

CITY MANAGER APPOINTMENT & EMPLOYMENT CONTRACT

DECEMBER 9, 2025



**CITY OF
HERMOSA
BEACH**

BACKGROUND

- **The City has been seeking a permanent City Manager since September 2025.**
 - **Recruitment was led by executive recruiting firm Peckham & McKenney**
 - **Extensive recruitment process; panel interview process conducted by City Council**

BACKGROUND

- **Selected Candidate: Steve Napolitano**
 - **Mr. Napolitano has been serving as the City's Interim City Manager since May 28, 2025.**
 - **He brings over 30 years of experience in local government, including five terms as Mayor and City Council Member for the City of Manhattan Beach and serving as Senior Deputy to Los Angeles County Supervisor Don Knabe for nearly 12 years.**
 - **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.**



Discussion

- **If the proposed employment agreement is approved City Council, Mr. Napolitano will be appointed to the City Manager position and employed pursuant to the terms and conditions outlined in the agreement.**
- **Key terms of the Agreement include:**
 - **Annual salary of \$270,000**
 - **CalPERS Retirement**
 - **Medical Dental, Vision**
 - **Three-Year Term**
 - **Performance will be reviewed no less than annually**
 - **Upon approval, Mr. Napolitano's appointment will begin 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 outlined in the Employment Agreement.



RECOMMENDATION

- **Staff recommends City Council adopt a Resolution to appoint Steve Napolitano to the position of City Manager, approving an employment agreement with Mr. Napolitano, and setting the City Manager's compensation; and**
- **Approve the employment contract with Steve Napolitano.**



THANK YOU

Tiffany Nguyen, Human Resources Manager