



Legislation Details (With Text)

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**Title:** CONSIDER RESOLUTION NO. 20-052 AMENDING AND RESTATING THE SALARY SCHEDULE FOR AT-WILL, PART-TIME, UNREPRESENTED EMPLOYEES TO INCORPORATE A CONSISTENT 2.5% SALARY STEP DIFFERENTIAL (CITY COUNCIL)

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Exhibit 1 - Resolution No. 20-052

Date	Ver.	Action By	Action	Result
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**Report to Mayor and City Council**

Tuesday, March 17, 2020

Consent

**SUBJECT:**

**CONSIDER RESOLUTION NO. 20-052 AMENDING AND RESTATING THE SALARY SCHEDULE FOR AT-WILL, PART-TIME, UNREPRESENTED EMPLOYEES TO INCORPORATE A CONSISTENT 2.5% SALARY STEP DIFFERENTIAL (CITY COUNCIL)**

**I. SUMMARY**

Resolution No. 20-052 (Exhibit No. 1) is being presented to the City Council for consideration. The adoption of this resolution would approve the At-Will, Part-Time, Unrepresented Salary Schedule increase of a consistent 2.5% salary step differential from the first full payroll period after Council approval to the end of FY19/20.

**II. RECOMMENDATION**

WAIVE further reading and ADOPT Resolution No. 20-052, "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"

### **III. ALTERNATIVES**

Take any other action deemed appropriate.

### **IV. BACKGROUND**

On April 4, 2016, California Governor Brown signed Senate Bill 3 (SB3), which increases California's minimum wage each year, so that it will reach \$15.00 per hour in 2022 (unless increases are temporarily delayed at any point due to certain economic conditions).

After implementing the mandatory minimums and performing additional analysis, Staff is recommending that City Council also approve the implementation of a consistent 2.5% salary step differential for each salary range on the At-Will, Part-Time, Unrepresented Salary Schedule for the balance of FY19/20 to address compaction within the Unrepresented Part-Time Salary Steps as a result of the continued minimum wage increase impact.

### **V. FISCAL IMPACT**

This salary schedule revision will be effective the pay period of the City Council approval. The fiscal impact to the General Fund for the remainder of the fiscal year will be \$178,022. The proposed budget for FY 2020/21 will include funds to continue this for the upcoming fiscal year.

### **VI. EXHIBITS**

1. Resolution No. 20-052 (pgs. 3-5)

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