



COUNCIL REPORT

DATE: December 16, 2025

CATEGORY: Consent

DEPT.: Human Resources

TITLE: **Revised Salary Plan for Hourly Employees
for Fiscal Year 2025-26**

RECOMMENDATION

Adopt a Resolution of the City Council of the City of Mountain View Authorizing the City Manager or Designee to Amend the City of Mountain View's Salary Plan for Hourly Employees for All Classifications to Comply with Mountain View's Minimum Wage, to be read in title only, further reading waived (Attachment 1 to the Council report).

BACKGROUND

Government Code Sections 20636 and 7522.34 and California Code of Regulations Sections 570.5 and 571.1 require that the City's pay rates be reported pursuant to a publicly available pay schedule that has been duly approved and adopted by the employer, in accordance with applicable public meeting laws.

On November 10, 2015, the City Council adopted an ordinance increasing the Citywide minimum wage in Mountain View to \$15 per hour by 2018. Beginning January 1, 2019, and annually thereafter, the City will adjust the minimum wage based on the regional Consumer Price Index (CPI).

ANALYSIS

Beginning January 1, 2026, the minimum wage in Mountain View will increase to \$19.70 per hour, as set forth by the Mountain View Minimum Wage Ordinance. There is currently one classification (Police Officer Reserve, Rate 1) in the Salary Plan for Hourly Employees (Salary Plan) that has a pay rate lower than \$19.70. To remain in compliance with the ordinance and with applicable government code, the City is updating the Salary Plan to increase the one hourly rate currently under \$19.70 to meet the minimum wage requirement. The revised Salary Plan will go into effect the pay period including January 1, 2026 and is included as Exhibit A to the Resolution.

FISCAL IMPACT

The minimum wage increase is not anticipated to have a significant impact on the budget. Departments have sufficient appropriations within their existing budgets to absorb the associated cost increases for the remainder of the fiscal year.

LEVINE ACT

California Government Code Section 84308 (also known as the Levine Act) prohibits city officials from participating in any proceeding involving a “license, permit, or other entitlement for use” if the official has received a campaign contribution exceeding \$500 from a party, participant, or agent of a party or participant within the last 12 months. The Levine Act is intended to prevent financial influence on decisions that affect specific, identifiable persons or participants. For more information see the Fair Political Practices Commission website: www.fppc.ca.gov/learn/pay-to-play-limits-and-prohibitions.html

Please see below for information about whether the recommended action for this agenda item is subject to or exempt from the Levine Act.

EXEMPT FROM THE LEVINE ACT

☒ General policy and legislative actions

ALTERNATIVES

1. Given the City and state legal requirements for minimum wage, the only alternative would be to direct staff to provide additional information.

PUBLIC NOTICING—Agenda posting.

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Attachment: 1. Resolution