



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: December 17, 2019

DEPARTMENT: HUMAN RESOURCES DEPARTMENT

FROM: Marina Horta-Gallegos, Human Resources Director

TITLE: MODIFICATION TO THE CLASSIFICATION – SALARY SCHEDULE

RECOMMENDED MOTION:

It is recommended that the City Council approve a Resolution to do the following: 1) amend the Classification-Salary Schedule for the adjustment of temporary employee salaries to comply with the state minimum wage pursuant to SB 3, approved April 4, 2016 and 2) adjust impacted classifications in the series.

RECOMMENDATION:

Staff recommends that the City Council approve the attached Resolution modifying the Classification – Salary Schedule to reflect the minimum wage rate of \$13.00 per hour effective January 1, 2020.

BACKGROUND:

SB 3 provides for six stepped annual increases from \$10.00 per hour to \$15.00 per hour, between January 1, 2017 and January 1, 2022 for employers with twenty-six (26) or more employees. Consistent with the provisions of SB 3, the current rate of \$12.00 per hour is increasing to \$13.00 per hour effective January 1, 2020. The City of Salinas has several classifications that fall below the \$13.00 per hour range. Therefore, it is necessary to take action to adjust the Classification-Salary Schedule to reflect the increase of any salary ranges that are below the \$13.00 hourly rate to comply with the current state law.

The Industrial Welfare Commission (IWC) is authorized to determine minimum wages in accordance with a prescribed procedure that includes the selection of wage boards to consider and make recommendations regarding wage issues. Consistent with SB 3, the Department of Industrial Relations amended the General Minimum Wage Order, MW-2014, of the Industrial Welfare Commission with MW-2017 to be consistent with the new law.

CEQA CONSIDERATION:

Not a Project. The City of Salinas has determined that the proposed action is not a project as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines Section 15378).

STRATEGIC PLAN INITIATIVE:

The proposed action meets the Effective Sustainable Government Council goal.

DEPARTMENTAL COORDINATION:

The Human Resources and Finance Departments coordinated on this effort.

FISCAL AND SUSTAINABILITY IMPACT:

Currently, departments use temporary staff while funds are available. There may be adjustments necessary in the mid-year budget and next fiscal year's budget to reflect the increase in minimum wage for 2020 and 2021.

ATTACHMENTS:

Resolution

Exhibit A – Classification and Salary Schedule

RESOLUTION NO. _____ (N.C.S.)

**RESOLUTION APPROVING MODIFICATION TO
THE CLASSIFICATION AND SALARY SCHEDULE**

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the Classification and Salary Schedule previously adopted by the City Council by is hereby amended to include the classifications falling below the minimum wage rate of \$13.00 per hour and classifications in the same series impacted by the minimum wage, are hereby adjusted.

Attached as Exhibit A is the amended Classification and Salary Schedule Plan.

PASSED AND APPROVED this 17th day of December 2019, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Joe Gunter, Mayor

ATTEST:

Patricia M. Barajas, City Clerk