

RESOLUTION NO. 2025-037

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FONTANA, CALIFORNIA, APPROVING THE UPDATED SALARY TABLES FOR EXECUTIVE EMPLOYEES, FONTANA POLICE BENEFIT ASSOCIATION, MANAGEMENT/CONFIDENTIAL EMPLOYEES, TEAMSTERS LOCAL 1932 CITY HALL UNIT, AND TEAMSTERS LOCAL 1932 PUBLIC WORKS UNIT.

WHEREAS, the City Council of the City of Fontana has adopted the Personnel Rules and Regulations which incorporate the City's Classification and Compensation Plan; and

WHEREAS, the Classification and Compensation Plan is not a static plan and requires revisions to reflect organizational changes and needs; and

WHEREAS, the City Council of the City of Fontana's existing Executive Management Benefits Schedule and Management/Confidential Compensation & Benefits Resolution includes a 4.0% base salary increase as of July 12, 2025; and

WHEREAS, the City Council of the City of Fontana's existing labor agreement with the Fontana Police Benefit Association ("PBA") includes a 3.3% base salary increase as of July 12, 2025; and

WHEREAS, the City Council of the City of Fontana's existing labor agreements with the Teamsters Local 1932, City Hall ("City Hall") and Public Works ("Public Works") Units include a 4.0% base salary increase as of July 12, 2025.

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

Section 1. Recitals. The above recitals are true, correct and incorporated herein by this reference.

Section 2. CEQA. This Resolution is not a project within the meaning of Section 1538 of the State of California Environmental Quality Act ("CEQA") Guidelines, because it has no potential for resulting in physical change in the environment, directly or indirectly. The City Council further finds, under Title 14 of the California Code of Regulations, Section 15061(b)(3), that this Resolution is nonetheless exempt for the requirements of CEQA in that the activity is covered by the general rule that CEQA applies only to projects which have the potential for causing a significant effect on the environment. Where it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA. Council, therefore, directs that a Notice of Exemption be filed with the County Clerk of the County of San Bernardino in accordance with CEQA Guidelines.

Section 3. Salary Tables for Executive Employees. The City Council of the City of Fontana hereby adopts the updated Executive employee salary table which is attached hereto as Exhibit A and incorporated herein by this reference.

Section 4. Salary Tables for Management/Confidential Employees. The City Council of the City of Fontana hereby adopts the updated Management/Confidential employee salary table which is attached hereto as Exhibit B and incorporated herein by this reference.

Section 5. Salary Tables for PBA Employees. The City Council of the City of Fontana hereby adopts the updated PBA salary table which is attached hereto as Exhibit C and incorporated herein by this reference.

Section 6. Salary Tables for City Hall Employees. The City Council of the City of Fontana hereby adopts the updated City Hall salary table which is attached hereto as Exhibit D and incorporated herein by this reference.

Section 7. Salary Tables for Public Works Employees. The City Council of the City of Fontana hereby adopts the updated Public Works salary table which is attached hereto as Exhibit E and incorporated herein by this reference.

Section 8. Effective Date: This Resolution shall become effective immediately upon adoption.

Section 9. Severability. If any provision of this Resolution or the application of any such provision to any person or circumstance is held invalid, such invalidity shall not affect other provisions or applications of this Resolution that can be given effect without the invalid provision or application, and to this end the provisions of this Resolution are severable. The City Council declares that it would have adopted this Resolution irrespective of the invalidity of any particular portion of this Resolution.

Section 10. Certification. The City Clerk shall certify to the adoption of this Resolution.

Section 11. Custodian of Records. The documents and materials that constitute the record of proceedings on which this Resolution is based are located at the City Clerk's office located at 8353 Sierra Avenue, Fontana, CA 92335. The custodian of records is the City Clerk.

APPROVED AND ADOPTED this 10th day of June, 2025.

READ AND APPROVED AS TO LEGAL FORM:

City Attorney

I, Germaine McClellan Key, City Clerk of the City of Fontana, and Ex-Officio Clerk of the City Council, do hereby certify that the foregoing Resolution is the actual Resolution duly and regularly adopted by the City Council of said City at a regular meeting thereof, held on the 10th day of June 2025, by the following vote to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

City Clerk of the City of Fontana

Mayor of the City of Fontana

ATTEST:

City Clerk