



CITY COUNCIL AGENDA

DECEMBER 16, 2025

STAFF REPORT

CONSENT

ITEM NUMBER: 8.

TITLE

Minimum Wage Update to Part-time Temporary Staff Pay Rates

RECOMMENDATION

Adopt resolution to update the FY2025/2026 Salary Schedule and Compensation Plan for Part-Time Temporary Staff

CONTACT

Juan Gomez, Assistant City Manager

Scott Corey, Human Resources Manager

BACKGROUND & ANALYSIS

California State Labor Code section 1182.12(c)(1) requires an annual adjustment to the minimum wage based on the Consumer Price Index. In August, the California Department of Finance determined the minimum wage would be \$16.90 per hour for all employers starting January 1, 2026, an increase of 2.49%.

Since 2018, the City Council has annually adopted and approved a resolution establishing a “pay philosophy” for part-time temporary staff to establish a five-step salary range and ratios between various part-time, temporary job classifications. Consistent with state law, the philosophy adjusts with the minimum wage each year and ties positions in similar families together to ensure internal alignment.

Proposed changes to the Salary Schedule and Compensation Plan Exhibit B will be effective December 27, 2025, which is the beginning of the pay period containing January 1, 2026.

COUNCIL PRIORITY PROGRAMS AND PROJECTS

Organizational Effectiveness: "Deliver exemplary government services."

FISCAL IMPACT

Adoption of the proposed resolution will have no fiscal impact because these pay rate increases were budgeted in the City's FY 2025/2026 Budget.

ENVIRONMENTAL REVIEW

COMMUNICATION

Level 0: No Further Public Communication Needed

ATTACHMENTS:

1. Resolution - Part Time Staff Rates
2. Exhibit A - Revised Salary Schedule