



City of Los Banos Gives Substantial Pay Increase to Police Officers, Public Safety Personnel and City Employees

--The City is focused on combatting unprecedented recruitment and retention challenges by creating competitive salaries in the Central Valley that exceed collective bargaining agreement terms.--

Los Banos, Calif. – November 16, 2022 – The City of Los Banos announces that it will provide significant pay increases of 10 to 17.5 percent to its sworn public safety personnel and all other full-time City employees. Most of the raises are effective immediately, with a portion effective July 1, 2023. In addition, the City will provide lump sum bonuses to all full-time employees this year and in July 2023. These increases are above what is already stated in the City’s collective bargaining agreements with represented employees, currently set to expire in 2024.

“We are pleased to announce this salary increase. Not only does the staff deserve the bump, but it will provide a much-needed boost to recruiting and retention for our City,” says Gregory Wellman, Interim City Manager. “Since the Great Recession, the City has taken a conservative approach to salaries, but this significant increase is needed to face the unprecedented challenges for our City employees, particularly police officers, which has resulted in numerous vacancies and a sparse pool of qualified applicants. Our goal is to attract the talent, knowledge and experience the City is looking for.”

Over the last few years, the City of Los Banos has experienced a budgetary surplus due mostly to a confluence of increased tax revenue and budgetary savings. As a result of surplus funds this year, including funds from the American Rescue Plan Act, the City Council determined that salaries must be addressed in order to recruit and retain municipal workers, and to maintain critical City services for residents.

In addition, the City plans to use the surplus funds to add new City positions to manage housing issues which include: the Housing Program Manager, who will assist with low- and moderate-income people to secure and maintain quality, affordable housing through a range of programs; and the Homeless Outreach Coordinator, who will act as an advocate for individuals experiencing homelessness and will assist clients with navigating additional systems of care.

If you are interested in joining the City of Los Banos team, you can find more information at <https://losbanos.org/city-government/departments/hr/>.