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CITY COUNCIL MEETING DECEMBER 16, 2025

H.15 APPROVE AN UPDATED PAY AND BENEFITS PLAN FOR THE MANAGEMENT AND CONFIDENTIAL EMPLOYEE GROUP

ADOPT BY TITLE ONLY RESOLUTION NO. CC-2512-103, A RESOLUTION OF THE
CITY COUNCIL OF THE CITY OF REDONDO BEACH, CALIFORNIA, UPDATING
THE PAY AND BENEFITS PLAN FOR MANAGEMENT AND CONFIDENTIAL
EMPLOYEES

CONTACT: MIKE WITZANSKY, CITY MANAGER

- **LETTER FROM RBPSA**



**Redondo Beach
Professional &
Supervisory
Association
RBPSA**

*Lina Carrillo
President*

*Robert Rivera
1st Vice-President*

*Robert Norman
2nd Vice President*

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Secretary*

*Bessie Flores
Treasurer*

*Representatives
Ryan Liu
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Ruby Takahama*

December 16, 2025

RE: Item H.15. Updated Pay and Benefits Plan for the Management and Confidential Employee Group

Mayor and Councilmembers,

The RBPSA Executive Board would like to bring to your attention a few matters related to the proposed update for the Pay and Benefits Plan of the Management and Confidential Employee Group.

There are several positions in the Management and Confidential Employee Group that mirror positions in RBPSA. Specifically, the following:

- Executive Assistant to the City Manager
- Human Resources Analyst
- Senior Human Resources Analyst

Per Resolution No. 6046 which adopted rules and regulations for the administration of Employer-Employee Relations, a "Confidential" employee is defined as an employee who, in the course of their duties, has access to information related to the City's administration of employer-employee relations. As such, the three positions above are categorized within the Management Confidential Group, even though their inherent job duties mirror positions in RBPSA, in particular:

- Executive Assistant to the Police Chief
- Executive Assistant to the City Prosecutor
- Administrative Analyst
- Senior Management Analyst

Regardless of employee group, it stands to reason that similar job specifications would warrant the same salary scale. However, the updated pay plan would place the Management Confidential positions in ranges 20% higher than equivalent positions in RBPSA, as highlighted below:

Mang/Conf PSA	Executive Assistant to City Manager	\$8,716/month
	Executive Assistant to Police Chief	\$7,275/month
Mang/Conf PSA	Human Resources Analyst	\$10,774/month
	Administrative Analyst	\$8,923/month
Mang/Conf PSA	Senior Human Resources Analyst	\$11,509/month
	Senior Management Analyst	\$9,537/month

Further, PSA questions the placement of the Social Media Content Creator position into Management Confidential as the appropriate unit, as there does not seem to be any component of the job specification that is either managerial or confidential, as defined in Resolution No. 6046.

In light of the above, PSA would like to make City Council aware that in our contract negotiations this coming year, we will take all measures to ensure equity in salary ranges, and expect the City to make good on equal salary scales for the comparable PSA positions.

We also encourage City Council to direct Human Resources staff to conduct an update to the Ralph Andersen and Associates Compensation Study completed in 2023, in order to be better informed of Redondo Beach's current standing in the public sector labor market.

Lina Carrillo
RPSA President