

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

DATE: January 10, 2017

FROM: Jim Pia, Assistant City Manager

BY: Marina Horta-Gallegos, Human Resources Officer

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

**RECOMMENDATION:**

It is recommended that the City Council approve a Resolution to amend the Classification-Salary Schedule for the adjustment of permanent and temporary salaries to comply with the state minimum wage pursuant to SB 3, approved April 4, 2016.

**DISCUSSION:**

SB 3 increases the minimum wage to \$10.50 per hour effective January 1, 2017 and provides for six stepped annual increases from the current rate of \$10.00 per hour to \$15.00 per hour, effective January 1, 2022 for employers with twenty-six (26) or more employees. The City of Salinas has several classifications that fell below the \$10.50 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 \$10.50 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.

**ISSUE:**

Shall the City Council adjust all classifications below \$10.50 per hour and increase them appropriately and in proportion to their current wages to comply with the new minimum wage law? This action amends the City's classification plan.

The following classifications will be adjusted as follows:

**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 mid-year budget and next fiscal year's budget to reflect these increases for 2017 and 2018.

		<b>FROM</b>	<b>TO</b>
	<b>Classification</b>	<b>Salary (Step 1)</b>	<b>Salary (Step 1)</b>
29.9251	Library Page	\$ 10.0154	\$ 10.5173
26.6071	Library Page (Permanent)	\$ 10.4135	\$ 10.9385
29.9016	Administrative Intern	\$ 10.0154	\$ 10.5173
29.9031	Animal Care Worker	\$ 10.4135	\$ 10.9385
29.9041	Animal Serv. Aide	\$ 10.4135	\$ 10.9385
29.9061	Clerical Aide	\$ 10.4135	\$ 10.9385
29.9076	Comm. Center Service Aide	\$ 10.4654	\$10.9904
29.9301	Park Maintenance Aide	\$ 10.4654	\$ 10.9904
29.9361	Range Assistant	\$ 10.0154	\$ 10.5173
29.9366	Recreation Aide	\$ 10.0154	\$ 10.5173
29.9381	Recreation Leader I	\$ 10.3154	\$ 10.8346
29.9386	Recreation Leader II	\$ 10.3673	\$ 10.8865
29.9421	Scorekeeper I	\$ 10.3154	\$ 10.8346
29.9506	Sp Official - Youth Basketball	\$ 10.3154	\$ 10.8346
29.9511	Sp Official - Youth Soccer	\$ 10.3154	\$ 10.8346
29.9516	Sports Official I	\$ 10.3154	\$ 10.8346
29.9521	Sp Official -Youth Flag Football	\$ 10.3154	\$ 10.8346
29.9551	Student Intern	\$ 10.3154	\$ 10.8346
29.9556	Student Worker	\$ 10.0673	\$ 10.5693
29.9586	Worksite Supervisor I	\$ 10.4654	\$ 10.9904

**TIME CONSIDERATIONS:**

California's minimum wage increased from \$10.00 per hour to \$10.50 per hour on January 1, 2017. 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:**

1. Amend the City's classification-salary schedule to reflect the increase in salary ranges that were below the \$10.50 hourly rate and adjust accordingly to the current ranges to comply with State law.
2. 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 goals of:

- Safe Livable Community
- Effective Sustainable Government
- Quality of Life

## **CONCLUSIONS:**

Staff recommends that Council adopt the attached Resolution, so that effective January 1, 2017 these salary adjustments may be reflective of the new minimum wage increase.

Back Up Pages:

Resolution  
Classification-Salary Schedule

**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 by Resolution is hereby amended to modify the classification/salary schedule for all permanent and temporary classifications below the new minimum wage effective January 1, 2017 of \$10.50 per hour so that these are in compliance with the new minimum wage laws for the State of California. Attached as Exhibit A is the amended Classification and Salary Schedule Plan.

PASSED AND ADOPTED this 10th day of January 2017, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

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Joe Gunter, Mayor

ATTEST:

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Patricia M. Barajas, City Clerk