

APPROVAL OF AN EMPLOYMENT SERVICES AGREEMENT FOR AN AT- WILL INTERIM CITY MANAGER WITH STEVEN NAPOLITANO



CITY OF
HERMOSA
BEACH



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Introduction

In accordance with the Municipal Code, the City Manager is appointed by and reports to the City Council.

With the resignation of the prior City Manager, the Council met in Closed Session on Tuesday, May 13, 2025, to discuss options for filling the position on a temporary basis until a recruitment could be conducted to fill the position on a permanent basis.



Background

The City of Hermosa Beach's Municipal Code **§2.12.010 Office created–appointment–qualifications** states the following:

The office of the city manager is created and established. The city manager shall be appointed by the city council wholly on the basis of his administrative and executive ability and qualifications and shall hold office for and during the pleasure of the city council. (Prior code § 2-7)

Upon resignation of the prior City Manager, the Council acted to appoint the current Director of Public Works, Joseph SanClemente, as temporary Interim City Manager until another Interim could be appointed. Direction was received to move forward with another Interim City Manager while a formal recruitment is conducted for the permanent position. Staff was instructed to extend a job offer to Steven Napolitano, as an at-will Interim City Manager.



Discussion

1. Mr. Napolitano comes to the City with more than 30 years in local government:
 - Former five-term Mayor and City Councilmember for the City of Manhattan Beach.
 - Served as Senior Deputy to L.A. County Supervisor Don Knabe for nearly 12 years.
 - Track record of success on issues of economic development, public safety, infrastructure, education, homelessness, transportation, the arts and more.
 - An attorney with extensive experience with public outreach and engagement, Steve has worked with federal, state and local elected officials to solve problems and successfully build consensus among many competing interests.
2. Mr. Napolitano received his Juris Doctor from Loyola Law School and a Bachelor of Arts in Fine Arts from Loyola Marymount University.
3. Mr. Napolitano will be employed pursuant to the terms and conditions set forth in the Interim City Manager Employment Agreement. He will be an at-will employee, meaning that he serves at the pleasure of the City Council.



Discussion

Council authorized an annual salary of \$240,000 (\$115.38 hourly). As such, the current Salary Schedule needs to be amended to reflect the new salary.

In accordance with Subdivision (a) of California Code of Regulations §570.5, a member agency shall have a publicly available pay scale adopted by the governing body. Staff recommends the following changes be made to the Salary Schedule:

GRADE	POSITION	CURRENT MONTHLY RATE	UPDATED MONTHLY RATE
M45	City Manager	\$ 23,448	\$ 20,000





Recommendation:

1. Staff recommends City Council approve a resolution for an at-will employment services agreement with Steven Napolitano for Interim City Manager; and
2. Update the salary table to reflect a change in the salary for the City Manager.

THANK YOU!

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