



# Agenda Item

## Orange City Council

Item #: 3.18.

12/9/2025

File #: 25-0617

**TO:** Honorable Mayor and Members of the City Council

**THRU:** Jarad Hildenbrand, City Manager

**FROM:** Cody Kleen, Acting Human Resources Director

### 1. SUBJECT

Part-Time and Limited Duration employees' classification, compensation, and terms of employment for the period of January 1, 2026, through December 31, 2026, and Citywide Pay Schedule. Resolution Nos. 11650 and 11651.

### 2. SUMMARY

Resolution No. 11650 amends the compensation and terms of employment for the City's Part-Time and Limited Duration employees for the period of January 1, 2026, through December 31, 2026.

Resolution No. 11651 amends the Citywide Pay Schedule in accordance with the requirements of the California Code Regulations, Title 2, Section 570.5.

### 3. RECOMMENDED ACTION

1. Adopt Resolution No. 11650. A Resolution of the City Council of the City of Orange rescinding Resolution No. 11587 and all amendments thereto and approving provisions relating to the classification, compensation, and terms of employment of Part-Time and Limited Duration employees effective January 1, 2026, through and including December 31, 2026.
2. Adopt Resolution No. 11651. A Resolution of the City Council of the City of Orange rescinding Resolution No. 11639 and amending the Citywide Pay schedule in accordance with the requirements of California Code of Regulations, Title 2, Section 570.5.

### 4. FISCAL IMPACT

The total cost is \$18,280 and will be funded through the General Fund. These adjustments are covered by vacancies in the Fiscal Year 2025-2026 budget.

### 5. STRATEGIC PLAN GOALS

Goal 4: Improve Employee Retention and Recruitment

### 6. DISCUSSION AND BACKGROUND

There are currently 51 active part-time and limited duration employees on payroll who are covered by this Resolution. The vast majority of these employees serve in positions that are either limited duration, seasonal (summer only), or part-time with a work schedule of 19 hours per week or less. Employees covered by the City's Part-time and Limited Duration Resolution are considered unrepresented and therefore do not bargain collectively for salary, benefits, and other terms and conditions of employment.

Effective January 1, 2026, a minimum wage increase will be triggered by the rate of inflation in the State of California, setting a new minimum wage from \$16.50 to \$16.90 per hour. Four of our classifications are paid less than the new minimum wage. Staff therefore recommends adjusting salary levels for those impacted positions and their associated classifications with an effective date of December 28, 2025, to comply with the new mandate.

The following changes will be implemented should Council approve the attached Resolution:

Minimum Wage Increases

- a) Ambulance Operator (from \$2,868 to \$2,940 per month, \$16.55 to \$16.96 per hour);
- b) Police Reserve Series: Police Reserve Officer III (from \$16.55 to \$16.96 per hour), Police Reserve Officer II (from \$17.74 to \$18.19 per hour), and Police Reserve Officer I (from \$21.66 to \$22.21 per hour);
- c) Recreation Services Leader Series: Recreation Services Leader I (from \$16.55 to \$16.96 per hour), Recreation Services Leader II (from \$18.28 to \$18.74 per hour), and Recreation Services Leader III (from \$20.20 to \$20.71 per hour); and
- d) Swimming Attendant (from \$16.55 to \$16.96 per hour).

Other Additional Changes

- a) Increase Medical Contribution for the Family Plan by \$100 per month.
- b) Add the holidays of Martin Luther King Jr. Day and increase Christmas Eve from a Half Day to a Full Day.
- c) Incorporates language clean-up that conforms to current practices; i.e. Update/modification to the Public Employees' Medical and Hospital Care Act statutory rate (adjusted annually by the California Public Employees' Retirement System) and medical insurance eligibility.

## 7. ATTACHMENTS

- Resolution No. 11650
- Resolution No. 11651