



CITY OF CARSON

Legislation Text

File #: 2019-007, Version: 1

Report to Mayor and City Council

Tuesday, January 08, 2019

Discussion

SUBJECT:

CONSIDER RESOLUTION NOS. 19-013 AND 19-014 INCREASING THE MINIMUM WAGE FOR CITY OF CARSON EMPLOYEES PURSUANT TO CALIFORNIA STATE LAW (CITY COUNCIL)

I. SUMMARY

This item is to approve increasing the hourly minimum wage for City of Carson part-time employees, mandated by California law, which requires incremental increases to the State minimum wage from \$8.00 per hour to \$15.00 per hour, by 2022.

Resolution No. 19-013 (Exhibit No. 1) and Resolution No. 19-014 (Exhibit No. 2) are being presented to the City Council for consideration. The adoption of these resolutions would increase the minimum wage for City of Carson part-time employees from \$11.00 to \$12.00 per hour.

II. RECOMMENDATION

1. WAIVE further reading and ADOPT Resolution No. 19-013, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON CALIFORNIA, AMENDING THE SALARY RANGES FOR UNCLASSIFIED, PART-TIME, UNREPRESENTED, HOURLY CLASSIFICATIONS TO INCREASE THE HOURLY MINIMUM WAGE TO \$12.00, EFFECTIVE JANUARY 1, 2019."
2. WAIVE further reading and ADOPT Resolution No. 19-014, "A RESOLUTION OF THE CITY COUNCIL CITY OF CARSON CALIFORNIA, AMENDING THE SALARY RANGES FOR AFSCME 809 UNCLASSIFIED, PART-TIME, HOURLY CLASSIFICATIONS TO INCREASE THE HOURLY MINIMUM WAGE TO \$12.00, EFFECTIVE JANUARY 1, 2019."

III. ALTERNATIVES

The City Council may 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).

Although the first increase due to this law was effective on January 1, 2017, increasing the minimum wage from \$10.00 to \$10.50, the City had taken previous action in February 2014, at the request of then Councilmember and now Mayor Albert Robles, to follow the request of President Barack Obama, to increase the hourly minimum wage due to Congress' inability to take action in this regard. On February 14, 2014, Council increased the minimum wage for part-time employees from \$8.00 per hour to \$10.77 per hour and again to \$11.00 per hour.

At this time the City must take action to abide by this State Law and approve an increase to nine job classifications.

V. FISCAL IMPACT

The annual fiscal impact is \$23,850 to the General Fund. The FY 18-19 impact is expected to be less than half that amount. As part of the Midyear Financial analysis, staff will determine if any budget amendments are necessary and make a recommendation to City Council.

VI. EXHIBITS

1. Resolution No. 19-013 (pgs.3-5)
2. Resolution No. 19-014 (pgs. 6-8)
3. Proposed Part-Time, AFSCME 809, Unclassified, Hourly Employees Bargaining Unit Salary Schedule (pg. 9-10)
4. Proposed Part-Time, Unclassified, Unrepresented, Hourly Classifications Salary Schedule (pg. 11)

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