

---

# Attachment 14

---

*Proposed Resolution to Update the Compensation Plan  
and Salary Schedules for Administrative, Management,  
and Confidential Employees*

DRAFT

CITY OF WESTMINSTER  
RESOLUTION NO. XXXX

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF WESTMINSTER, CALIFORNIA, AMENDING RESOLUTION NO. 5235, AMENDING THE COMPENSATION PLAN AND SALARY SCHEDULES FOR THE ADMINISTRATIVE, MANAGEMENT AND CONFIDENTIAL EMPLOYEES FOR THE PERIOD OF JULY 1, 2026, THROUGH AND INCLUDING JUNE 30, 2029.

WHEREAS, California Government Code Section 20636 and California Code of Regulations Section 570.5 require California Public Employee Retirement System member agencies to maintain and publicly post publicly available pay schedules; and

WHEREAS, the City Council of the City of Westminster desires to approve a three-year Compensation Plan regarding wages, hours and other terms and conditions of employment for the period of July 1, 2026, through June 30, 2029; and

WHEREAS, Schedule A to be implemented on July 11, 2026, attached hereto, is a Salary Schedule for all City of Westminster full-time Administrative, Management and Confidential; which reflects a 5% increase; and

WHEREAS, Schedule B to be implemented on January 9, 2027, attached hereto, is a Salary Schedule for all City of Westminster full-time Administrative, Management and Confidential; which reflects a 5% increase; and

WHEREAS, Schedule C to be implemented on July 10, 2027, attached hereto, is a Salary Schedule for all City of Westminster full-time Administrative, Management and Confidential; which reflects a 5% increase; and

WHEREAS, Schedule D to be implemented on July 8, 2028, attached hereto, is a Salary Schedule for all City of Westminster full-time Administrative, Management and Confidential; which reflects a 5% increase.

NOW THEREFORE, THE MAYOR CITY COUNCIL OF THE CITY OF WESTMINSTER HEREBY RESOLVE AS FOLLOWS:

SECTION 1. The City Council hereby amends the compensation plan, other terms and conditions of employment, and approves attached salary schedules A, B, C and D for the period of July 1, 2026, through June 30, 2029 for the Administrative, Management and Confidential employees.

SECTION 2. The Mayor shall sign as to passage, approval, and adoption of this Resolution.

SECTION 3. The City Clerk shall certify the passage and adoption of this resolution and shall affix their signature and City Seal and that same shall be entered into the Book of Resolutions.

PASSED, APPROVED AND ADOPTED this 21<sup>st</sup> day of May, 2026.

CITY OF WESTMINSTER

\_\_\_\_\_  
CHI CHARLIE NGUYEN  
MAYOR

ATTEST:

\_\_\_\_\_  
SANDRA ESCUDERO  
INTERIM CITY CLERK

APPROVED AS TO FORM:

\_\_\_\_\_  
SCOTT PORTER  
CITY ATTORNEY

**CITY OF WESTMINSTER  
CITY CLERK'S OFFICE**

**CERTIFICATION  
OF  
RESOLUTION**

STATE OF CALIFORNIA )  
COUNTY OF ORANGE ) ss.  
CITY OF WESTMINSTER )

I, Sandra Escudero, Interim City Clerk of the City of Westminster, do hereby certify that the foregoing Resolution No. XXXX was duly passed and adopted by the City Council of the City of Westminster at a regular meeting held on the 21st day of May 2026, with the following vote:

AYES: COUNCIL MEMBERS:  
NOES: COUNCIL MEMBERS:  
ABSENT: COUNCIL MEMBERS:  
ABSTAIN: COUNCIL MEMBERS:

---

Sandra Escudero  
Interim City Clerk

DRAFT

PAGE INTENTIONALLY LEFT BLANK