Mammoth Lakes Town Council
Agenda Action Sheet

Title: Approve and adopt the Resolution establishing compensation schedules for limited-term employees effective October 27, 2025 and October 26, 2026, and repeal Resolution No. 23-78.

Council Meeting Date: 10/15/2025

Prepared by: Amanda Pelham, Human Resources Manager

Recommended Motion: Approve the Resolution establishing the compensation schedules for limited-term employees.

Summary: The Town continues to have a need to meet the requirements of the community by providing public services through the use of limited-term employees who are not subject to, nor have employment rights under, the Town's Personnel System. It is therefore necessary to establish and continue to review the compensation and benefits afforded to such employees.

California minimum wage will increase effective January 1, 2026, and is expected to continue to increase in subsequent years. Therefore, the compensation schedule for limited-term employees must be adjusted to accommodate the new requirements and anticipated increases. Furthermore, the Town continues to have a need to remain competitive with the local labor force to achieve limited-term employee numbers to adequately staff and maintain the facilities the Town is currently operating, and those the Town has committed to operating in the future. Following approval, the hourly rates of pay provided in Attachment A shall be effective October 27, 2025. Hourly rates of pay for limited-term employees as provided in Attachment B shall be effective October 26, 2026.