



Honorable Mayor and Members of the Hermosa Beach City Council

PART-TIME TEMPORARY SALARY SCHEDULE UPDATE

(Interim Human Resources Manager Tyler Cashman)

Recommended Action:

Staff recommends City Council adopt a Resolution to amend the Temporary Employee Hourly Wage Rates, Effective January 1, 2026 (**Attachment 2**).

Executive Summary:

The City of Hermosa Beach employs temporary, part-time employees based on the Temporary Employee Hourly Wage Rates. This Temporary Employee Hourly Wage Rates Schedule is updated as needed to align with the labor market and legal requirements. At this time, staff is requesting approval to amend the Temporary Employee Hourly Wage Rates Schedule based on updated minimum wage requirements and to align with the labor market.

Background:

Pursuant to its authority under Labor Code section 1182.13, the Department of Industrial relations amended the [General Minimum Wage Order, MW-2026](#), which sets the minimum wage for California at \$16.90 per hour, effective January 1, 2026.

The increase in minimum wage to \$16.90 per hour from the 2025 minimum wage of \$16.50 represents an increase of approximately 2.5%.

The following classifications are currently included in the Temporary Hourly Wage Rates schedule:

- Reserve Police Officer
- Community Services Officer (Seasonal)
- Lead Theatre Technician
- Theatre Technician
- Youth Programs Counselor
- Lead Youth Programs Counselor
- Recreation Leader
- Recreation Leader (Y-Rate)

- Hearing Officer
- Temp Account Clerk
- Senior Finance Analyst
- Temp Police Special Projects
- Intern
- Intern II
- Intern III

Additionally, a review of the current Temporary Employee Hourly Wage Rates schedule revealed that documentation for an existing temporary classification, Temporary Maintenance Worker, was missing.

Analysis:

The increase in minimum wage requirements for 2026 represents a 2.5% increase from the 2025 minimum wage requirements. Therefore, to comply with the minimum wage requirements, to align with and remain competitive in the labor market, and to maintain equity across temporary part-time classifications, staff recommends an adjustment of 2.5% to all temporary part-time classifications, effective January 1, 2026.

Staff also proposes adding the existing classification of Temporary Maintenance Worker to the Temporary Employee Hourly Wage Rates Schedule. This existing classification is actively being utilized and is not currently documented on the current Temporary Employee Hourly Wage Rates Schedule.

Fiscal Impact:

The estimated additional cost for the increase in part-time temporary wages for the remainder of Fiscal Year 2025-26 is \$11,000. Approximately \$4,300 of the additional cost would be absorbed by the Community Resources Department and the \$6,700 remainder would be absorbed by departments in the FY 2025-26 Part-Time / Temporary budget.

Attachments:

1. Resolution to Adopt the Part-Time Temporary Employee Wage Rates Schedule
2. Updated Temporary Employee Wage Rates Schedule

Respectfully Submitted by: Tyler Cashman, Acting Human Resources Manager

Concur: Brandon Walker, Administrative Services Director

Noted for Fiscal Impact: Henry Chao, Finance Manager

Legal Review: Jason Baltimore, Interim City Attorney

Approved: Steve Napolitano, City Manager