



Administrative Report

H.11., File # 25-1687

Meeting Date: 12/16/2025

To: MAYOR AND CITY COUNCIL

From: DIANE STRICKFADEN, DIRECTOR OF HUMAN RESOURCES

TITLE

ADOPT BY TITLE ONLY RESOLUTION NO. CC-2512-102, A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDONDO BEACH, CALIFORNIA, AMENDING THE PART-TIME EMPLOYMENT POLICY AND PAY PLAN FOR PART-TIME EMPLOYEES

EXECUTIVE SUMMARY

In April 2016, California Senate Bill (SB) 3 was adopted to increase California's minimum wage incrementally each year, beginning in January 2017. Increases to the minimum wage have continued annually due to this legislation, as SB 3 tied the State minimum wage to increases in the Consumer Price Index. Specifically, the State of California Department of Industrial Relations has certified that, based on the annual inflation rate in 2025 of 2.4%, the State's hourly minimum wage must be increased from \$16.50 to \$16.90 per hour. This increase will take effect on January 1, 2026. This change impacts six of the City's part-time job classifications.

BACKGROUND

In 2025, the State of California Department of Industrial Relations certified that, based on the annual inflation rate in 2025, the State's hourly minimum wage must be increased to \$16.90 per hour. This increase will take effect on January 1, 2026. This change will affect six part-time job classifications as noted below:

Class Title	Range
Administrative Intern	16.90
Aide	16.90
Assistant Recreation Coordinator	17.00
Maintenance Trainee	16.90
Recycle Ranger	16.90
Theater Technician	16.90 - 50.00

For four of the classes, the original "range" disappeared due to previous minimum wage increases with resulting salary compression. Those positions now offer a flat rate of \$16.90 per hour. For the position of Assistant Recreation Coordinator, the new range was eliminated to create a flat rate, as the position's top salary was \$17 per hour.

Staff recommends Council approve the updated Part-Time Employment Policy and Pay Plan to reflect the new mandated pay rates.

COORDINATION

The Human Resources Department coordinated with the City Attorney's Office to prepare the Resolution.

FISCAL IMPACT

There is no fiscal impact associated with the updated minimum pay rates, as none of the City's current part-time employees work for minimum wage. Funding for part-time salaries is included in each Department's annual operating budget.

APPROVED BY:

Mike Witzansky, City Manager

ATTACHMENTS

- Reso - No. CC-2512-102 Amending the Part-Time Employment Policy and Pay Plan for Part-Time Employees