

EXHIBIT 3

RESOLUTION NO. 23-190

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, AMENDING THE SALARY RANGES FOR PART-TIME, UNCLASSIFIED, UNREPRESENTED EMPLOYEES TO INCREASE THE HOURLY MINIMUM WAGE TO \$16.00, AND TO REFLECT A 2.5% STEP INCREMENT INCREASES THAT WILL TAKE EFFECT ON JANUARY 1, 2024

**WHEREAS**, the City of Carson, California employs numerous part-time, unclassified, unrepresented employees in a variety of classifications; and

**WHEREAS**, the City values and recognizes the work performed by part-time unclassified, unrepresented employees who assist the City of Carson in providing the quality and breadth of services it currently provides to the citizens of Carson; and

**WHEREAS**, on July 31, 2023 the Governor and the State of California Director of the Department of Finance certified that based on the annual inflation rate from 7/1/22-6/30/23, under Labor Code section 1182.12(c)(3)(A), the state hourly minimum wage must be increased, effective January 1, 2024, to \$16.00 an hour (regardless of the number of workers employed by an employer),

**WHEREAS**, the Assistant City Manager is authorized and directed under the provisions of Sections 2797.1 and 27973 (d) of the Carson Municipal Code to prepare and recommend, after consultation with the Department Directors, a compensation plan which becomes effective upon approval by the City Council.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA DOES HEREBY RESOLVE, FIND, DETERMINE, AND ORDER AS FOLLOWS:**

**Section 1.** The above recitals are true and correct.

**Section 2.** Part-time, unclassified, unrepresented employees are not covered by the City's Personnel Rules.

**Section 3.** The attached compensation plan for unclassified, part-time, unrepresented, hourly employees is hereby amended to increase the hourly minimum wage from \$15.50 to \$16.00 per hour, effective January 1, 2024.

**PASSED, APPROVED and ADOPTED** this 5<sup>th</sup> day of December, 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. 23-190 was duly and regularly adopted by said City at a regular meeting duly and regularly held on the 5<sup>th</sup> day of December 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