

Resolution No.

# STOCKTON CITY COUNCIL

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## RESOLUTION APPROVING THE UNREPRESENTED MANAGEMENT/ CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN AND THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF STOCKTON AND THE STOCKTON POLICE MANAGEMENT ASSOCIATION AND AUTHORIZING ITS IMPLEMENTATION

The City's negotiating team met and conferred with officials of the Stockton Police Management Association and reached an agreement for a successor Memorandum of Understanding. On June 25, 2026, the SPMA ratified the agreement by a majority vote of their members; and

The City Council is responsible for establishing compensation and benefits for unrepresented employees. The City periodically reviews compensation and benefit programs for unrepresented employees to ensure alignment with the City's compensation philosophy, maintain internal equity, support recruitment and retention efforts, and ensure fiscal responsibility; and

The Human Resources and the Administrative Services Department have conducted a comprehensive review of the existing Unrepresented Employee Compensation Plan and the Stockton Police Management Association Memorandum of Understanding and have recommended revisions to salary, benefits, and administrative provisions; now, therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF STOCKTON, AS FOLLOWS:

1. The Unrepresented Management/Confidential and Law Employees' Compensation Plan and the Memorandum of Understanding between the City of Stockton and the Stockton Police Management Association is attached hereto as Exhibits 1 and 2 and made part hereof by this reference, is hereby approved, and adopted.

2. The same salary ranges and benefit provisions afforded to the miscellaneous unrepresented employees will be applicable to the unrepresented Council appointed positions of City Manager, City Attorney, and City Clerk. Additionally, the salary ranges for these positions will increase by the same percentage points as the Salary Step Plan for the miscellaneous unrepresented employees of 7.7%.

3. The City Manager is hereby authorized and directed to execute the Unrepresented Compensation Plan and the Stockton Police Management Association Memorandum of Understanding to be effective July 1, 2026.

4. The City Manager is hereby authorized and directed to increase expenditure appropriations in the annual budget for Fiscal Year 2026-27, as necessary to carry out the intent of the agreements as shown in Exhibit 3.

5. The City Manager and the Acting Director of Human Resources are authorized to take whatever actions are appropriate and necessary to carry out the purpose and intent of this Resolution.

PASSED, APPROVED and ADOPTED July 7, 2026.

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CHRISTINA FUGAZI  
Mayor of the City of Stockton

ATTEST:

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KATHERINE D. ROLAND, CMC, CPMC  
City Clerk of the City of Stockton