

RESOLUTION NO. 23-040

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY ADOPTING NEW SALARY SCHEDULES FOR THE EXISTING UNREPRESENTED PART-TIME POSITIONS OF CASHIER CLERK, LIFEGUARD, SWIM INSTRUCTOR II, AND SENIOR LIFEGUARD EFFECTIVE UPON CITY COUNCIL APPROVAL

WHEREAS, the Community Services Department has conducted the appropriate research of multiple municipalities to review their aquatic staff's salaries; and

WHEREAS, it was determined by the Director of Human Resources, working with the Community Services Director, that the City of Carson is paying far less to its aquatics staff than neighboring cities; and

WHEREAS, the Director of Human Resources is authorized and directed under the provisions of Sections 2797.1 and 2797.3 of the Carson Municipal Code to prepare and recommend position classification and compensation plans after consultation with Department Directors, which becomes effective upon approval by the City Council; and

WHEREAS, Rule III of the City of Carson Personnel Rules provides that modification to the classification plan, embodied in Resolution No. 77-111, shall be made only after the Director of Human Resources consults with the Department Directors and any affected recognized employee organization; and

WHEREAS, the Director of Human Resources has consulted with the Department Directors regarding the proposed action, and there is no affected recognized employee organization; and

WHEREAS, pursuant to the recommendation of the Director of Human Resources, the City Council now desires to adopt new salary schedules for the existing unrepresented part-time classifications of **CASHIER CLERK, LIFEGUARD, SWIM INSTRUCTOR II** and **SENIOR LIFEGUARD** to (i) increase the starting salaries, and (ii) increase the merit step increase percentages from 2.5% to 5%, in order to provide current and competitive rates of compensation for these important positions.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, HEREBY FINDS, DETERMINES AND RESOLVES AS FOLLOWS:

Section 1. The above recitals are true and correct.

Section 2. The new salary schedules for the existing unrepresented part-time positions of **CASHIER CLERK, LIFEGUARD, SWIM INSTRUCTOR II AND SENIOR LIFEGUARD**, attached hereto as Exhibit A, are hereby adopted.

Section 3. The City Clerk shall certify to the adoption of this resolution and as of February 21, 2023, the same shall be in force and effect.

PASSED, APPROVED and ADOPTED this 21st day of February 2023.

MAYOR LULA DAVIS-HOLMES

ATTEST:

CITY CLERK DR. KHALEAH BRADSHAW

APPROVED AS TO FORM:

CITY ATTORNEY

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss.
CITY OF CARSON)

I, Dr. Khaleah Bradshaw, City Clerk of the City of Carson, California, do hereby certify that the whole number of members is five; that the foregoing resolution, being Resolution No. 23-040 was duly and regularly adopted by said City at a regular meeting duly and regularly held on the 21st day of February 2023, and that the same was passed and adopted by the following vote:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

By: _____
City Clerk

EXHIBIT A

Cashier Clerk (Unrepresented)

Range	Step 1	Step 2	Step 3	Step 4
805	\$16.00	\$16.80	\$17.64	\$18.52

Lifeguard (Unrepresented)

Range	Step 1	Step 2	Step 3	Step 4
806	\$18.00	\$18.90	\$19.85	\$20.84

Swim Instructor II (Unrepresented)

Range	Step 1	Step 2	Step 3	Step 4
807	\$20.00	\$21.00	\$22.05	\$23.15

Senior Lifeguard (Unrepresented)

Range	Step 1	Step 2	Step 3	Step 4
808	\$22.00	\$23.10	\$24.26	\$25.47