



# Memo

To: Julia Gautho, City Clerk  
From: Jim Malberg, Administrative Services Director  
Date: January 21, 2026  
Re: Temporary/Hourly Employee Pay Schedule – Additional Materials

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Good afternoon,

Please add the revised Exhibit A to agenda Item 8D – Temporary/Hourly Employee Pay Schedule as additional materials. The effective date and the City Council approval date have been revised since this item was continued from December 11, 2025. Also, the title “Exhibit A” has been added to the attachment.

City of Capitola Temp/Hourly Pay Rates

<b>Exhibit A</b>							
<b>Effective January 18, 2026 (for approval 1-22-26)</b>							
POSITION	0	1	2	3			
Intern	18.60	19.53	20.50	21.53			
Beach Lifeguard / Junior Lifeguard Instructor	21.63	22.71	23.84	25.03			
Lifeguard Lieutenant / Junior Lifeguard Assistant Coordinator	25.03	26.29	27.60	28.98			
Junior Lifeguard Coordinator	28.98	30.43	31.95	33.55			
Recreation Leader I	17.76	18.65	19.59	20.57			
Recreation Leader II	21.59	22.67	23.81	25.00			
Recreation Program Assistant Coordinator	23.81	25.00	26.25	27.56			
Recreation Program Coordinator	26.25	27.56	28.94	30.38			
Recreation Facility Assistant	16.92	17.76	18.65	19.59			
Recreation Specialist I	26.80	28.22	29.70	31.27			
Recreation Specialist II	32.90	34.64	36.47	38.38			
POSITION							
Retired Annuitant	Salary will be equivalent to the position for which the individual is working in as per the CALPERS regulations.						
Retired Annuitant Officer	Salary will be equivalent to the position for which the individual is working in as per the CALPERS regulations.						
	However, retired Capitola Police Officers who apply and are accepted as Annuitant Officers						
	will be paid an hourly wage consistent with Step F of the Police Officer salary range.						
Reserve Officer Level I	Automatically adjusts to 20% below the Police Officer Pay Scale						
Reserve Officer Level II	Automatically adjusts to 20% below the Level I Reserve Officer Pay Scale						
Seasonal Recreation Assistant	Salary will be equivalent to the position of Recreation Assistant						
Part-Time Parking Enforcement Officer	Salary will be equivalent to the position of Parking Enforcement Officer						
Police Records Technician	Salary will be equivalent to the position of Police Records Technician						