

RESOLUTION NO. 2025-_____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM DESERT, RESCINDING AND REPLACING RESOLUTION NOS. 2025 __, ADOPTING AUTHORIZED CLASSIFICATIONS, ALLOCATED POSITIONS, SALARY SCHEDULE, AND SALARY RANGES INCLUDED HEREIN AND ATTACHED AS “EXHIBIT A” EFFECTIVE JULY 1, 2025.

WHEREAS, the City of Palm Desert identifies employees by classifications and groups for the purpose of salary and benefit administration; and

WHEREAS, the City of Palm Desert has met and conferred in good faith with the Palm Desert Employees Organization (PDEO) in accordance with the Meyers-Milias-Brown Act and the City’s Employer-Employee Relations Ordinance; and

WHEREAS, the City of Palm Desert has reached an agreement and entered into a memorandum of understanding extension with the employees represented by the PDEO, for the period of July 1, 2025, through June 30, 2026, and Exhibit A is consistent with this agreement;

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

SECTION 1. Salary schedule, ranges & allocated positions and authorized classifications.

The City of Palm Desert’s Personnel System, Section 2.52 of the Palm Desert Municipal Code, prescribes specific terms for appointment and tenure of all City employees. Exhibit A contains the tables of allocated classifications, positions, and salary ranges authorized effective July 1, 2025.

The City Manager is hereby authorized to modify the Allocated Classifications, Positions and Salary Schedule during the FY 2025-26 for modifications the City Manager determines are reasonably necessary or appropriate for business necessity including, without limitation, the implementation of title and responsibility changes, any minimum wage laws, use of over-hires for training, limited term student internships and modification of vacant positions in so far as such modifications do not exceed the adopted 2025-26 Financial Plan.

Title	Exempt Group	Executive Contract	At Will
City Manager	X	Yes	Yes
Assistant City Manager	X	Yes	Yes
City Clerk	X	Yes	Yes
City Engineer	X	Yes	Yes
Director of Capital Projects	X	Yes	Yes
Director of Development Services	X	Yes	Yes
Director of Economic Development	A	No	No
Director of Finance/City Treasurer	X	Yes	Yes
Director of Human Resources	X	Yes	Yes
Director of Library Services	X	Yes	Yes
Director of Public Works	X	Yes	Yes
Accounting Manager	B	No	No
Accounting Supervisor	B	No	No
Assistant Building Official	B	No	No
Assistant Director of Library Services	B	No	No
Assistant City Clerk	B	No	No
Business Operations Manager	B	No	No
Capital Projects Manager	B	No	No
Chief Building Official	B	No	No
Code Compliance Supervisor	B	No	No
Communications Analyst	B	No	No
Community Relations Supervisor	B	No	No
Community Services Manager	B	No	No
Deputy Director of Development Services	B	No	No
Deputy Director of Economic Development	B	No	No
Deputy Director of Finance	B	No	No
Deputy Director of Public Works	B	No	No
Economic Development Coordinator	B	No	No
Finance Supervisor	B	No	No
Homeless and Support Services Manager	B	No	No
Housing Manager	B	No	No
Human Resources Manager	B	No	No
Information Systems Manager	B	No	No
Landscape Supervisor	B	No	No
Library Manager	B	No	No
Management Analyst I/II	B	No	No
Principal Planner	B	No	No
Project Manager	B	No	No
Public Affairs Manager	B	No	No
Public Works Superintendent	B	No	No
Senior Contracts and Grants Analyst	B	No	No
Senior Engineer	B	No	No
Senior Management Analyst	B	No	No
Senior Planner	B	No	No
Senior Project Manager	B	No	No
Special Events Coordinator	B	No	No
Streets Maintenance Supervisor	B	No	No
Executive Assistant/Coordinator (City Manager)	C	No	No
Human Resources Analyst	C	No	No

SECTION 2. Personnel groups/designations.

The City assigns classifications to designated groups for the purposes of defining exempt status, benefits allocation and purchasing authority. These classifications (listed in the table below) are categorized as follows:

Group X: Executive Contract Positions:

The classifications designated as Group X, Executive Contract, have the highest level of executive responsibility and authority; these positions are governed by individual employment agreements.

Group A: Directors and Department Heads

The classifications designated as Group A have a higher level of responsibility and authority and they are exempt from overtime provisions as defined by the Fair Labor Standards Act and set forth in the Personnel Rules and Regulations, Section 2.52.305. They may be At Will and governed by employment agreements. Among other things, these positions require spending numerous extra hours at meetings, conferences, and work.

Group B: Mid-Management/Professional

The positions classifications as Group B are managerial, supervisory, or professional in nature and they are exempt from overtime provisions as defined by the Fair Labor Standards Act and set forth in the Personnel Rules and Regulations, Section 2.52.305. Among other things, these positions require spending occasional extra hours at meetings, conferences, and work.

Purchasing Authority Groups

The City Manager, pursuant to PDMC Chapter 3.30.020 (C) and 3.30.030 (A) may set purchasing limits and thresholds. These limits may be set by this resolution, an administrative purchasing policy established by the City Manager, or an annual memorandum from the City Manager to the Finance Director.

ADOPTED ON _____, 2025.

JAN HARNIK
MAYOR

ATTEST:

ANTHONY J. MEJIA
CITY CLERK

I, Anthony J. Mejia, City Clerk of the City of Palm Desert, hereby certify that Resolution No. 2025-__ is a full, true, and correct copy, and was duly adopted at a regular meeting of the City Council of the City of Palm Desert on _____, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

RECUSED:

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City of Palm Desert, California, on _____.

ANTHONY J. MEJIA
CITY CLERK