

Temporary / Hourly Employee Pay Schedule

January 22, 2026

Background

Temporary employees
provide community services

Majority in CS&R

Not benefited employees

No union or MOU

Minimum Wage

CA minimum wage: \$16.90
effective Jan 1, 2026

Recreation Facility Assistant
(RFA) tied to minimum wage

Wages for other positions in
schedule driven off RFA

Proposed Adjustment



2.49% INCREASE BASED ON
BAY AREA CPI

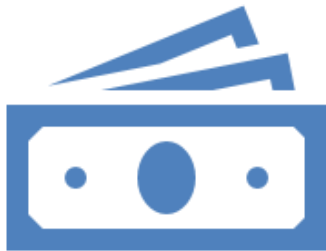


MAINTAINS EQUITY AND
COMPLIANCE

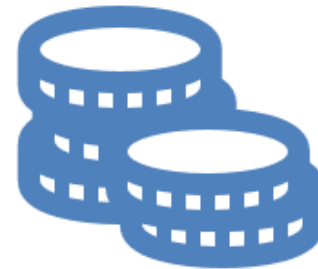
Council Direction

- December 11th
 - Streamline minimum wage adjustments
 - In CA, City Council approval best practice for changes in compensation
 - Previously presented on consent
 - Clarify COLA messaging
 - Provide regional comparisons

Budget Context



Increase anticipated in FY
25-26 Budget



CS&R fees offset costs

Regional Comparison

Capitola competitive regionally

Santa Cruz increasing seasonal pay 4%

Fiscal Impact

Estimated cost \$17,000

Split across FY 2025-26 & 2026-27

Implementation

Effective Jan 18, 2026

Could make effective
retroactively to Jan 4th

No new classifications

Recommended Action

Adopt a resolution amending the temporary/hourly employee pay schedule.

POSITION	Step				
	0	1	2	3	4
Intern	18.60	19.53	20.50	21.53	
City of Capitola Beach Lifeguard / Junior Lifeguard Instructor	21.63	22.71	23.84	25.03	
City of Santa Cruz Beach Lifeguard I	21.09			25.63	
City of Santa Cruz Beach Lifeguard II	22.53			27.38	
California State Parks Seasonal Lifeguard	21.29			23.53	
City of Capitola Lifeguard Lieutenant / Junior Lifeguard Assistant Coordinator	25.03	26.29	27.60	28.98	
City of Santa Cruz Lieutenant	24.65			29.95	
Ca State Parks Lifeguard II	22.51			25.27	
City of Capitola Junior Lifeguard Coordinator	28.98	30.43	31.95	33.55	
City of Capitola Recreation Leader I	17.76	18.65	19.59	20.57	
City of Santa Cruz Rec I, II, III	18.69	27.16			
City of Pacific Grove Rec Assistant I	16.50	17.33	18.19	19.10	20.06
SC County Parks & Rec Cultural Worker I	17.73				
City of Seaside Rec Leader I	16.90	18.66			
City of Capitola Recreation Leader II	21.59	22.67	23.81	25.00	
City of Santa Cruz Rec IV, V	24.47	32.56			
City of Pacific Grove Rec Assistant II	20.21	21.22	22.28	23.39	24.56
SC County Parks & Rec Cultural Worker II	19.09	20.27			
City of Seaside Rec Leader II	17.53	19.35			
City of Capitola Recreation Program Assistant Coordinator	23.81	25.00	26.25	27.56	
SC County Parks & Rec Cultural Worker III	19.47	20.26			
SC County Parks & Rec Cultural Worker IV	19.85	21.09			
City of Capitola Recreation Program Coordinator	26.25	27.56	28.94	30.38	
City of Seaside Recreation Program Coordinator	34.52	40.84			
City of Capitola Recreation Facility Assistant	16.92	17.76	18.65	19.59	
City of Seaside Facility Attendant	17.90	19.78			
City of Capitola Recreation Specialist I	26.80	28.22	29.70	31.27	
City of Santa Cruz Recreation Specialist	25.51			35.90	
City of Watsonville Recreation Specialist	28.30			37.93	
County of Santa Cruz Rec Program Specialist	27.03			34.10	
City of Campbell Recreation Specialist (PPT)	31.88	34.08	36.37	38.84	41.47
City of Capitola Recreation Specialist II	32.90	34.64	36.47	38.38	