



**Honorable Mayor and Members of the Hermosa Beach City Council**

**ADOPT A RESOLUTION AND APPROVE A CONTRACT FOR THE APPOINTMENT OF STEVEN NAPOLITANO AS CITY MANAGER**

(Human Resources Manager Tiffany Nguyen)

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**Recommended Action:**

Staff recommends City Council:

1. Adopt a Resolution appointing Steven Napolitano (“Napolitano”) to the position of City Manager (“CM”), approving an employment agreement (“Agreement”) with Napolitano, and setting the CM’s compensation (**Attachment 1**); and
2. Approve the contract with Napolitano (**Attachment 2**).

**Executive Summary:**

The City has been seeking a permanent City Manager (“CM”) since September 2025. A broad, nationwide search has been conducted by executive recruitment firm Perkham & McKenney. After an extensive recruitment and interview process conducted by the Council, the Council directed that an Agreement be negotiated with its chosen candidate (Napolitano) and be brought back for consideration and approval. Napolitano has agreed to serve as CM.

**Background:**

Napolitano has been serving as the City’s Interim City Manager since May 28, 2025. He brings over 30 years experience in local government. Napolitano is a former five-term Mayor and City Council Member for the City of Manhattan Beach, and served as Senior Deputy to Los Angeles County Supervisor Don Knabe for nearly 12 years.

Napolitano has a long track record of success on issues of economic development, public safety, infrastructure, education, homelessness, transportation, the arts, and more. He is also an attorney skilled in administrative law and adjudication; has extensive experience with public outreach and engagement; and has worked with Federal, state, and local elected officials to solve problems and successfully build consensus among many competing interests.

Napolitano received his Juris Doctor from Loyola Law School and a Bachelor of Arts in Fine Arts from Loyola Marymount University.

**Past Council Actions**

<b>Meeting Date</b>	<b>Description</b>
July 22, 2025	City Council selected Peckham & McKenney as the executive recruiting firm to conduct the City Manager recruitment.

**Discussion:**

Napolitano will be appointed to the CM position and employed pursuant to the terms and conditions contained in the attached CM Employment Agreement upon Council approval of this item. Napolitano will be an at-will employee during the term of the Agreement, serving at the pleasure of the Council.

Key terms of the Agreement include:

- Annual salary of \$270,000
- CalPERS Retirement
- Medical, Dental, Vision benefits
- 3 Year Term
- Napolitano’s performance will be reviewed no less than annually
- Upon approval, Napolitano will commence his service on December 10, 2025

**Fiscal Impact:**

The City Manager position is included in the current Fiscal Year 2025-26 Budget.

Sufficient and available funding in the City Manager Department budget will be used to cover the salary and benefits in the Employment Agreement.

**Attachments:**

1. Draft Resolution Appointing Napolitano as City Manager
2. Employment Agreement with Napolitano
3. City Salary Schedule Fiscal Year 2025-26

**Respectfully Submitted by:** Tiffany Nguyen, Human Resources Manager

**Noted for Fiscal Impact:** Henry Chao, Finance Manager

**Concur:** Brandon Walker, Administrative Services Director

**Approved:** Jason Baltimore, Interim City Attorney