

RESOLUTION R2026-XX

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MANTECA, STATE OF CALIFORNIA, APPROVING:

- 1) THE FOLLOWING NEW OR UPDATED CLASSIFICATIONS: ASSISTANT CITY MANAGER, ASSISTANT DIRECTOR OF ENGINEERING; ASSISTANT DIRECTOR OF STREETS & COMPLIANCE; DIRECTOR OF PARKS, RECREATION AND TRANSIT; DIRECTOR OF UTILITIES; AND SENIOR HUMAN RESOURCES ANALYST;
- 2) THE SALARY MATRIX FOR EXECUTIVE MANAGEMENT; THE SALARY MATRIX FOR THE UNREPRESENTED MANAGEMENT/CONFIDENTIAL EMPLOYEES' UNIT (CEU);
- 3) UPDATED EXECUTIVE MANAGEMENT COMPENSATION AND BENEFITS PLAN DOCUMENT;
- 4) UPDATED UNREPRESENTED MANAGEMENT/CONFIDENTIAL EMPLOYEES' UNIT COMPENSATION AND BENEFITS PLAN DOCUMENT;
- 5) UPDATED POSITION CONTROL LIST OF POSITIONS; AND
- 6) APPROPRIATIONS TO FUND THE RECOMMENDED CHANGES.

WHEREAS, the Council is presented with the Mid-Year Fiscal Year 2025-26 budget on February 3, 2026, including costs associated with new job classifications, salary adjustments and document updates; and

WHEREAS, the Human Resources Department conducted a classification analysis on all positions;

WHEREAS, the Human Resources Department is recommending the approval of the attached salary matrices for Executive Management, and Unrepresented Management/Confidential Employees' Unit effective February 3, 2026;

WHEREAS, the Human Resources Department is recommending the approval of an updated Executive Management plan document;

WHEREAS, the Human Resources Department is recommending the approval of the updated Unrepresented Management/CEU plan document; and

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WHEREAS, the Human Resources Department is recommending the approval of position changes including elimination of the following positions in position control: one (1) Deputy Director Operations & Maintenance position; one (1) Director of Public Works; one (1) Director of Engineering; one (1) Human Resources Manager; and the position additions of: one (1) Assistant City Manager; one (1) Assistant Director of Engineering; one (1) Assistant Director of Streets & Compliance; one (1) Director of Parks, Recreation & Transit; one (1) Director of Utilities; and two (2) Senior Human Resources Analysts reclassifications, effective upon Council approval on February 3, 2026.

WHEREAS, the City Council has considered all information related to this matter, as presented at the public meetings of the City Council identified herein, including any supporting reports by City Staff, and any information provided during public meetings.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Manteca, as follows:

1. The City Council hereby finds that the facts set forth in the recitals to this Resolution are true and correct, and establish the factual basis for the City Council's adoption of this Resolution.
2. The City Council hereby approves updated and new job classifications for: Assistant City Manager (updated); Assistant Director of Engineering (new); Assistant Director of Streets & Compliance (new); Director of Parks, Recreation & Transit (new); and Director of Utilities (new).
3. The City Council hereby approves the Executive Management Salary Matrix effective February 3, 2026.
4. The City Council hereby approves the Unrepresented Management/Confidential Employees' Unit Salary Matrix effective February 3, 2026.
5. The City Council hereby approves the Executive Management Compensation and Benefits Plan Document updated February 3, 2026.
6. The City Council hereby approves the Unrepresented Management/CEU Compensation and Benefits Plan Document updated February 3, 2026.
7. The City Council hereby approves the position eliminations in position control for: one (1) Deputy Director Operations & Maintenance position; one (1) Director of Public Works; one (1) Director of Engineering; and one (1) Human Resources Manager; and the position additions of: one (1) Assistant City Manager; one (1) Assistant Director of Engineering; one (1) Assistant Director of Streets & Compliance; one (1) Director of Parks, Recreation & Transit; one (1) Director of Utilities; and two (2) Senior Human Resources Analysts reclassifications, effective upon Council approval on February 3, 2026.

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8. The Council hereby approves appropriations in the following funds to implement the recommended changes:

Fund	Fund Name	Fiscal Impact
100	General Fund	(105,000)
200	Recreation	8,883
280	LMD	8,883
420	Gas Tax	42,957
440	Measure K	22,996
550	CFD	8,883
610	Transit	11,103
620	Golf Course	(19,074)
640	Sewer O&M	68,519
660	Solid Waste	(30,193)
680	Water O&M	68,519
810	Engineering	57,912
Total		144,388

9. This Resolution shall take effect immediately upon adoption.

I HEREBY CERTIFY that the foregoing Resolution was duly adopted by the City Council of the City of Manteca at a public meeting of said City Council held on the 3rd day of February, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

MAYOR: _____
GARY SINGH
Mayor

ATTEST: _____
CASSANDRA CANDINI-TILTON
City Clerk