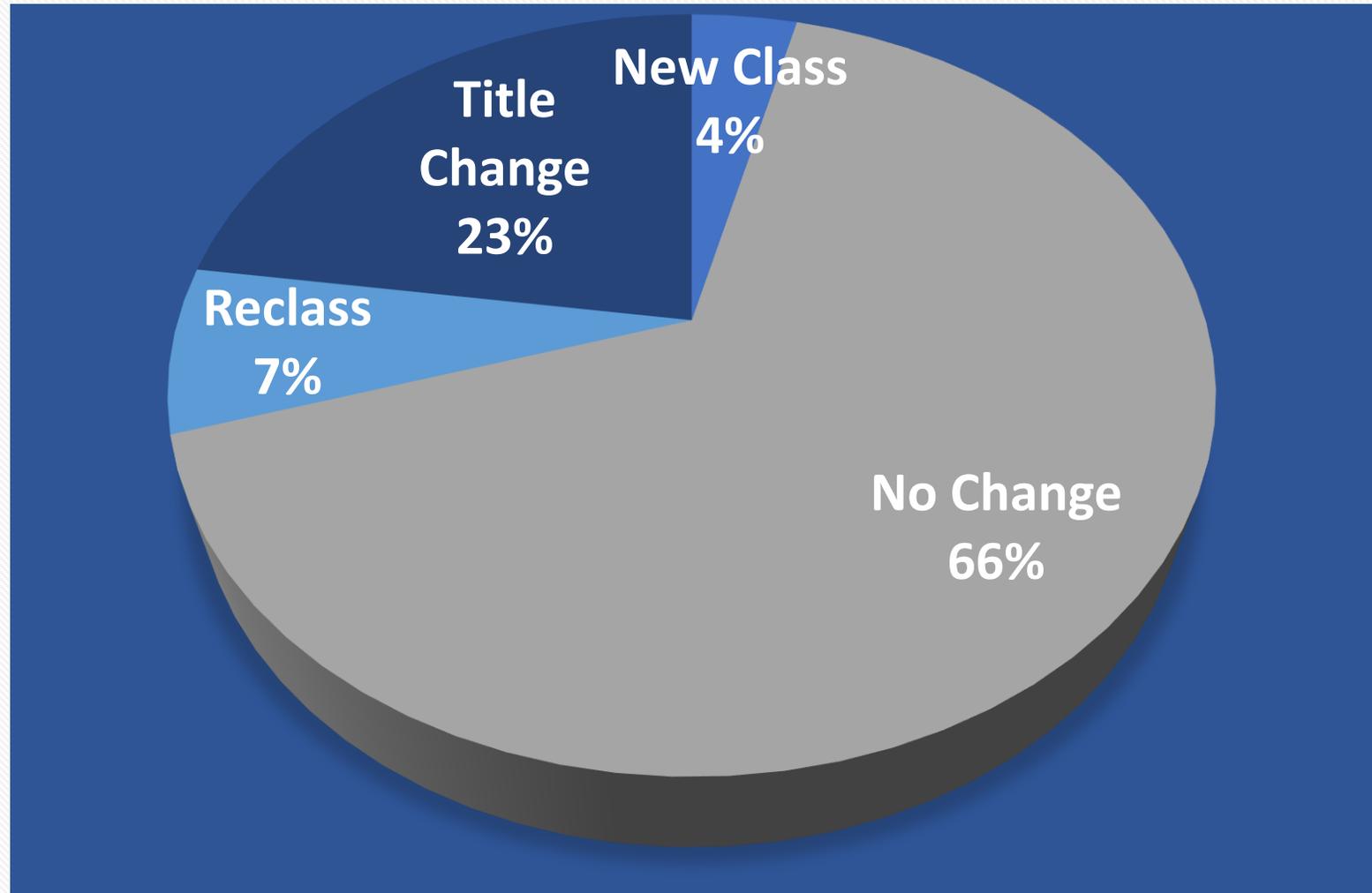
Employee and supervisor review

# Summary of Consultant's Classification Study Recommendations

Studied 485 City Positions

Discussed recs with department leaders

Classification Recommendations





# Total Compensation Results

*Market data valid until  
June 30, 2026*



Insurance | Risk Management | Consulting

# Manteca's 10 Compensation Survey Agencies

*Authorized by  
Council  
in August 2025*

1. City of Brentwood
2. City of Davis
3. City of Elk Grove
4. City of Folsom
5. City of Lathrop
6. City of Livermore
7. City of Lodi
8. City of Modesto
9. City of Roseville
10. City of Tracy

# Compensation Survey Data Collection

Job/class descriptions

MOUs

Organizational charts

All analyses completed in-house

Salary information

Description-to-description

70% match

No questionnaires

Follow-up

117 benchmarks surveyed

# Benefits Data Included in Total Compensation

- Retirement & Annuities
  - Any Employee Cost-Sharing Contributions under PEPRA
  - Employer Contributions to Social Security
  - Employer Contributions toward Deferred Compensation
- Insurances
  - Employer Provided Flexible Benefit and/or Medical, Dental, Vision at Employee + Family coverage
  - Employer Provided Cafeteria Plan Contribution

City of  
Manteca  
Market  
Findings –  
Base  
Salary

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Overall, the City's **Base Salaries** are an average of **12.05% below** the market median

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The City's Salary Maximums range from **13.1% above the median, to 45.8% below** median

City of  
Manteca  
Market  
Findings –  
Total Comp

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Overall, the City's **Total Compensation** is an average of **9.67% below** the market median

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The City's Benefit Package creates a **+2.38%** competitive advantage compared to Salary only.

# Compensation Philosophy

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The market median is the most widely used compensation metric for public agencies in California.

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The median helps to mitigate any outliers (i.e., very high or very low paying agencies) compared to using “average.”

# Compensation Recommendations

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The Consultant provided the City with options for implementation (ultimately up to City Council and affordability)

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Salary ranges based on market median or internal salary alignment

# Y-Rating and Negotiations

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The Consultant also recommended Y-Rating (freezing) salary ranges for positions with top step salaries that are currently above the market (ultimately up to City how to address those above market median)

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All Salary and Benefit Adjustments are subject to the collective bargaining process

# Thanks and the City's Commitment

- The City's committed to approach implementation thoughtfully, transparently, while maintaining long-term financial stability.
- The City appreciates the dedication of our employees, the perspectives of our labor partners and patience while the city worked through trying times.
- Thank you to Stephanie Van Steyn and her team for leading this long process.



Questions?



**Gallagher**

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