

RESOLUTION NO. 20-052

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON,
CALIFORNIA, AMENDING AND RESTATING THE SALARY
SCHEDULE FOR UNREPRESENTED PART-TIME EMPLOYEES TO
INCORPORATE A CONSISTENT 2.5% SALARY STEP DIFFERENTIAL**

WHEREAS, the City of Carson ("City"), a California charter city, employs numerous at-will part-time, unrepresented employees in a variety of classifications; and

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

WHEREAS, the State of California enacted Senate Bill 3 in 2016, which incrementally increases the minimum wage to \$15.00 per hour, effective January 1, 2022; and

WHEREAS, the incremental minimum wage increases have caused compaction within both the salary ranges and across job classifications; and

WHEREAS, to address these compaction issues, the City Council intends to incorporate a consistent 2.5% salary step differential within the salary ranges of the at-will part-time, unrepresented employees; and

WHEREAS, the Director of Human Resources and Risk Management 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. At-will, part-time, unrepresented employees are not covered by the City's Personnel Rules.

Section 3. The amended and restated compensation plan/salary schedule attached hereto as Exhibit "A" for at-will, part-time, unrepresented, City employees is hereby approved.

SECTION 4. This resolution shall be effective from the first full payroll period after City Council approval.

SECTION 5. The City Clerk shall certify to the passage and adoption of this resolution and enter it into the book of original Resolutions.

PASSED, APPROVED AND ADOPTED THIS 17TH DAY OF MARCH, 2020.

ALBERT ROBLES, MAYOR

ATTEST:

DONESIA GAUSE-ALDANA, CITY CLERK

APPROVED AS TO FORM:

SUNNY K. SOLTANI, CITY ATTORNEY

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

I, Donesia Gause, 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. 20-052 was duly and regularly adopted by said City at a regular meeting duly and regularly held on the 17th day of March 2020, 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"

AMENDED AND RESTATED SALARY SCHEDULE - UNREPRESENTED PART-TIME EMPLOYEES

City of Carson
Salary Ranges
Unrepresented Unclassified Part-Time Employees
March 17, 2020

Position Title	Range	Step 1	Step 2	Step 3	Step 4
ADMIN INTERN I	801	\$13.00	\$13.33	\$13.66	\$14.00
ADMIN INTERN II	802	\$14.60	\$14.97	\$15.34	\$15.72
ADMIN INTERN III	803	\$16.68	\$17.10	\$17.52	\$17.96
CASHIER CLERK	804	\$13.00	\$13.33	\$13.66	\$13.70
CROSSING GUARD	804	\$13.00	\$13.33	\$13.66	\$13.70
FINE ARTS ACADEMY ASSISTANT II	804	\$13.00	\$13.33	\$13.66	\$13.70
FINE ARTS ACADEMY ASSISTANT III	804	\$13.33	\$13.66	\$14.00	\$14.35
LIFEGUARD	804	\$13.00	\$13.33	\$13.66	\$13.70
PLANNING INTERN	803	\$16.68	\$17.10	\$17.52	\$17.96
RECREATION ASSISTANT II	804	\$13.00	\$13.33	\$13.66	\$13.70
RECREATION ASSISTANT II-FITNESS	804	\$13.00	\$13.33	\$13.66	\$13.70
RECREATION ASSISTANT II-MEMBERSHIP AND SALES	804	\$13.00	\$13.33	\$13.66	\$13.70
SEASONAL AIDE	804	\$13.00	\$13.33	\$13.66	\$13.70
SR LIFEGUARD INSTRUCTOR	802	\$14.60	\$14.97	\$15.34	\$15.72
SWIM INSTRUCTOR II	801	\$13.00	\$13.33	\$13.66	\$14.00
FITNESS DIRECTOR	418	\$18.77	\$20.69	\$21.71	\$22.80