



City of Etna

AGENDA FOR THE SPECIAL MEETING OF THE ETNA CITY COUNCIL

DATE OF THE MEETING: February 26, 2026

TIME OF THE MEETING: 5:30 pm

PLACE OF THE MEETING: 442 Main Street Etna, CA

1. Call to Order
 - a. Pledge of Allegiance
 - b. Roll Call
2. Public Comment – Agenda Items Only – Public participation during a special meeting is limited to those items listed on the agenda.
3. CLOSED SESSION: The City Council will recess to Closed Session to discuss the below item(s). At the conclusion of the Closed Session, Open Session will reconvene and the reportable action, if any, will be announced. Announcement of any action taken by the City Council in Closed Session required by the Ralph M. Brown Act (Government Code §54950 et. Seq.).
 - a. Personnel - Labor Negotiations (Government Code §54957.6)
City Negotiator: Josh Short, Chief of Police
Negotiating Party: Police Officers Association
 - b. Personnel - Labor Negotiations (Government Code §54957.6)
City Negotiator: Andrew L. Jared, City Attorney
Negotiating Party: Josh Short, Chief of Police
4. CURRENT BUSINESS:
 - a. Discussion and Approval of Resolutions Amending Classification and Salary Scale (Payrate) for Police Officers, Approving Health Benefits for Police Officers, and Establishing Payrate Steps for Certain Officers
 1. Resolution 2026-002 A Resolution of the City Council of the City of Etna Amending Classification and Salary Scale for Police Officers
 2. Resolution 2026-003 A Resolution of the City Council of the City of Etna Approving Health Benefits for Police Officers
 3. Resolution 2026-004 A Resolution of the City Council of the City of Etna Establishing Payrate Steps for Certain Officers
5. CITY COUNCIL STATEMENTS AND REQUESTS
6. ADJOURNMENT

Zoom Teleconference Information:

Phone: 1-669-444-9171 US Meeting ID: 837 7801 4713

<https://us06web.zoom.us/j/83778014713>

The City of Etna does not discriminate based on disability in the admissions or access to, or treatment of or employment in, its programs or activities. Disability-related aids or services, including printed information in alternate formats, to enable persons with disabilities to participate in public meetings are available. If any accommodations are needed, please contact Pamela Eastlick at 530-467-5256 p.eastlick@etnaca.gov. Requests should be made as soon as possible but recommended between three days to one week prior to the scheduled meeting.



STAFF REPORT ETNA CITY COUNCIL

To: Mayor and City Council Members

From: Chief Josh Short, Chief of Police
Andrew L. Jared, City Attorney

Date: February 26, 2026

Subject: **Discussion and Approval of Resolutions Amending Classification and Salary Scale (Payrate) for Police Officers, Approving Health Benefits for Police Officers, and Establishing Payrate Steps for Certain Officers**

Attachments:

1. Resolution 2026-002 Amending Classification and Salary Scale for Police Officers,
2. Resolution 2026-003 Approving Health Benefits for Police Officers, and
3. Resolution 2026-004 Establishing Payrate Steps for Certain Officers

RECOMMENDATION:

Staff recommends City Council make and approve a motion to

1. Adopt Resolution 2026-002 Amending Classification and Salary Scale for Police Officers,
2. Adopt Resolution 2026-003 Approving Health Benefits for Police Officers, and
3. Adopt Resolution 2026-004 Establishing Payrate Steps for Certain Officers

DISCUSSION:

In order for the City of Etna to remain competitive in salaries and other benefits for officers in its police department as compared to other agencies it must adjust the benefits and salaries paid to the sworn and non-sworn members of its Police Department. Towards the goal of officer recruitment, the City Council on February 23, 2026, approved an officer bonus program for new and lateral transfer officers. In an effort to promote officer retention and further attract officers, the City has entered into negotiations with members of the police department to address salary and benefit needs. This resulted in this recommendation to immediately increase the payrate and health benefits presented here as items deserving immediate action.

The recommended actions are presented to immediately address three issues facing the department for recruitment and retention purposes: Updating the payrate schedule for peace officers (other than office of the Chief of Police); Extending the existing health insurance benefit to cover family members of full time police officers (other than the Chief of Police); and Confirming the position and step for Officer Missy Martin as Police Officer II at Step 4 in the attached payrate scale, and CSO Kelly York at Community Service Officer at Step 5 in the attached payrate scale.

These actions are part of a package to overhaul rates and benefits within the department and are being brought at this special meeting to take immediate effect for these personnel. These actions are not imposing changes in benefits for the Chief of Police whose benefit package will be considered at a subsequent regular council meeting to comply with the Brown Act. The terms of a Memorandum of Understanding (MOU) with the police officers association is continuing to be negotiated and finalized and will also be brought back at a later date to address additional terms and conditions.

Until such time the terms of the MOU are finalized, and until the payscale and the health benefit presented in the proposed resolutions are incorporated into a citywide payscale and an adopted MOU for officers represented by an officers association, the terms of the attached resolutions, as approved, shall be relied upon as the basis for payrate and associated benefits as stated therein.

For existing members of the department this will represent a change in payrate effective March 8, 2026. The change in health insurance coverage will become effective upon the effective date of updated insurance policies through March 1, 2026. Such health coverage will not be retroactive and will only be effective upon execution of amended insurance coverage policies through March 1, 2026.

FINANCIAL IMPACT:

The increase in payrate for Officer Martin amounts to an hourly rate increase of \$1.98 per hour, estimated to be an increase of \$4,118.40 annually. The increase in payrate for CSO Kelly York amounts to an hourly rate increase of \$1.71 per hour, estimated to be an increase of \$1,641.60 annually. The increase in payrate for Lieutenant Nate Mendes amounts to an hourly rate increase of \$8.68 per hour, estimated to be an increase of \$18,054.40 annually. The extension of medical benefits for employees of the police department to immediate family members for such employees is anticipated to cost the city a total of \$1,355.00 per month for family rate to implement such program at this time. Such amounts are within the budget of the police department due to savings from current vacancies. Such benefits will require additional budget amendments during the 2026-27 budget adoption process.

ENVIRONMENTAL:

Not applicable.

ATTACHMENT:

1. [Draft] Resolution 2026-002 Amending Classification and Salary Scale for Police Officers,
2. [Draft] Resolution 2026-003 Approving Health Benefits for Police Officers, and
3. [Draft] Resolution 2026-004 Establishing Payrate Steps for Certain Officers



Attachment 1

Resolution Number: 2026-004

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ETNA AUTHORIZING ESTABLISHMENT OF A CLASSIFICATION AND SALARY SCALE FOR CERTAIN PERSONNEL OF THE ETNA POLICE DEPARTMENT

WHEREAS, in order for the City of Etna to remain competitive as to salaries and other benefits for officers in its police department as compared to other agencies it must adjust the benefits and salaries paid to the sworn and non-sworn members of its Police Department;

WHEREAS, the City Council on February 23, 2026, approved an officer bonus program for new and lateral transfer officers;

WHEREAS, in effort to promote officer retention and attract additional officers, the City has identified the need to increase the payrate of existing and new members of the Police Department;

WHEREAS, updating the payrate schedule for peace officers (other than office of the Chief of Police) is appropriate and necessary to promote officer retention and recruitment;

WHEREAS, this action is brought at this special meeting to represent a change in payrate effective March 8, 2026;

WHEREAS, the City intends to incorporate the classification and salary scale attached hereto as Exhibit A into a Memorandum of Understanding (MOU) with the represented officers of the Police Department, which will be brought back at a later meeting;

WHEREAS, the salary and benefits of the Chief of Police are not addressed through this action and will be brought back at a later meeting;

WHEREAS, this resolution addresses only those salary and benefits discussed herein and does not address any other rights otherwise discussed among any parties, and only amends those payrate terms presently existing.

NOW, THEREFORE, BE IT RESOLVED THAT THE CITY OF ETNA, hereby approves the classification and salary scale presented in Exhibit A for the positions stated therein, to be effective as of March 8, 2026.

PASSED AND ADOPTED by the City of Etna, City Council

AYES:

NOES:

ABSENT:

ABSTAIN:

, Mayor

ATTEST:

Pamela Eastlick, City Clerk

EXHIBIT A

CLASSIFICATIONS AND SALARY SCHEDULE

Police Trainee (Non-Represented)

Flat Hourly Rate: \$26.10

Annual (2,080 hrs): \$54,288.00

Police Officer I (Probationary)

Flat Hourly Rate: \$26.55

Annual (2,080 hrs): \$55,224.00

Police Officer II

Step	Hourly Rate	Annual (2,080 hrs)
Step 1	\$30.00	\$62,400.00
Step 2	\$30.90	\$64,272.00
Step 3	\$31.83	\$66,206.40
Step 4	\$32.78	\$68,182.40
Step 5	\$33.77	\$70,241.60
Step 6	\$34.78	\$72,342.40
Step 7	\$35.82	\$74,505.60

Police Sergeant

Step	Hourly Rate	Annual (2,080 hrs)
Step 1	\$35.00	\$72,800.00
Step 2	\$36.05	\$74,984.00

Step 3	\$37.13	\$77,230.40
Step 4	\$38.24	\$79,539.20
Step 5	\$39.39	\$81,931.20
Step 6	\$40.57	\$84,385.60
Step 7	\$41.79	\$86,923.20

Lieutenant

Step	Hourly Rate	Annual (2,080 hrs)
Step 1	\$40.00	\$83,200.00
Step 2	\$41.20	\$85,696.00
Step 3	\$42.44	\$88,275.20
Step 4	\$43.71	\$90,916.80
Step 5	\$45.02	\$93,641.60
Step 6	\$46.37	\$96,449.60
Step 7	\$47.76	\$99,340.80

Community Services Officer I

Step	Hourly Rate	Annual (2,080 hrs)
Step 1	\$26.36	\$54,828.80
Step 2	\$27.15	\$56,472.00
Step 3	\$27.97	\$58,177.60
Step 4	\$28.80	\$59,904.00
Step 5	\$29.67	\$61,713.60
Step 6	\$30.56	\$63,564.80

Step 7	\$31.48	\$65,478.40
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Police Clerk (Permanent Part-Time – 5% Below CSO)

Step	Hourly Rate	Annual (2,080 hrs)
Step 1	\$25.04	\$52,083.20
Step 2	\$25.79	\$53,643.20
Step 3	\$26.57	\$55,265.60
Step 4	\$27.36	\$56,908.80
Step 5	\$28.19	\$58,635.20
Step 6	\$29.03	\$60,382.40
Step 7	\$29.91	\$62,212.80

Part-Time Investigator (As-Needed)

Flat Hourly Rate: \$30.90 (Equal to Police Officer II Step 2)

Annual (2,080 hrs equivalent): \$62,272.00

Reserve Police Officer (Level I POST – Non-Represented)

Flat Hourly Rate: \$30.90 (Equal to Police Officer II Step 2)

Annual (2,080 hrs equivalent): \$62,272.00

On-Call Compensation

Employees officially assigned to on-call status shall receive \$5.00 per hour while on-call.

// END OF SCHEDULE//



Attachment 2

Resolution Number: 2026-003

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ETNA AUTHORIZING HEALTH BENEFITS FOR CERTAIN PERSONNEL OF THE ETNA POLICE DEPARTMENT

WHEREAS, in order for the City of Etna to remain competitive as to salaries and other benefits for officers in its police department as compared to other agencies it must adjust the benefits and salaries paid to the sworn and non-sworn members of its Police Department;

WHEREAS, the City Council on February 23, 2026 approved an officer bonus program for new and lateral transfer officers;

WHEREAS, in effort to promote officer retention and attract additional officers, the City has identified the need to extend the health insurance benefit to immediate family members of existing and new sworn officers of the Police Department (other than the Chief of Police);

WHEREAS, updating the health insurance benefits for sworn peace officers (other than office of the Chief of Police) is appropriate and necessary to promote officer retention and recruitment;

WHEREAS, this action is brought at this special meeting to represent a change effective upon execution of all necessary and required documents and agreements with CalPERS to extend such coverage to the immediate family of members of sworn peace officers (other than office of the Chief of Police);

WHEREAS, the City intends to incorporate such term into a Memorandum of Understanding (MOU) with the represented officers of the Police Department, which will be brought back at a later meeting;

WHEREAS, such benefits may not be extended to the Chief of Police at a special meeting and are therefore not addressed through this action, and will be brought back for consideration at a later meeting;

WHEREAS, this resolution addresses only those salary and benefits discussed herein and does not address any other rights otherwise discussed among any parties and only amends any health insurance presently existing.

NOW, THEREFORE, BE IT RESOLVED THAT THE CITY OF ETNA, hereby

1. Directs Chief Josh Short, Chief of Police, and Pamela Eastlick, City Clerk to continue negotiation and preparation of all documents with CalPERS to extend health benefits to all sworn members of the Etna Police Department;
2. For such documents to be brought back to the City Council for formal approval if necessary; and
3. Authorizes Mayor Cliff Munson, City Clerk Pamela Eastlick, and Assistant City Clerk Jenny Bennett to execute all documents with CalPERS to extend health benefits to all sworn members of the Etna Police Department.

PASSED AND ADOPTED by the City of Etna, City Council

AYES:

NOES:

ABSENT:

ABSTAIN:

, Mayor

ATTEST:

Pamela Eastlick, City Clerk

2026 Basic Plan Premiums

BASIC HMO PLANS

	Region 1		
	Single	2-Party	Family
Anthem Blue Cross Select	\$1,336.29	\$2,672.58	\$3,474.35
Anthem Blue Cross Traditional	1,612.08	3,224.16	4,191.41
Blue Shield Access+	1,301.95	2,603.90	3,385.07
Blue Shield Access+ EPO	1,301.95	2,603.90	3,385.07
Blue Shield Trio	1,166.58	2,333.16	3,033.11
Kaiser Permanente	1,168.86	2,337.72	3,039.04
UnitedHealthcare SignatureValue Alliance	1,290.06	2,580.12	3,354.16
UnitedHealthcare SignatureValue Harmony	1,133.09	2,266.18	2,946.03
Western Health Advantage	969.58	1,939.16	2,520.91

BASIC PPO PLANS

	Single	2-Party	Family
PERS Gold	1,120.58	2,241.16	2,913.51
PERS Platinum	1,670.14	3,340.28	4,342.36
PORAC	1,063.00	2,418.00	3,027.00

BASIC HMO PLANS

	Region 2		
	Single	2-Party	Family
Anthem Blue Cross Select	\$1,016.32	\$2,032.64	\$2,642.43
Anthem Blue Cross Traditional	1,158.26	2,316.52	3,011.48
Blue Shield Access+	1,052.89	2,105.78	2,737.51
Blue Shield Access+ EPO	1,052.89	2,105.78	2,737.51
Blue Shield Trio	936.58	1,873.16	2,435.11
Health Net Salud y Más	879.57	1,759.14	2,286.88
Kaiser Permanente	987.69	1,975.38	2,567.99
Sharp Performance Plus (San Diego County only)	916.20	1,832.40	2,382.12
UnitedHealthcare SignatureValue Alliance	950.99	1,901.98	2,472.57
UnitedHealthcare SignatureValue Harmony	857.14	1,714.28	2,228.56

BASIC PPO PLANS

	Single	2-Party	Family
PERS Gold	956.28	1,912.56	2,486.33
PERS Platinum	1,426.24	2,852.48	3,708.22
PORAC	1,057.00	2,127.00	2,708.00

BASIC HMO PLANS

	Region 3		
	Single	2-Party	Family
Anthem Blue Cross Select	\$962.68	\$1,925.36	\$2,502.97
Anthem Blue Cross Traditional	1,128.53	2,257.06	2,934.18
Blue Shield Access+	917.91	1,835.82	2,386.57
Blue Shield Trio	852.56	1,705.12	2,216.66
Health Net Salud y Más	740.11	1,480.22	1,924.29
Kaiser Permanente	969.05	1,938.10	2,519.53
UnitedHealthcare SignatureValue Alliance	870.76	1,741.52	2,263.98
UnitedHealthcare SignatureValue Harmony	765.51	1,531.02	1,990.33

BASIC PPO PLANS

	Single	2-Party	Family
PERS Gold	960.03	1,920.06	2,496.08
PERS Platinum	1,431.81	2,863.62	3,722.71
PORAC	1,057.00	2,127.00	2,708.00

BASIC HMO PLANS

Out of State			
	Single	2-Party	Family
Kaiser Permanente (in select areas only)	\$1,398.96	\$2,797.92	\$3,637.30

BASIC PPO PLANS

	Single	2-Party	Family
PERS Platinum	1,410.29	2,820.58	3,666.75
PORAC	1,206.00	2,448.00	2,900.00



Attachment 3

Resolution Number: 2026-002

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ETNA ESTABLISHING POSITION AND PAYRATE STEPS FOR OFFICER MISSY MARTIN AND COMMUNITY SERVICES OFFICER KELLY YORK OF THE ETNA POLICE DEPARTMENT

WHEREAS, in order for the City of Etna to remain competitive as to salaries and other benefits for officers in its police department as compared to other agencies it must adjust the benefits and salaries paid to the sworn and non-sworn members of its Police Department;

WHEREAS, the City Council has established a revised classification and salary scale for the personnel of the Etna Police Department pursuant to Resolution 2026-002;

WHEREAS, the City Council has determined that position and step of Officer Missy Martin and Community Service Officers Kelly York should be established within such classification and salary scale;

WHEREAS, this resolution addresses only the position and steps discussed herein and does not address any other rights otherwise discussed among any parties, and only amends those payrate terms presently existing.

NOW, THEREFORE, BE IT RESOLVED THAT THE CITY OF ETNA, hereby approves the classification and salary scale adjustments:

1. Officer Missy Martin shall be classified as Police Officer II, Step 4;
2. CSO Kelly York shall be classified as Community Service Officer, Step 5;
3. Such classifications shall be considered effective as of March 8, 2026;
4. Chief Josh Short is authorized to make such personnel action forms or other documentation appropriate and necessary to cause such classifications to be recorded in such employees' personnel files;
5. Mayor Cliff Munson and Pamela Eastlick, City Clerk are directed to take such additional actions to cause such classifications to become effective.

PASSED AND ADOPTED by the City of Etna, City Council

AYES:

NOES:

ABSENT:

ABSTAIN:

, Mayor

ATTEST:

Pamela Eastlick, City Clerk

CITY OF ETNA								
Salary Schedule 2025-2026								
	Schedule	1	2	3	4	5	6	7
<u>Police Non-Sworn Unit</u>								
Community Service Officer I	PD	26.36	27.15	27.97	28.80	29.67	30.56	31.48
<u>Police Sworn Unit</u>								
Police Chief	PD							
Lieutenant	PD	40.00	41.20	42.44	43.71	45.02	46.37	47.76
Police Sargent	PD	35.00	36.05	37.13	38.25	39.39	40.57	41.79
Police Officer II	PD	30.00	30.90	31.83	32.78	33.77	34.78	35.82
Police Officer	PD	26.55						
Police Officer Trainee	PD	26.10						
On Call	PD	\$5/hr	Max. per year \$10,000 hr per year					
Sign On Bonus								
Police Officer-Lateral		15,000.00						
Police Officer-Academy Graduate		5,000.00						
Effective March 8, 2026								