



AGENDA REPORT

Department: Human Resources
Prepared by: Alicia Hicks, Director of Human Resources
Meeting Date: Tuesday, March 3, 2026
Approved by: Heidi Skinner, Interim City Attorney

SUBJECT:

Acting City Manager Compensation

RECOMMENDATION:

Approve a Temporary Base Salary Increase to \$12,429.00 Biweekly for Chief of Police Alejandro Hernandez, Equal to 15% above His Current Salary Rate, While Serving as Acting City Manager, Effective March 3, 2026.

BOARD/COMMISSION/COMMITTEE PRIOR ACTION:

Not Applicable.

EXPLANATION:

On December 2, 2025, the City Council appointed Chief of Police Alejandro Hernandez to serve as Acting City Manager effective the earlier of the point at which then-Interim City Manager Scott Huth reached his maximum allowable work hours or December 5, 2025, during the recruitment for a permanent City Manager.

The City has started the recruitment process to fill the City Manager position, but the recruitment is still ongoing. The Chief of Police has agreed to continue filling the City Manager position on an acting basis until such time as a permanent appointment is made. The National City Municipal Code, at Section 2.01.040, Compensation, provides that the City Manager shall receive such salary as the City Council shall from time to time determine and fix by resolution or motion.

In recognition of the significant time and effort required by the City Manager position, in addition to the existing duties of Chief of Police, the City desires to increase the Chief's base salary by 15% as compensation for the extended temporary assignment to a higher classification. Today's action will provide temporary compensation for the Chief's assignment to Acting City Manager that is commensurate with his professional skills, knowledge and experience.

A summary of the recommended increase must be read aloud into the record at a City Council meeting as required by Government Code section 54953(d)(3).

FINANCIAL STATEMENT:

The estimated cost of approving a 15% increase to the Acting City Manager's base salary for the remainder of FY 26 is \$17,000.00 which will be absorbed by the existing General Fund Personnel Services budget. No additional appropriations are required.

RELATED CITY COUNCIL 2020-2025 STRATEGIC PLAN GOAL:

Not Applicable

ENVIRONMENTAL REVIEW:

This is not a project under CEQA, and is therefore, not subject to environmental review. CCR15378; PRC 21065.

PUBLIC NOTIFICATION:

The Agenda Report was posted at least 72 hours before the Regular Meeting date and time, and 24 hours before a Special Meeting in accordance with the Ralph M. Brown Act.

ORDINANCE:

Not Applicable

EXHIBIT:

None.