

**REPORT TO THE  
CITY COUNCIL**  
*City of Salinas, California*

DATE: June 17, 2014

FROM: Jim Pia, Assistant City Manager

BY: Marina Horta-Gallegos, Senior Human Resources Analyst

SUBJECT: **AMENDMENT TO THE CLASSIFICATION/SALARY SCHEDULE FOR THE  
ADJUSTMENT OF TEMPORARY SALARIES TO COMPLY WITH THE  
STATE MINIMUM WAGE**

**RECOMMENDATION:**

It is recommended that the City Council adopt a Resolution to amend the Classification-Salary Schedule for the adjustment of temporary salaries to comply with the state minimum wage pursuant to AB 10.

**DISCUSSION:**

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. The current minimum wage for all industries is \$8.00 per hour.

AB 10 increases the minimum wage to \$9.00 per hour effective July 1, 2014. The City of Salinas has several temporary classifications that fall below the \$9.00 per hour range. Therefore, it is necessary to take action to adjust the Classification-Salary Schedule to increase any salary ranges that are below the \$9.00 hourly rate to comply with state law.

**ISSUE:**

Shall the Council adjust all classifications below \$9.00 per hour and increase them appropriately and in proportion to their current wages to comply with the new minimum wage standards? This action would amend the City's classification plan.

The following classifications will be adjusted as follows:

	FROM		TO	
Classification	Range	Salary	Range	Salary
S34 Scorekeeper-Adult Basketball	18.5	\$8.8615	20.7	\$9.8711
S38 Scorekeeper-Adult Softball	18.5	\$8.8615	20.7	\$9.8711
S57 Stagehand II	17.6	\$8.4865	20.2	\$9.6346

S26 Box Office Aide	17.1	\$8.2789	19.6	\$9.3519
S03 Recreation Leader I	17.1	\$8.2789	19.6	\$9.3519
S36 Scorekeeper-Youth Basketball	17.1	\$8.2789	19.6	\$9.3519
S30 Sp Official-Youth Basketball	17.1	\$8.2789	19.6	\$9.3519
S32 Sp Official-Youth Soccer	17.1	\$8.2789	19.6	\$9.3519
S33 Sp Official-Youth Volleyball	17.1	\$8.2789	19.6	\$9.3519
S31Sp Official-Youth Flag Football	17.1	\$8.2789	19.6	\$9.3519
S05 Student Intern	17.1	\$8.2789	19.6	\$9.3519
S16 Administrative Intern	16.5	\$8.0423	19.0	\$9.0808
S06 Cashier	16.5	\$8.0423	19.0	\$9.0808
S55 Golf Cart Attendant	16.5	\$8.0423	19.0	\$9.0808
S51 Range Assistant	16.5	\$8.0423	19.0	\$9.0808
S08 Recreation Aide	16.5	\$8.0423	19.0	\$9.0808
S56 Stagehand I	16.5	\$8.0423	19.0	\$9.0808
S10 Student Worker	16.5	\$8.0423	19.0	\$9.0808
S18 Worksite Supervisor II	16.5	\$8.0423	19.0	\$9.0808
S21 Reserve Firefighter	16.4	\$8.0019	18.9	\$9.0346

**FISCAL IMPACT:**

The fiscal impact will include any additional costs related to temporary employee staffing. Currently, departments use temporary staff while funds are available. There may be adjustments necessary in the next fiscal year to reflect these increases, although a significant fiscal impact is not anticipated.

**TIME CONSIDERATIONS:**

California’s minimum wage will increase from \$8.00 per hour to \$9.00 per hour on July 1, 2014. An employer who fails to pay an employee the California minimum wage is subject to civil penalties restitution, and liquidated damages to the affected employee.

**ALTERNATIVES:**

Do not approve amendments to the City’s Classification-Salary Schedule as described and direct staff how to proceed.

**CITY COUNCIL GOALS:**

This action is consistent with the current Council goals of Effective, Sustainable Government.

**CONCLUSION:**

Staff recommends that Council adopt the attached Resolution, so that effective July 1, 2014 these salary adjustments may be reflective of the new minimum wage increase and to provide additional incentives for temporary positions which have difficulty in recruitment/retention.

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Resolution

RESOLUTION NO. \_\_\_\_\_ (N.C.S.)

**RESOLUTION AMENDING THE CLASSIFICATION AND SALARY SCHEDULE TO MEET  
LEGAL REQUIREMENTS OF THE NEW MINIMUM WAGE ORDER**

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the Classification and Salary Schedule previously adopted by the City Council on April 8, 2014 by Resolution is hereby amended to modify the classification/salary schedule for all temporary classifications below the new minimum wage effective July 1, 2014 of \$9.00 per hour so that these are in compliance with the new minimum wage laws for the State of California.

PASSED AND ADOPTED this 17<sup>th</sup> day of June 2014, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

\_\_\_\_\_  
Joe Gunter, Mayor

ATTEST:

\_\_\_\_\_  
Patricia M. Barajas, City Clerk