



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: January 5, 2021

DEPARTMENT: HUMAN RESOURCES

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 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. Additionally, adjust the Classification – Salary Schedule to reflect previously authorized cost of living adjustments due with the pay period inclusive of January 1, 2021 and due in the first full pay period of January starting January 11, 2021.

RECOMMENDATION:

Staff recommends that the City Council approve the attached Resolution modifying the Classification – Salary Schedule to reflect the minimum wage rate of \$14.00 per hour effective January 1, 2021 and to reflect cost of living adjustments due effective in the pay period inclusive of January 1 and first full pay period of January commencing January 11, 2021.

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 \$13.00 per hour is increasing to \$14.00 per hour effective January 1, 2021. The City of Salinas has several classifications that fall below the \$14.00 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 \$14.00 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.

Pursuant to previously negotiated and authorized Compensation Plans and Memoranda of Understanding, the following units are due a cost of living adjustments effective in the pay period inclusive of January 1, 2021: Confidential Non-Management and Department Directors; effective January 11, 2021: Association of Management Personnel of Salinas, Confidential Management, Fire Supervisors Association, Service Employees International Union (SEIU) Blue Collar and Crew Supervisors.

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 Operational Efficiencies Council goal.

DEPARTMENTAL COORDINATION:

The Human Resources and Finance Departments collaborated in this effort.

FISCAL AND SUSTAINABILITY IMPACT:

The fiscal impact includes 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 2020 and 2021. The cost of living adjustments due in January 2021 have been budgeted for the fiscal year and the term of the agreements.

ATTACHMENTS:

Resolution
Exhibit A – Classification - Salary Schedule

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

RESOLUTION AMENDING THE CLASSIFICATION - SALARY SCHEDULE

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the Classification-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 \$14.00 per hour and classifications in the same series impacted by the minimum wage, as well as those classifications previously authorized to receive salary adjustments effective January 1 and January 11, 2021.

Attached as Exhibit A is the amended Classification - Salary Schedule.

PASSED AND APPROVED this 5th day of January 2021, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Kimbley Craig, Mayor

ATTEST:

Patricia M. Barajas, City Clerk