

**RESOLUTION NO. 13313**

**A RESOLUTION OF THE CITY OF CAMPBELL CITY COUNCIL  
AMENDING RESOLUTION NO. 12882  
REGARDING COMPENSATION AND WORKING CONDITIONS  
FOR UNREPRESENTED UNCLASSIFIED MANAGEMENT EMPLOYEES,  
AS DEFINED IN RESOLUTION 10016 AND AS DESIGNATED IN RESOLUTION 8553**

**WHEREAS**, the provisions of Title 4, Section 36506 of the Government Code of the State of California provide that compensation of employees of General Law cities may be fixed or increased by resolution; and

**WHEREAS**, Title 2, Section 2.16.020 of the Campbell Municipal Code provides that the City Council may, from time to time, by resolution, change the compensation of employees of said City, and may, by resolution, adopt salary and wage scales; and

**WHEREAS**, the City Council of the City of Campbell desires to establish certain salaries and benefits for unrepresented Unclassified Management personnel not covered by a Memorandum of Understanding (MOU), consistent with Resolution No. 8553; and

**WHEREAS**, the City of Campbell (City) and the unrepresented Unclassified Management employee group are currently subject to the provisions of **Resolution No. 12882** dated August 16, 2022; and

**WHEREAS**, in the fall of 2024, in anticipation of a budget deficit for Fiscal Year 2025/2026, the City included on the local ballot a general half-cent sales tax known as "Measure K" which Campbell voters passed on November 5, 2024; and

**WHEREAS**, on January 6, 2025, the Silicon Valley Taxpayers' Association and David H. Wolen (together, "SVTA") filed a lawsuit against the City challenging the validity of Measure K; and

**WHEREAS**, as a result of the lawsuit, the tax revenue scheduled to be collected beginning in April 2025 was required to be held in an escrow account pending the outcome of the lawsuit; and, the City is not able to access the tax revenue unless and until said lawsuit is resolved in the City's favor; and

**WHEREAS**, in March 2025, the City was forecasted to face a budget deficit in Fiscal Year 2025/2026 of \$3.23 million; and

**WHEREAS**, the City desires to cover a portion of its employees' health insurance premiums for Health Plan Year 2026, which runs from January 1, 2026 through December 31, 2026;

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Campbell hereby amends **Resolution No. 12882** to add to subparagraph A.2. of SECTION 3. Entitled, "HEALTH & WELFARE BENEFIT PROGRAMS," the following language:

"Effective January 1, 2026, the monthly Cafeteria Plan Allowance will be set at the Kaiser Permanente Region 1 rates for 2026 at the employee's selected level of coverage unless the rate increase from plan year 2025 exceeds eight percent (8%). If the year-over-year rate increase exceeds 8%, the City's Cafeteria Plan Allowance shall be eight percent (8%) higher than the 2025 rates. Employees who select a plan with rates higher than the City's Allowance will be required to make up the difference through salary redirection."

**BE IT FURTHER RESOLVED** that all other provisions set forth in **Resolution No. 12882** shall remain the same.

**BE IT FURTHER RESOLVED** that the City Manager and his delegates have the authority to take any necessary administrative actions to implement the provisions of this resolution.

**PASSED AND ADOPTED** this 17th day of June, 2025 by the following roll call vote:

AYES: Councilmembers: Bybee, Hines, Scozzola, Furtado, Lopez  
NOES: Councilmembers: None  
ABSENT: Councilmembers: None

APPROVED:



Sergio Lopez, Mayor

**ATTEST:**

  
Andrea Sanders, City Clerk