THE CITY
Safe, Healthy, and Attractive

AGENDA REPORT

To: Honorable City Council

From: John Moreno, City Manager

By: Lana Dich, Finance Director

Date: June 9, 2026

SUBJECT: APPROVING AND ADOPTING THE FISCAL YEAR (FY) 2026-2027 ANNUAL MUNICIPAL OPERATING AND CAPITAL IMPROVEMENT BUDGET; AMENDING AUTHORIZED POSITION LISTING FOR FULL-TIME AND PART-TIME EMPLOYEES AND SALARY SCHEDULE FOR CITY EMPLOYEES; AND AUTHORIZING THE CITY MANAGER TO ADMINISTER SAID BUDGET AND MAKE SUCH CHANGES AS MAY BE NECESSARY DURING THE FISCAL YEAR TO MAINTAIN STANDARDS AND LEVELS OF SERVICES AND ACHIEVE THE INTENT OF THE CITY COUNCIL IN PROVIDING SERVICES FOR FY 2026-2027

BACKGROUND

The City Council was presented an in-depth review of the Fiscal Year (FY) 2026-27 Proposed Budget at its budget workshop on May 19, 2026. The budget review will continue tonight with additional modifications to the budget and a final recap of the Proposed Budget for FY 2026-27.

DISCUSSION

We are pleased to present the Fiscal Year (FY) 2026-27 Operating and Capital Improvement Budget. This budget document serves as both a financial roadmap and a policy guide, reflecting our commitment to fiscal responsibility and to supporting a vibrant, resilient community. As a financial document, the budget presents our best projections for revenues and expenditures for the next year of services. As a policy guide, it reaffirms the City's unwavering commitment to delivering high-quality services and aligning resources with the City Council's priorities.

This budget document is the result of collaborative efforts across departments, guided by our core values of integrity, teamwork, and service. Through careful planning and shared decision-making, we continue to invest in the long-term well-being of the community we proudly serve.

The budget process began with the City Council establishing their 2026 priorities, goals, and strategies for the organization and the Community. The Council's goals were prioritized into three categories: Essential, Important, and Value Added.

Essential

- Explore expanded staggered street sweeping schedules where appropriate
- Improve school-area traffic safety signage
- Update recognition certificates with a new logo
- Promote Care Solace services on Channel 36
- Enhance timeliness of incident notifications to Council
- Strengthen local job programs through the SELACO WDB partnership
- Evaluate shifting the municipal election from June to November
- Increase video-based social media outreach for City programs and services
- Maintain emergency vehicle access during the Santa Train event at Myrrh and Gundry
- Improve survey methods to increase community participation
- Coordinate with federal representatives to inform residents of their legal rights during immigration operations

Important

- Launch a social media education campaign promoting safe e-bike use
- Advocate for improved Caltrans graffiti removal and landscape maintenance
- Expand community mental health programming, with a focus on seniors
- Develop a social media outreach on scam prevention and money-saving tips
- Update inspection schedules and prioritize sidewalk repairs
- Address alley parking violations impacting waste collection and emergency access
- Expand feral cat spay and neuter programs in partnership with animal control agencies

Value Added

- Establish a community garden committee or spokesperson program
- Update City plaques recognizing past Councilmembers and City Managers
- Address storm drain deficiencies on Madison Avenue between Virginia and Georgia
- Coordinate community Bookmobile services

FY 2025-26 Year-End Review

As the fiscal year approaches year-end, General Fund revenues of $48.1 million, along with a one-time transfer of $200,000 from State COPS Grant funds to offset Public Safety costs, are projected to exceed expenditures of $47.9 million by approximately $384,573. Of the projected year-end surplus, approximately $241,000 is proposed to replenish the Economic Uncertainty Reserve shortfall.

The Capital Projects Fund is projected to draw down approximately $12.9 million during FY 2025-26, resulting in an estimated ending balance of $1.2 million.

Special Revenue Funds are projected to generate revenues of approximately $57.6 million, with operating expenditures of $10.2 million and capital improvement expenditures of $52.4 million, resulting in an estimated ending balance of $13.1 million.

The Water Fund is anticipated to end the fiscal year with an operating deficit of approximately $861,812. Although the City will provide an $850,000 loan from the General Fund to support cash flow and working capital needs, the Water Fund is still expected to require the use of operating reserves to balance operations. Further discussion will be needed to identify long-term solutions to address the ongoing structural deficit.

FY 2026-27 Proposed Budget Highlights

FY 2026-2027 BUDGET	General Fund Unassigned	Capital Projects Fund	Special Revenue Fund	Water Fund
Est. Beginning Balance (07/01/26)	**$ 2,601,203**	**$ 1,248,360**	**$ 13,148,391**	**$ 3,101,136**
Operating Revenues	48,854,838	-	20,176,625	11,140,200
Operating Expenditures	49,400,295	-	9,837,425	11,968,240
Capital Improvement Expenditures	-	829,000	15,958,880	553,000
Surplus/(Deficit) BEFORE Fund Transfers	$ (545,457)	$ (829,000)	$ (5,619,680)	$ (1,381,040)
Fund Transfers/One time Adjustments				
Transfer from Equipment Replacement Fund	562,750	150,000	-	-
Transfer from ARPA Savings Reserves	254,745	-	-	-
Total Fund Transfers/One Time Adjustments	$ 817,495	$ 150,000	$ -	$ -
Surplus/(Deficit) AFTER Fund Transfers	**$ 272,038**	**$ (679,000)**	**$ (5,619,680)**	**$ (1,381,040)**
General Fund Loan to Water Fund	(850,000)	-	-	850,000
Est. Ending Balance (06/30/27)	**$ 2,023,241**	**$ 569,360**	**$ 7,528,711**	**$ 2,570,096**

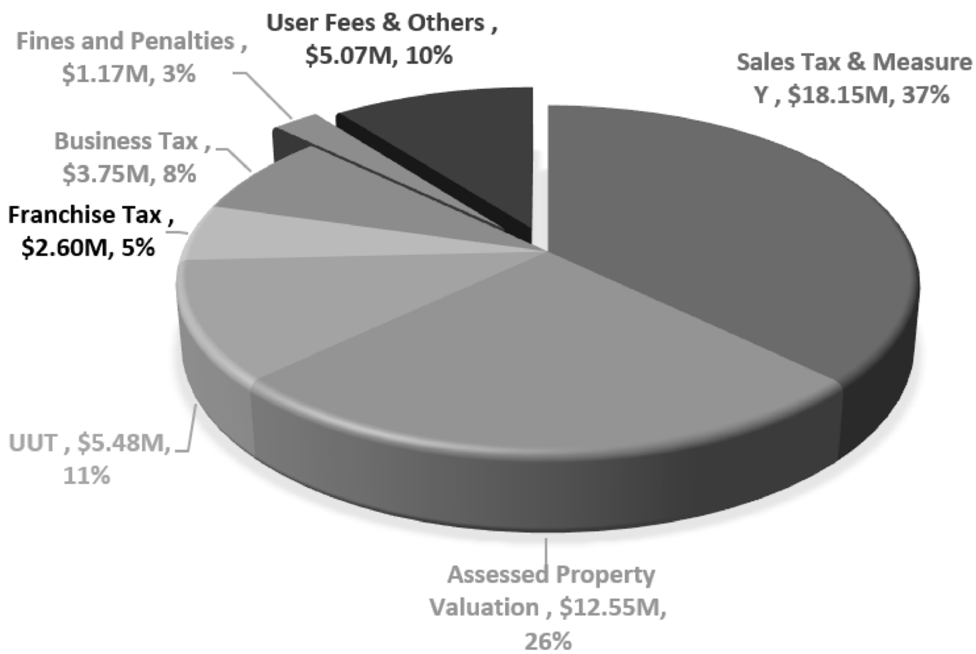
General Fund Proposed Budget

The General Fund is the City's primary operating fund and accounts for all unrestricted revenues. For FY 2026-27, the proposed General Fund budget is projected to have an operating deficit of $545,457, with estimated revenues of $48.8 million in revenues and $49.4 million in expenditures. To address the shortfall, staff proposed to utilize a one-time transfer of $562,750 from the Equipment Replacement Fund and $254,745 from assigned reserves. With these one-time transfers, the General Fund is projected to end the year with a net surplus of $272,038. Staff recognizes that the use of one-time reserves for ongoing operations may create future structural imbalances; therefore, the proposed use of one-time reserves is intended only for expenditures not anticipated to recur in the near future.

The General Fund is proposing to provide a cash loan of $850,000 to the Water Fund in FY 2026-27 to ensure sufficient working capital. This represents the fourth consecutive loan from the General Fund to the Water Fund. The loan will be funded through the use of the General Fund's available fund balance.

General Fund Revenues

The following chart illustrates the FY 2026-27 General Fund revenue sources:



During FY 2026-27, General Fund revenues (excluding transfers) are projected to total $48.8 million, reflecting a 3.6% increase over the adopted $47.1 million in FY 2025-26. Key revenue increases over the prior year are anticipated in Business License Tax (33% or $938,500), Property Tax (2% or $53,000), Utility Users Tax (UUT) (10% or $479,000), and Development Fees (26% or $200,000). These gains are partially offset by projected declines in Sales Tax and Measure Y Tax (-3% or $600,000), and Other revenues (-30% or $210,000). Below is additional detail on our major revenue sources, which together represent over 87% of total General Fund revenues:

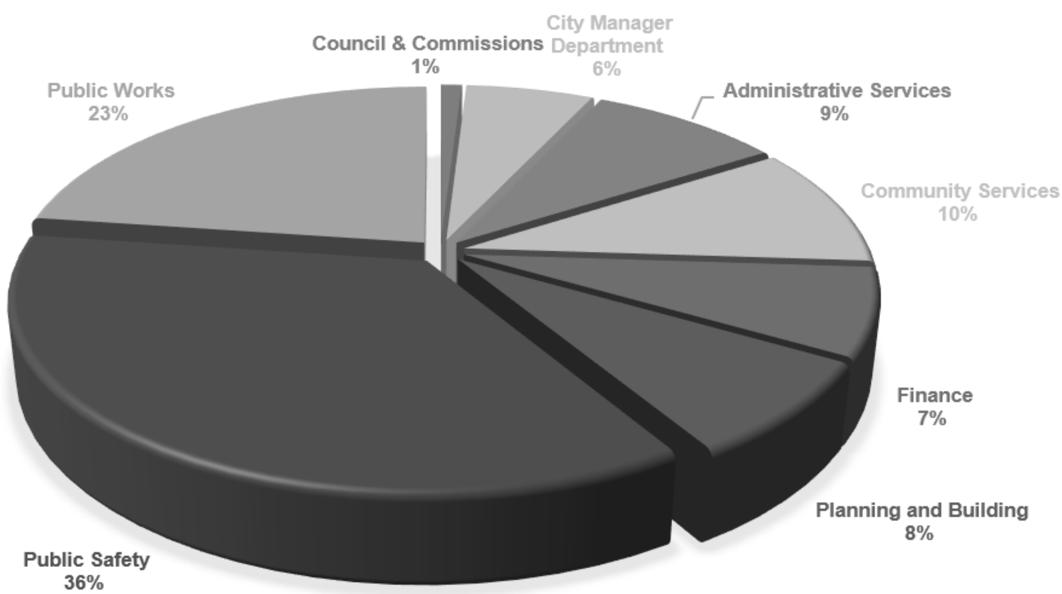
- Sales Tax and Transactions & Use Tax (Measure Y) together account for 37% of total General Fund revenues, making them the City's largest revenue sources. Sales tax revenue peaked at $12.2 million in FY 2022-23; however, it subsequently declined for three consecutive years, falling to an estimated $10.7 million in FY 2026-27. To strengthen and diversify the City's revenue base, voters approved an additional Transactions & Use Tax (Measure Y) in FY 2020-21. Since implementation, Measure Y has generated more than $7 million annually. Measure Y revenues peaked at $8.5 million in FY 2023-24, declined to $7.5 million in FY 2024-25, increased slightly to an estimated $7.8 million in FY 2025-26, and are projected to decline again to $7.4 million in FY 2026–27.
- Vehicle License Fee (VLF), also called the Property Tax In Lieu of VLF, increases annually in proportion to the growth in gross assessed valuation in the City's

property tax district. For FY 2026-27, VLF revenue is projected to increase by 2% at $9.2 million, making it the second largest General Fund revenue source.

- Property Tax - Property Tax revenue is projected to grow by 2%, or $53,000, in FY 2026-27. This increase is driven by stable property values, reassessments, and modest new development activity.
- Utility Users Tax (UUT) - UUT revenues are forecasted to increase by 10% or $479,000 in FY 2026-27. This growth reflects consistent utility consumption patterns and increases in rate structures across electric, gas, water, and telecommunications services.
- Business License Tax revenue is projected to increase by 33% or $938,000 for FY 26-27 and incrementally for the preceding fiscal years. This is the result of Measure LR in November 2024. Paramount voters passed Measure LR, which amended the tax structure for business license taxes from an employee-based tax structure to a gross receipts tax structure. For 2025-26, a tax discount phase-in provision has been incorporated into the new tax structure to assist businesses with any high tax burdens only for the calendar year 2025. Given the phase-in provision for calendar year 2025, business license tax revenue is expected to grow after FY 2026-27.

General Fund Expenditures

The following chart illustrates the relative departmental expenditures:

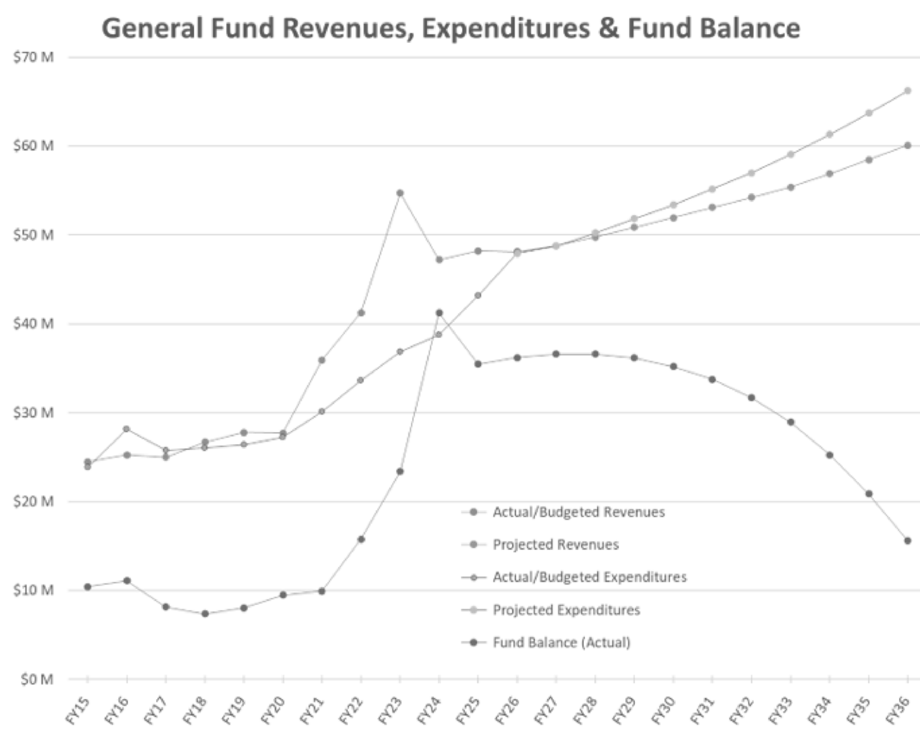


General Fund expenditures are projected to total approximately $49.4 million in FY 2026-27, representing an increase of approximately $1.5 million, or 3.1%, compared to the FY 2025-26 estimated budget of $47.9 million. The slight increase is primarily attributable to rising costs in several key areas, including cost-of-living adjustments (COLA), market rate adjustments resulting from the Classification and Compensation Study, increased labor-related costs such as CalPERS contributions, step increases, healthcare costs, and minimum wage adjustments, as well as inflationary increases in maintenance, operations, and other recommended operating needs.

These increases are partially offset by cost-saving measures, including a 5% reduction in departmental budget requests, freezing select vacant positions, reducing part-time employee hours to reflect actual usage, limiting overtime, reviewing auto-renewal contracts, conducting utility audits, delaying certain equipment replacements, and deferring maintenance activities.

The proposed personnel-related adjustments are included in the Salaries, Positions, and Employee Benefits section below.

City's General Fund Revenue and Expenditure Outlook



The long-term projection for general fund revenues, expenditures, and fund balance is illustrated in the line graph above.

The City's General Fund revenue forecast is based on ten years of historical data, categorized by revenue types that can be reasonably projected together. The forecast assumes annual revenue growth of 1% to 3%, depending on the source.

On the expenditure side, projections incorporate cost-of-living adjustments (COLA) and general inflationary impacts of 2% to 3% per year, with health insurance costs projected to rise at a higher rate of 6% to 8% annually. These projections assume that no major changes will occur in the broader economic landscape.

Based on these reasonable assumptions, the City's expenditure growth is expected to outpace revenue growth over the long term. Without corrective measures, this imbalance points to a structural deficit in the future.

In light of this forecast, it is essential to initiate discussions and explore options to reassess and enhance our revenue structure. Strategic actions will be necessary to ensure the City can sustainably fund its growing expenditure obligations and maintain long-term fiscal health.

Capital Projects Fund

For FY 2026-27, the Proposed Capital Projects Fund is projected to draw down approximately $829,000 for capital expenditures. The Equipment Replacement Fund is also expected to fund approximately $150,000 in one-time equipment purchases. After all planned activities and use of one-time funds, the estimated ending fund balance is approximately $569,360.

Over the past several years, the City has made significant investments in infrastructure improvements, utilizing a substantial portion of the Capital Projects Fund. Moving forward, if the City intends to continue funding major capital improvements with General Fund support, additional long-term funding sources will need to be identified.

Special Revenue Fund

For FY 2026-27, the Proposed Special Revenue Funds are projected to have a net use of $5.6 million. Revenues are projected at $20.2 million, while operating and capital project expenditures total $25.8 million. This brings the Special Revenue Funds ending balance to $7.5 million for future projects.

Water Fund Proposed Budget

The Proposed FY 2026-27 Budget is projected to result in an operating deficit of $1.4 million. Revenues are estimated at $11.1 million, while total operating and capital improvement expenditures are projected at $12.5 million. As a result of the shortfall and to maintain compliance with debt covenant requirements, the General Fund will continue to provide an $850,000 loan to the Water Fund to ensure sufficient cash flow. Even with the loan, the Water Fund is projected to end the year with a net deficit of approximately $531,040.

A major development for the Water Fund was the placement of Well 16 into operation in August 2025. The well is expected to help reduce long-term water costs by increasing access to local water supply and reducing reliance on imported water. However, despite the additional well capacity, the Water Fund continues to experience significant financial pressures.

Accordingly, further evaluation of water operations, expenditures, and the overall revenue structure, including a comprehensive review of water rates to ensure all operational and capital costs are appropriately captured, will be necessary to support the long-term financial sustainability of the Water Fund.

Debt Service Fund

This fund accounts for the pension obligation bond (POB) that was issued in November 2021 when the borrowing rate was favorably low. The payment of principal and interest totals $1,768,820 for FY 2027.

In addition to the POB debt, the City has also entered into loan agreements to support its water utility infrastructure. In May 2010, loan Agreement was executed between the City of Paramount and the California Infrastructure and Economic Development Bank (“I-Bank”) to construct a water well and other water treatment facilities. The payment of principal and interest totals $304,680 for FY 2027.

In May 2018, a loan agreement was executed between the City of Paramount and the California Infrastructure and Economic Development Bank (“I-Bank”) to construct a water well and other water treatment facilities. The payment of principal and interest totals $364,440 for FY 2027.

In December 2023, the City Council approved the lease/loan Agreement to purchase and install Advanced Metering Infrastructure (AMI) water meters. The payment of principal and interest totals $896,983.00 for FY 2027.

Payment for debt service is allocated to the various departmental budgets in the General Fund, Water Fund and certain long-term grant funds.

5-Year Capital Improvement Projects Plan (FY 2025-26 through FY 2029-30)

- FY 2026-27 Proposed Budget: $17.3 million (New budget appropriation for current and new projects, not including FY2026 CIP Budget of $68.0 million).

Salaries, Positions, and Employee Benefits

The City Council approves changes to position classification listings and salary ranges for City employees during each Fiscal Year budget adoption. Pursuant to the Paramount Municipal Code, the City Manager has the authority to make personnel changes in their capacity as the City's Personnel Officer. However, modifications that impact the City's Budget (i.e. compensation, Authorized Position Listing) must be approved by the City Council. The proposed FY 2026-27 Authorized Position Listing and Salary Schedule for Full-Time and Part-time Employees is listed in the Resolution 26:023.

Effective July 1, 2026, the proposed budget includes the following salary and staffing adjustments:

- 2.93% COLA for the City Manager (per contract amendment). The total estimated cost is $9,900.
- 4% COLA for all Full-time employees; The total estimated cost is $485,500.
- 4% COLA for all Part-time employees; The total estimated cost is $153,000.
- Authorized positions:
  - Account Specialist frozen for FY 2026-27
  - Building and Safety Inspector frozen for FY 2026-27

All full-time employees who are MORE than 10% below market will be adjusted to be at 10% below market. The total estimated cost for these adjustments is $91,000. Below is the list of thirty-five (35) positions in eighteen (18) classes.

- Associate Planner – 5%
- Community Services Officer Supervisor – 5%
- Community Services Manager – 5%
- Financial Services Manager – 5%
- Accounting Manager – 5%
- Human Resources Manager – 5%
- Public Works Operations Manager – 5%
- Accounting Specialist – 5%
- Community Services Supervisor – 5%
- Water Superintendent – 5%
- Maintenance Supervisor – 1%
- Assistant Planner – 1%
- Management Analyst – 1%
- Senior Water Operator – 4%
- Communications and Engagement Manager – 4%
- Water Operator – 3%
- Senior Maintenance Worker – 3%
- Executive Assistant – 2%

All part-time employees who are MORE than 10% below market will be adjusted to be at least 10% below market. The total estimated cost for these adjustments is $41,300. Below is the list of sixteen (16) positions in five (5) classes:

- HR Assistant – 5%
- Recreation Assistant - 5%
- Finance Assistant – 5%
- Recreation Coordinator – 5%
- Water Operator Aide - 5%

Benefit Enhancements

The Proposed Budget includes several enhancements to employee benefits intended to support employee retention, wellness, and work-life balance, including:

- Increase vacation leave accruals by 16 hours at each tier - $36,000
    - 0-5 years – increase from 80 to 96 hours
    - 6-9 years – increase from 120 to 136 hours
    - 10-15 years – increase from 160 to 176 hours
    - 15 years + - increase from 160 to 192 hours - $15,000
- Increase sick leave payout from 50% to 75% for employees with at least 15 years of service - $59,000
- Cover Summer Day Camp registration fees for employees, capped at 15 registrations - $2,000
- Increase bereavement leave from 3 days to 5 days

Additional union-related compensation enhancements include:

- Increase boot allowance from $200 to $350 - $17,000
- Water certification pay depending on tier range between $100 to 150 per month - $15,000
- Certification pay for other eligible certifications at $100 per month - $9,600
- Commercial driver license pays $100 per month - $3,600
- Holiday overtime compensation at double-time rate and incorporation of sick time/vacation time hours worked into overtime - $7,000
- Increase in comp time accrual from 40 to 80 hours $ 4,500

Business License Fee – Annual CPI Increase

On July 1, of each year, the business license fees established under Paramount Municipal Code section 5.16.030 and 5.16.040 shall be increased by an amount equal to the percentage change in the Consumer Price Index for all Urban Consumers (CPI-U) for the Los Angeles/Long Beach/Anaheim area or an equivalent successor index, as established by the U.S. Bureau of Labor Statistics for the 12 months ending February 28th or 29th each year. By adopting this budget, the City Council is also approving a CPI increase of 2.9% applied to the business license fee for swap meets, outdoor markets, and flea markets effective July 1, 2026.

Conclusion

A copy of the revised FY 2026-27 Proposed Budget will be presented for review and approval by the City Council. The revised proposed budget includes additional modifications to the budget that was presented at the budget workshop on May 19, 2026.

This budget continues our commitment to fiscal responsibility that provides the greatest amount of focus on our community and capital improvements with our given resources. Within this budget, we have maximized the use of available outside resources to perform necessary Capital Improvement Projects and their related overhead costs. This balanced operating budget will continue to protect General Fund reserves while providing optimum levels of public safety and community programs to our residents.

The following resolutions relating to the adoption of the City's annual budget are presented for consideration:

A) Resolution No. 26:023 – Adopting the City of Paramount FY 2026-2027 Budget, Salary Schedule and Position Listing for Employees
B) Resolution No. 26:024 – Adopting the FY 2026-2027 Annual Appropriations Limit (see separate agenda report)

FISCAL IMPACT

The City Council is asked to approve a total citywide budget of $98.0 million for Fiscal Year 2026-27, consisting of $79.7 million in operating expenditures, $967,495 in transfers out, and $17.3 million in capital improvement projects.

VISION, MISSION, VALUES, AND STRATEGIC OUTCOMES

The City's Vision, Mission, and Values set the standard for the organization, establish priorities, uniformity and guidelines; and provide the framework for policy decision making. The Strategic Outcomes were implemented to provide a pathway to achieving the City's Vision. This item aligns with Strategic Outcome No 6: Efficient, Effective, and Fiscally Responsible - Deliver an efficient and effective City government in a fiscally responsible, transparent and collaborative manner.

RECOMMENDED ACTION

Adopt Resolution No. 26:023, approving the City of Paramount FY 2026-2027 Budget, including the Position Listing for Employees and Salary Schedule.

CITY OF PARAMOUNT
LOS ANGELES COUNTY, CALIFORNIA

RESOLUTION NO. 26:023

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PARAMOUNT, APPROVING AND ADOPTING THE FISCAL YEAR (FY) 2026-2027 ANNUAL MUNICIPAL OPERATING AND CAPITAL IMPROVEMENT BUDGET; AMENDING AUTHORIZED POSITION LISTING FOR FULL-TIME AND PART-TIME EMPLOYEES AND SALARY SCHEDULE FOR CITY EMPLOYEES; AND AUTHORIZING THE CITY MANAGER TO ADMINISTER SAID BUDGET AND MAKE SUCH CHANGES AS MAY BE NECESSARY DURING THE FISCAL YEAR TO MAINTAIN STANDARDS AND LEVELS OF SERVICES AND ACHIEVE THE INTENT OF THE CITY COUNCIL IN PROVIDING MUNICIPAL SERVICES FOR FY 2026-2027

WHEREAS, the City Manager has prepared the Fiscal Year 2026-2027 Annual Municipal Operating and Capital Improvement Budget (FY 2026-2027 Budget) in accordance with the Paramount Municipal Code, Section 2.08.20(E); and

WHEREAS, the City Council has examined the Fiscal Year 2026-2027 Budget with the City Manager; and

WHEREAS, the City Council finds the proposed capital improvements to be exempt from the provisions of the California Environmental Quality Act (CEQA) as Section 15301, 15302, 15303, 15304, and 15311 Categorical Exemptions: operation, repair, maintenance, or minor alteration of existing structures or facilities not expanding use; replacement or reconstruction of existing structures or facilities on the same site having the same purpose; new construction of limited small new facilities, and installation of small, new equipment and facilities; minor alterations in the condition of the land, such as grading, gardening, and landscaping that do not affect sensitive resources; and construction of minor structures accessory to existing facilities; and

WHEREAS, the City, pursuant to Federal regulations 24 CFR Part 570.301 under the Housing and Community Development Act (HCDA) of 1974, as amended, has obtained citizen comments on proposed projects which will be undertaken using CDBG and HOME funds; and

WHEREAS, the City Council has reviewed the estimated Fiscal Year 2026-2027 revenues, expenditures, and fund balances as projected to the end of the fiscal year; and

WHEREAS, the City Council adopted a Fund Balance Policy on July 9, 2024, in accordance with the Government Finance Officers Association (GFOA)'s best practice to articulate a framework and process for how the government would increase or decrease the level of unrestricted fund balance over a specific time period; and

WHEREAS, capital improvement projects are large-scale, long-term investments that build, replace, or improve public infrastructure that are ongoing and often takes more than one year to complete;

WHEREAS, the City Council desires to amend the Authorized Position Listing and Salary Schedule which are incorporated herein by this reference.

WHEREAS, the City Council has studied and discussed the Fiscal Year 2026-2027 Budget.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF PARAMOUNT AS FOLLOWS:

SECTION 1. The above recitations are true and correct.

SECTION 2. That the Fiscal Year 2026-2027 Annual Municipal Operating Budget is hereby approved and adopted as amended by the City Council and that appropriations be made in the following amounts, detailed in the budget document:

TOTAL OPERATING EXPENDITURES & TRANSFERS OUT $80,668,005

SECTION 3. That the Fiscal Year 2026-2027 Annual Municipal Capital Improvement Budget is hereby approved and adopted as amended by the City Council and that appropriation be made in the following amounts, detailed in the budget document:

TOTAL CAPITAL IMPROVEMENT PROJECTS $17,340,880

SECTION 4. That the City shall not undertake any capital improvements without adequate environmental review and approval.

SECTION 5. That the City Council authorize the City Manager to carryover unfinished capital improvement projects and unused budget appropriations from FY2025-26 to FY 2026-27 at the close of the fiscal year and provide a status report to the City Council at a later time.

SECTION 6. That a cost-of-living salary adjustment (excluding City Manager) of four percent (4.00%) for all full-time non-represented employees, four percent (4.00%) for represented employees, four percent (4.00%) for all part-time employees shall be effective July 1, 2026.

SECTION 7. That, generally, adjustments to employee benefits that have a budgetary impact shall be approved by the City Council in a separate Resolution.

SECTION 8. That the City Council amends the "Authorized Position Listing" and "Salary Tables" as follows:

AUTHORIZED POSITION LISTING
FOR FULL-TIME POSITIONS
(Effective 07/01/2026)

Yty6Authorized Positions	Job Classification Titles	Range Number	FLSA Status
1	City Manager	375	Exempt
1	Assistant City Manager	350	Exempt
1	Community Services Director	325	Exempt
1	Finance Director	325	Exempt
1	Planning and Building Director	325	Exempt
1	Public Safety Director	325	Exempt
1	Public Works Director	325	Exempt
1	City Clerk	300	Exempt
1	Assistant Community Services Director	275	Exempt
1*	Assistant Finance Director	275	Exempt
1	Assistant Planning and Building Director	275	Exempt
1	Assistant Public Safety Director	275	Exempt
1	Assistant Public Works Director	275	Exempt
1	Water Superintendent	213	Exempt
1	Human Resources Manager	213	Exempt
1	Public Works Operations Manager	209	Exempt
1	Building and Housing Manager	204	Exempt
1	Financial Services Manager	204	Exempt
1	Accounting Manager	204	Exempt
1	Community Services Manager	199	Exempt
1	Communications and Engagement Manager	198	Exempt
1*	Senior Accountant	188	Exempt
2	Project/Program Manager	186	Exempt
1	Senior Services Program Supervisor	183	Exempt
2	Building and Safety Inspector	182	Non-Exempt
1	Water Supervisor	178	Non-Exempt
1	Associate Planner	177	Exempt
3	Community Services Supervisor	175	Exempt
2	Maintenance Supervisor	174	Non-Exempt
5	Management Analyst	171	Exempt
1	Finance Supervisor	170	Exempt
1	Code Enforcement Officer Supervisor	170	Exempt
1	Community Service Officer Supervisor	170	Non-Exempt
1*	Accountant	170	Exempt
1	Deputy City Clerk	170	Exempt
1*	Water Quality Specialist	R34	Non-Exempt
1	Executive Assistant	165	Non-Exempt
1	Accounting Specialist	165	Non-Exempt
1	Assistant Planner	164	Non-Exempt
3	Code Enforcement Officer	R23	Non-Exempt
3	Senior Water Operator	R15	Non-Exempt
1	Building Permit Technician	151	Non-Exempt
2	Finance Technician	148	Non-Exempt
1	Payroll Technician	148	Non-Exempt
6	Administrative Assistant	148	Non-Exempt
7*	Senior Maintenance Worker	R12	Non-Exempt
1	Warehouse Attendant	R12	Non-Exempt
7	Community Service Officer	R08	Non-Exempt
1	Parking Control Officer	R06	Non-Exempt
3	Office Assistant II	137	Non-Exempt
8*	Maintenance Worker	R01	Non-Exempt
5*	Water Operator	R01	Non-Exempt
96*			

1 frozen Assistant Finance Director*
1 frozen Water Quality Specialist*
1 frozen Water Operator*

1 Maintenance Worker underfilling Senior Maintenance Worker*
1 Accountant underfilling Senior Accountant*

CITY OF PARAMOUNT
FULL- TIME MONTHLY SALARY TABLE
FY 2026-2027 (Effective 07/01/2026)

JOB CLASSIFICATION TITLES	PAY RANGE	FLSA Status	STEP A	STEP B	STEP C	STEP D	STEP E
City Manager	375	Exempt	27,611.88				
Assistant City Manager	350	Exempt	17,416.78	18,287.61	19,202.00	20,162.10	21,170.20
Community Services Director	325	Exempt	14,748.53	15,485.96	16,260.26	17,073.27	17,926.93
Finance Director	325	Exempt	14,748.53	15,485.96	16,260.26	17,073.27	17,926.93
Planning and Building Director	325	Exempt	14,748.53	15,485.96	16,260.26	17,073.27	17,926.93
Public Safety Director	325	Exempt	14,748.53	15,485.96	16,260.26	17,073.27	17,926.93
Public Works Director	325	Exempt	14,748.53	15,485.96	16,260.26	17,073.27	17,926.93
City Clerk	300	Exempt	11,942.33	12,539.45	13,166.42	13,824.74	14,515.98
Assistant Community Services Director	275	Exempt	11,497.79	12,072.68	12,676.32	13,310.13	13,975.64
Assistant Finance Director	275	Exempt	11,497.79	12,072.68	12,676.32	13,310.13	13,975.64
Assistant Planning and Building Director	275	Exempt	11,497.79	12,072.68	12,676.32	13,310.13	13,975.64
Assistant Public Safety Director	275	Exempt	11,497.79	12,072.68	12,676.32	13,310.13	13,975.64
Assistant Public Works Director	275	Exempt	11,497.79	12,072.68	12,676.32	13,310.13	13,975.64
Water Superintendent	213	Exempt	10,711.35	11,246.92	11,809.27	12,399.73	13,019.72
Human Resources Manager	213	Exempt	10,711.35	11,246.92	11,809.27	12,399.73	13,019.72
Public Works Operations Manager	209	Exempt	10,293.40	10,808.07	11,348.47	11,915.90	12,511.69
Building and Housing Manager	204	Exempt	9,793.82	10,283.51	10,797.68	11,337.57	11,904.45
Financial Services Manager	204	Exempt	9,793.82	10,283.51	10,797.68	11,337.57	11,904.45
Accounting Manager	204	Exempt	9,793.82	10,283.51	10,797.68	11,337.57	11,904.45
Community Services Manager	199	Exempt	9,318.48	9,784.40	10,273.63	10,787.31	11,326.67
Communications and Engagement Manager	198	Exempt	9,226.22	9,687.53	10,171.91	10,680.50	11,214.53
Senior Accountant	188	Exempt	8,352.38	8,769.99	9,208.49	9,668.92	10,152.36
Project/Program Manager	186	Exempt	8,187.80	8,597.19	9,027.05	9,478.40	9,952.32
Senior Services Program Supervisor	183	Exempt	7,947.00	8,344.35	8,761.57	9,199.64	9,659.63
Building and Safety Inspector	182	Non-Exempt	7,868.32	8,261.73	8,674.82	9,108.56	9,563.99
Water Supervisor	178	Non-Exempt	7,561.30	7,939.36	8,336.33	8,753.15	9,190.80
Associate Planner	177	Exempt	7,486.43	7,860.75	8,253.79	8,666.48	9,099.80
Community Services Supervisor	175	Exempt	7,338.92	7,705.87	8,091.16	8,495.72	8,920.50
Maintenance Supervisor	174	Non-Exempt	7,266.26	7,629.57	8,011.05	8,411.60	8,832.18
Management Analyst	171	Exempt	7,052.56	7,405.19	7,775.44	8,164.22	8,572.43
Finance Supervisor	170	Exempt	6,982.73	7,331.87	7,698.46	8,083.38	8,487.55
Code Enforcement Officer Supervisor	170	Exempt	6,982.73	7,331.87	7,698.46	8,083.38	8,487.55
Community Service Officer Supervisor	170	Non-Exempt	6,982.73	7,331.87	7,698.46	8,083.38	8,487.55
Accountant*	170	Exempt	6,982.73	7,331.87	7,698.46	8,083.38	8,487.55
Deputy City Clerk	170	Exempt	6,982.73	7,331.87	7,698.46	8,083.38	8,487.55
Executive Assistant	165	Non-Exempt	6,643.83	6,976.02	7,324.82	7,691.06	8,075.61
Accounting Specialist	165	Non-Exempt	6,643.83	6,976.02	7,324.82	7,691.06	8,075.61
Assistant Planner	164	Non-Exempt	6,578.05	6,906.95	7,252.30	7,614.91	7,995.66
Building Permit Technician	151	Non-Exempt	5,779.88	6,068.88	6,372.32	6,690.94	7,025.49
Finance Technician	148	Non-Exempt	5,609.90	5,890.39	6,184.91	6,494.16	6,818.87
Payroll Technician	148	Non-Exempt	5,609.90	5,890.39	6,184.91	6,494.16	6,818.87
Administrative Assistant	148	Non-Exempt	5,609.90	5,890.39	6,184.91	6,494.16	6,818.87
Office Assistant II	137	Non-Exempt	5,028.29	5,279.70	5,543.68	5,820.87	6,111.91

*Accountant underfilling Senior Accountant 4/15/2026

CITY OF PARAMOUNT
REPRESENTED EMPLOYEES MONTHLY SALARY TABLE
FY 2026- 2027 (Effective 07/01/2026)

JOB CLASSIFICATION TITLES	PAY RANGE	FSLA Status	STEP A	STEP B	STEP C	STEP D	STEP E
Water Quality Specialist	R34	Non-Exempt	6,882.02	7,226.12	7,587.43	7,966.80	8,365.14
Code Enforcement Officer	R23	Non-Exempt	6,135.46	6,442.24	6,764.35	7,102.57	7,457.69
Senior Water Operator	R19	Non-Exempt	5,927.83	6,224.22	6,535.43	6,862.20	7,205.31
Senior Maintenance Worker	R15	Non-Exempt	5,696.53	5,981.35	6,280.42	6,594.44	6,924.16
Warehouse Attendant	R12	Non-Exempt	5,528.99	5,805.44	6,095.71	6,400.50	6,720.52
Community Service Officer	R08	Non-Exempt	5,284.78	5,549.02	5,826.47	6,117.79	6,423.68
Parking Control Officer	R06	Non-Exempt	5,180.65	5,439.68	5,711.66	5,997.25	6,297.11
Water Operator	R04	Non-Exempt	5,105.93	5,361.23	5,629.29	5,910.75	6,206.29
Maintenance Worker	R01	Non-Exempt	4,955.77	5,203.55	5,463.73	5,736.92	6,023.77

CITY OF PARAMOUNT
PART-TIME HOURLY EMPLOYEES PAY RATE
FY 2026- 2027 (Effective 07/01/2026)

JOB CLASSIFICATION TITLES	PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E
Special Projects Manager	31	38.00	39.90	41.90	43.99	46.19
Accounting Specialist	28	35.29	37.05	38.90	40.85	42.89
Building Permit Technician	25	32.77	34.41	36.13	37.93	39.83
Code Enforcement Officer	25	32.77	34.41	36.13	37.93	39.83
Communications Specialist	20	28.96	30.41	31.93	33.53	35.20
Planning and Building Director	20	28.96	30.41	31.93	33.53	35.20
Finance Assistant	18	27.57	28.95	30.39	31.91	33.51
Recreation Assistant	17	26.89	28.24	29.65	31.13	32.69
Human Resources Assistant	15	25.60	26.88	28.22	29.63	31.12
Administrative Aide	10	22.63	23.76	24.94	26.19	27.50
Recreation Coordinator	8	21.54	22.61	23.74	24.93	26.18
Finance Aide	7	21.01	22.06	23.16	24.32	25.54
Assistant Planning and Building Director	7	21.01	22.06	23.16	24.32	25.54
Administrative Intern	5	20.00	21.00	22.05	23.15	24.31
Planning Intern	5	20.00	21.00	22.05	23.15	24.31
Water Operator Aide	5	20.00	21.00	22.05	23.15	24.31
Senior Recreation Leader	3	19.03	19.99	20.98	22.03	23.14
Maintenance Aide	1	18.12	19.02	19.97	20.97	22.02
Recreation leader	1	18.12	19.02	19.97	20.97	22.02

SECTION 9. That business license fees will be adjusted to reflect a 2.90 percent increase effective July 1, 2026, as illustrated in Exhibit A.

SECTION 10. That the Gann Appropriations Limitation will be adopted by separate resolution.

SECTION 11. That the Fund Balance Policy has been reviewed to ensure compliance.

SECTION 12. That the Debt Management Policy has been reviewed to ensure compliance.

SECTION 13. That the City Council hereby directs the City Manager to have the FY 2026-2027 Budget prepared for general distribution.

SECTION 14. The Mayor, or presiding officer, is hereby authorized to affix his/her signature to this resolution signifying its adoption and the City Clerk or his/her duly appointed deputy is directed to attest thereto.

SECTION 15. This Resolution shall take effect immediately upon its adoption.

PASSED, APPROVED and ADOPTED by the City Council of the City of Paramount this 9th day of June 2026.

Brenda Olmos, Mayor

ATTEST:

Heidi Luce, City Clerk

EXHIBIT A

Paramount Municipal Code 5.16.040
BUSINESS LICENSE FEES - Effective July 1, 2026

BUSINESS LICENSE TAXES FOR SWAP MEETS, OUTDOOR MARKETS, & FLEA MARKETS

1. Operator tax	$ 2,088.82	-SA
Plus for each exhibitor	$ 2.52	-D
2. Exhibitor tax		
Each exhibitor	$ 2.52	-D