


CITY OF INDIO
MEMORANDUM

TO: Human Resources and Finance Staff

FROM: Andrew Ansoorian, Director of Human Resources & Risk Management 

DATE: September 18, 2025

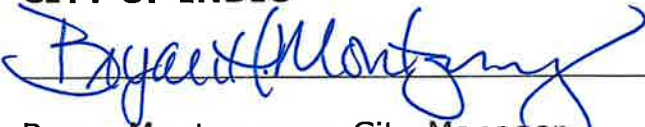
SUBJECT: Amendment to the MCU Plan

At the September 17, 2025, City Council meeting, the following amendment to the Compensation and Benefits Plan for MCU employees was approved:

- Effective the first pay period of October 2025 (which is pay period 21, October 10, 2025), each salary range will be modified to add one step to the top of the salary range that is 5% above the existing top step. Any employee who has been at the top step for one year or more will be moved to the new top step effective the first pay period in October 2025. Other employees will be eligible to achieve the new top step through normal step progression. In addition, one step at the bottom of the salary range will be removed to maintain a nine-step salary range.
- Effective the first full pay period in July 2026, each salary range will be modified to add one step to top of the salary range that is 5% above the existing top step. Any employee who has been at the top step for one year or more will be moved to the new top step effective July 1, 2026. Other employees will be eligible to achieve the new top step through normal step progression. In addition, one step at the bottom of the salary range will be removed to maintain a nine-step salary range.

APPROVED BY:

CITY OF INDIO


Bryan Montgomery, City Manager

9/18/25

Date