



City of Oceanside

300 North Coast Highway,
Oceanside, California 92054

Staff Report

File #: 26-1541

Agenda Date: 6/17/2026

Agenda #: 30.

DATE: June 17, 2026

TO: Honorable Mayor and City Councilmembers

FROM: City Manager's Office

TITLE: **COMPENSATION PLAN FOR UNREPRESENTED EMPLOYEES EFFECTIVE JULY 1, 2026.**

RECOMMENDATION

Staff recommends that the City Council adopt a resolution approving and implementing the Compensation Plan for Unrepresented Employees, effective July 1, 2026, for all Unrepresented, approved Hourly Extra-Help/Seasonal and Executive classifications, including City Manager and City Attorney.

BACKGROUND AND ANALYSIS

The previous Compensation Plan for Unrepresented Employees ("Compensation Plan") was last updated effective July 1, 2024. This updated version of the Compensation Plan includes all Unrepresented, approved Hourly Extra-Help/Seasonal and Executive classifications (including City Manager and City Attorney).

The Unrepresented employees (exclusive of Elected Officials) are comprised of 146 full time/part-time benefited employees that include Executives, Division Managers, Mid-Level Supervisors, and Confidential/Technical support staff. In addition, there are currently 304 hourly extra-help employees, excluding the contract positions of Emergency Medical Technician (EMT) and Fuels Crew Member.

The key economic changes in the proposed Compensation Plan include the following:

1. The current salary schedules for all unrepresented classifications listed in the Compensation Plan shall be modified as follows:
 - a) Effective the first full pay period in July 2026, a 3% increase to each step of the salary schedules of all unrepresented classifications under the Compensation Plan.
 - b) Effective the first full pay period in July 2027, a 3% increase to each step of the salary schedules of all unrepresented classifications under the Compensation Plan.

2. The current salary bands and base salaries for all applicable Executive and Management classifications, including both the City Manager and City Attorney, will be increased by the percentages listed below.

a) Effective the first full pay period in July 2026, the salary bands and base salaries for all applicable Executive and Management classifications (including the City Manager and City Attorney) shall be increased by 3%.

b) Effective the first full pay period in July 2027, the salary bands and base salaries for all applicable Executive and Management classifications (including the City Manager and City Attorney) shall be increased by 3%.

3. The current salary schedules for all remaining unrepresented classifications listed in the Compensation Plan, including all extra-help classifications listed in the City’s Salary Schedule (excluding Emergency Medical Technician and Fuels Crew Member) shall be modified as follows:

Effective the first full pay period in July 2026, a 3% increase to each step of the salary schedules of all unrepresented classifications under the Compensation Plan.

Effective the first full pay period in July 2027, a 3% increase to each step of the salary schedules of all unrepresented classifications under the Compensation Plan.

4. A Special Salary Adjustment (SSA) will be effective the first full pay period in July 2026 for the following classification:

<u>Authorized Position Name</u>	<u>July 2026</u>
Police Chief	3.7%

5. Effective 60 days post adoption by the Oceanside City Council (approximately September 2026), and then to the first of the next closest month thereafter, the City’s total contribution towards health insurance (i.e., applied towards medical, dental and vision only) shall be:

Cap (Based on Medical Selection)	EE Only	EE+1	EE+ Family
Kaiser Plans	936.25	1,605.00	2,059.75
Blue Shield Plans	1,070.00	1,845.75	2,354.00

Fiscal Year 2027-28	\$ 1,133,315
Total Agreement (Net New) Costs:	\$ 2,379,310

COMMISSION OR COMMITTEE REPORT

N/A

CITY ATTORNEY'S ANALYSIS

The referenced documents have been reviewed by the City Attorney and approved as to form.

Prepared by: Robert O'Brien, Deputy City Manager
Reviewed by: Jill Moya, Financial Services Director
Submitted by: Jonathan Borrego, City Manager

ATTACHMENTS:

1. Resolution
2. 2026 UNREP Compensation Plan