



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: December 19, 2017

DEPARTMENT: ADMINISTRATION/HUMAN RESOURCES DIVISION

FROM: Marina Horta-Gallegos, Human Resources Officer

SUBJECT: MODIFICATION TO THE CLASSIFICATION AND SALARY SCHEDULE

RECOMMENDED MOTION:

A motion to adopt a Resolution to 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 adjust classifications in the same series impacted by the minimum wage adjustment.

RECOMMENDATION:

Staff recommends that the City Council approve the attached Resolution modifying the Classification – Salary Schedule to reflect the minimum wage rate of \$11.00 per hour effective January 1, 2018.

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 \$10.50 per hour is increasing to \$11.00 per hour effective January 1, 2018. The City of Salinas has several classifications that fall below the \$11.00 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 \$11.00 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) (SEQA Guidelines Section 15378).

STRATEGIC PLAN INITIATIVE:

The proposed action meets the Effective Sustainable Government Council goal.

FISCAL AND SUSTAINABILITY IMPACT:

The fiscal impact will include any additional costs related to the minimum wage increase for affected 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 the increase in minimum wage for 2018 and 2019.

ATTACHMENTS:

Resolution

Exhibit A – Salary Schedule Temporary Staff

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

RESOLUTION AMENDING 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 Resolution is hereby amended to modify the salary for those classifications falling below the minimum wage rate of \$11.00 per hour and classifications in the same series impacted by the minimum wage.

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

PASSED AND APPROVED this 19th day of December 2017, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Joe Gunter, Mayor

ATTEST:

Patricia M. Barajas, City Clerk