

**Resolution No. 2025-XXX N.C.S.  
of the City of Petaluma, California**

**RESOLUTION APPROVING ADJUSTMENTS TO 1) THE CITY OF PETALUMA'S LIVING WAGE RATE BY SETTING THE RATE AT \$19.41 PER HOUR WITH AN EMPLOYER CONTRIBUTION TOWARD MEDICAL BENEFITS AND \$21.75 PER HOUR WITHOUT AN EMPLOYER CONTRIBUTION TOWARD MEDICAL BENEFITS FOR FISCAL YEAR 2025-2026; 2) THE PAY RATES OF CITY OF PETALUMA PART-TIME LIVING WAGE POSITIONS; AND IF APPROVED, 3) THE PAY RATES OF PART-TIME POSITIONS BENCHMARKED TO THE CITY'S PART-TIME LIVING WAGE POSITIONS**

**WHEREAS**, the City Council of the City of Petaluma established a Living Wage Required for Specified City-Funded Contracts and City Employees, by adopting Ordinance No. 2256 N.C.S., effective December 20, 2006 ("the Living Wage Ordinance"); and

**WHEREAS**, the Living Wage Ordinance is codified as Chapter 8.36 of the City of Petaluma Municipal Code; and

**WHEREAS**, Municipal Code Section 8.36.060.D, provides that the Living Wage rate shall be increased annually on July 1, in accordance with any increase due to a cost-of-living adjustment (COLA) for non-safety, non- management City employees, but no more than the most recent December to December Consumer Price Index (CPI-U) for the San Francisco area; and

**WHEREAS**, Section 8.36.060.D further provides that the City Council may review the impact of the cost of living adjustment ("COLA") on an annual basis to assess any potential adverse impact and may modify or suspend adoption of a COLA otherwise allowed by the subsection; and

**WHEREAS**, the initial Living Wage rate in 2006 was \$11.70 per hour with an employer contribution of at least \$1.50 per hour per employee toward medical benefits and \$13.20 per hour without said contribution; and

**WHEREAS**, the adjusted Living Wage pursuant to Chapter 8.36 is \$19.41 per hour if a contribution of at least \$1.50 per hour per employee is paid by the employer toward the cost of medical benefits; and \$21.75 per hour without said contribution toward medical benefits; and

**WHEREAS**, the December to December Consumer Price Index (CPI-U) for the San Francisco area indicates an overall increase of 2.4% in Bay Area consumer prices from December 2023 to December 2024; and

**WHEREAS**, the City of Petaluma's part-time positions of Building Attendant, Marina Attendant, Ramp Attendant, and Tiny Tots Teacher I are subject to the Living Wage; and

**WHEREAS**, the City wishes to maintain pay rate consistency within certain part-time positions which are related, and/or similar to the City's Living Wage positions, but are not subject to the Living Wage Ordinance; and

**WHEREAS**, the City last adjusted the pay rates for the City's Living Wage positions and benchmarked part-time positions effective July 1, 2024 by applying a 2.6% COLA; and

**WHEREAS**, the proposed action is exempt from the requirements of the California Environmental Quality Act (CEQA) in accordance with CEQA Guidelines Section 15378(b)(4), in that, approving this action does not meet CEQA's definition of a "project," because the action does not have the potential for resulting either a direct  
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physical change in the environment or a reasonably foreseeable indirect physical change in the environment, and because this is a personnel-related action that constitutes organizational or administrative activities of governments that will not result in direct or indirect physical changes in the environment.

**NOW, THEREFORE, BE IT RESOLVED**, by the City Council of the City of Petaluma as follows:

1. Declares the above recitals to be true and correct and are incorporated into this resolution as findings of the City Council.
2. Finds the proposed action is exempt from the requirements of the California Environmental Quality Act (CEQA) in accordance with CEQA Guidelines Section 15378(b)(4), in that, approving this action does not meet CEQA's definition of a “project,” because the action does not have the potential for resulting either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment, and because this is a personnel-related action that constitutes organizational or administrative activities of governments that will not result in direct or indirect physical changes in the environment.
3. Approves pursuant to Petaluma Municipal Code Section 8.36.060.D a 2.4% COLA adjustment to the Living Wage and effective July 1, 2025 the Living Wage is \$19.41 per hour with an employer contribution toward medical benefits of at least \$1.50 per hour per employee, and \$21.75 per hour without said contribution.
4. Approves an adjustment to the pay rates of City of Petaluma part-time Living Wage positions; and if approved,
5. Amends the pay rates for part-time positions benchmarked to the City’s part-time Living Wage positions effective July 1, 2025 as listed in Exhibit A, which is attached hereto and hereby made a part hereof.

Under the power and authority conferred upon this Council by the Charter of said City.

<b>REFERENCE:</b>	I hereby certify the foregoing Resolution was introduced and adopted by the Council of the City of Petaluma at a Regular meeting on the 2 <sup>nd</sup> day of June 2025, by the following vote:	Approved as to form:
		<div>_____ City Attorney</div>

**AYES:**  
**NOES:**  
**ABSENT:**  
**ABSTAIN:**

<b>ATTEST:</b>	<div>_____ City Clerk</div>	<div>_____ Mayor</div>
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## EXHIBIT A

**The City of Petaluma**  
**Pay Rate Schedule for Adjusted Part-Time Positions**  
**Effective July 1, 2025 Based on a 2.4% COLA**

	PAY STEPS				
PART-TIME POSITIONS	1	2	3	4	5
<i>Part Time-Living Wage Positions</i>					
PT BUILDING ATTENDANT	24.26				
PT MARINA ATTENDANT	24.26				
PT RAMP ATTENDANT	24.26				
PT TINY TOTS TEACHER 1	24.26				
<i>Part Time-Recreation Positions</i>					
PT MUSEUM COORDINATOR	22.33	23.42	24.62	25.82	27.12
PT REC LEADER	20.97				
PT REC LEADER /SENIOR	23.09				
PT REC SPECIALIST A	20.97	22.01	23.12	24.28	25.50
PT REC SPECIALIST B	26.72	28.05	29.45	30.92	32.49
PT TINY TOTS DIRECTOR 1	26.75	28.06	29.46	30.96	32.50
PT TINY TOTS DIRECTOR 2	29.48	30.99	32.54	34.16	35.83
PT TINY TOTS DIRECTOR 3	37.63	39.52	41.49	43.60	45.75
PT TINY TOTS TEACHER 2	25.73	27.01	28.36	29.83	31.28
PT TINY TOTS TEACHER 3	32.86	34.49	36.24	38.04	39.98