



City of Arts & Innovation

Human Resources Board

TO: HUMAN RESOURCES BOARD **DATE: MAY 4, 2026**

FROM: HUMAN RESOURCES DEPARTMENT

SUBJECT: TEMPORARY/SEASONAL EMPLOYEE BENEFITS POLICY (V-14)

ISSUE:

Approve revisions to the Temporary/Seasonal Employee Benefits Policy (V-14).

RECOMMENDATION:

That the Human Resources Board approve revisions to the Temporary/Seasonal Employee Benefits Policy (V-14).

BACKGROUND:

The Temporary/Seasonal Employee Benefits Policy (V-14) was last revised in July 2006. As part of the Human Resources Department's practice of regularly reviewing and updating policies and procedures, this policy was reviewed and refined.

DISCUSSION

The Temporary/Seasonal Employee Benefits Policy (V-14) has been revised to maintain compliance with applicable federal and state laws.

Key updates clarify the policy language related to deferred compensation and CalPERS membership for temporary and seasonal employees. While the underlying policy requirements have not changed, the wording has been refined to better reflect current processes.

In addition, new language has been added regarding the withdrawal of contribution options for this employee group, consistent with IRS and CalPERS regulations.

FISCAL IMPACT:

There is no fiscal impact associated with this report.

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Attachments: Temporary/Seasonal Employee Benefits Policy (V-14)