



## ***Personnel Committee - Board of Representatives***

Carl Weinberg, Chair

Bobby Pavia, Vice Chair

# **COMMITTEE REPORT**

**Date:** Tuesday, February 17, 2026

**Time:** 7:00 p.m.

**Place:** *This meeting was held in the Democratic Caucus Room, and remotely on Zoom.*

The Personnel Committee met at the above date and time. In attendance were Chair Weinberg, and Vice-Chair Pavia, and Committee Member Reps. de la Cruz, Gross and Salas. Reps., Pollack and Hill were absent or excused. Also in attendance were Dr. Paula Russell, Director of Human Resources.

Chair Carl Weinberg called the meeting of the Personnel Committee to order at 7:12 p.m.

| <b>Item No.</b> | <b>Description</b>  | <b>Committee Action</b>            |
|-----------------|---|------------------------------------|
| 1. P32.008      | <b>REJECTION;</b> of Assist. Corp. Counsel Union Labor Settlement 2026.<br>01/26/2026 – Submitted by Director Paula Russell<br><b>02/12/2026 – Board of Finance NEGATIVE advisory opinion 5-0-1</b> | <b>REJECTED BY COMMITTEE 5-0-0</b> |

Director Paula Russell presented the summary of the tentative agreement, including the term of July 1, 2025 through June 30, 2029; general wage increases of 3% (retroactive) effective July 1, 2025, 3.25% effective July 1, 2026, 3% effective July 1, 2027, and 3% effective July 1, 2028; health insurance employee contribution rates of 17% effective July 1, 2025 and 18.5% effective July 1, 2026 through July 1, 2028; pension vacation/leave exchange options; deferred compensation/CERF eligibility provisions; and a new performance review provision.

The Committee discussed the agreement, including questions regarding the tentative agreement process, the use of mediation, wage increase comparisons, pension impacts, and related concerns.

A motion to reject this item was made, seconded and passed by a vote of 5-0-0. (Reps. Weinberg, Pavia, de la Cruz, Gross and Salas in favor of rejection)

2. [P32.003](#) REVIEW; of the City's HR policies and programs (including the classification systems, employee benefit programs, and/or post-retirement benefit programs) for the education of Personnel Committee members.  
12/03/2025 – Submitted by Rep. Weinberg

**REPORT MADE  
(Pay Plan) AND  
HELD**

Director Paula Russell provided an educational overview of the City's HR policies and programs, including the City's Pay Plan, and the Committee discussed the [attached document](#). The overview covered the Pay Plan's legal authority and oversight, its objectives, and how it is structured and administered (including salary grades with four steps, performance-based progression, and appointment/promotion controls). The Committee also discussed the annual market adjustment process (FY 2025–26 adjustment of 2.2% using WorldatWork data) and the recent Pay Plan Compensation Study (conducted in 2025; finalized January 2026; informational/advisory only)

Chair Weinberg adjourned the meeting at 8:40 p.m.

Respectfully submitted,

Carl Weinberg, Chair

This meeting is on [Video](#)