



COUNCIL REPORT

DATE: September 23, 2025

CATEGORY: Consent

DEPT.: Human Resources

TITLE: **Amending the Fiscal Year 2025-26 Salary Plan for Regular Employees to Update the Salary Grade for Performing Arts Assistant**

RECOMMENDATION

Adopt a Resolution of the City Council of the City of Mountain View Amending the Fiscal Year 2025-26 Salary Plan for Regular Employees to Update the Salary Grade for Performing Arts Assistant, to be read in title only, further reading waived (Attachment 2 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 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 June 22, 2025, the City Council adopted a resolution to amend the classification and salary plans for regular employees for Fiscal Year 2025-26. Corrections have since been identified for the salary plan.

ANALYSIS

The salary plan presented during the June 22, 2025, City Council meeting included position and classification updates, such as new classifications and classification changes. One such change that was intended to be included was a change to the salary grade for the classification of Performing Arts Assistant from grade 11A to grade 14A. This update was incorporated into the budget but was not reflected in the salary plan adopted as intended.

Attachment 1 reflects the update in red, and Exhibit A to Attachment 2 includes the clean copy of the revised salary plan.

FISCAL IMPACT

There is no fiscal impact associated with this report as the classification change was included in the adopted Fiscal Year 2025-26 budget, which used the correct classification grade 14A during budget development.

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. Direct Staff to provide additional information.
2. Provide other direction.

PUBLIC NOTICING - Agenda posting.

Prepared by:

Lindsey Bishop
Human Resources Manager

Maxine Gullo
Human Resources Director

Approved by:

Arn Andrews
Assistant City Manager

- Attachments:
1. Redline Regular Salary Plan, Fiscal Year 2025-26, Revision 1
 2. Resolution with Exhibit A