



CITY OF COMMERCE AGENDA REPORT

TO: Honorable City Council

FROM: City Manager

SUBJECT: A Resolution of the City Council of the City of Commerce, California approving compensation and fringe benefits modifications for Executive Management and City Council

MEETING DATE: October 14, 2025

RECOMMENDATION:

Approve and adopt the Resolution authorizing compensation and fringe benefits for the Executive Management Employees and City Council.

BACKGROUND:

The City approved amendments to the Fringe Benefits and Related Compensation for the City Manager. As said amendments are linked to the fringe benefits that executive managers and City Council members receive, related amendments were also approved and required. As a consequence of these fringe benefit conditions changing it is necessary to amend Resolution No. 23-67 and Resolution No. 23-68 providing for fringe benefits and related compensation for executive management employees and City Council members.

ANALYSIS:

Fringe benefits stipulations are set forth via separate resolutions for each of the different qualifying groups of employees to include those fringe benefits set for the City Manager. As was directed and approved, and as part of the amendments to the City Manager Agreement, sections of the fringe benefits for the executive managers and/or City Council specific to the health insurance-longevity stipend for qualifying employees and the conditions for stipend/reimbursements that affect qualifying employees are modified as set forth in the attached proposed resolutions.

ALTERNATIVES:

1. Approve staff recommendation to approve all provisions modifying fringe benefits and compensation for executive management and city council employees.
2. Reject staff recommendation.
3. Provide staff with further direction.

FISCAL IMPACT:

Financial impacts were included as part off the Fiscal Year 2025/26 Citywide Adopted Budget. Future costs are dependent on many variable such as when and if qualifying employees retire and if they retire from the City of Commerce.

Approved by: Marlo Revilla, Human Resources Manager
Fiscal Impact reviewed by: Alvarao Castellon, Finance Director
Approved by: Noel Tapia, City Attorney
Respectfully submitted: Ernie Hernandez, City Manager

Attachments:

1. Resolution – Providing for Fringe Benefits and Related Compensation for Executive Management Employees of the City of Commerce
2. Resolution – Providing for Fringe Benefits and Related Compensation for City Council