



## Legislation Text

File #: 2019-1106, Version: 1

### Report to Mayor and City Council

Tuesday, January 14, 2020

Consent

#### **SUBJECT:**

**CONSIDER RESOLUTION NO. 20-005 AMENDING THE SALARY SCHEDULE FOR AFSCME 809 REPRESENTED PART-TIME AND INCREASING THE MINIMUM WAGE 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. 20-005 (Exhibit No. 1) is 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 \$12.00 to \$13.00 per hour.

#### **II. RECOMMENDATION**

1. WAIVE further reading and ADOPT Resolution No. 20-005, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON CALIFORNIA, AMENDING THE SALARY SCHEDULE FOR AFSCME 809 UNCLASSIFIED, PART-TIME, HOURLY CLASSIFICATIONS AND INCREASING THE HOURLY MINIMUM WAGE TO \$13.00, EFFECTIVE JANUARY 1, 2019."

#### **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).

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, the City 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 in 2018 and to \$12.00 per hour in 2019. At this time, the City must take action to abide by this State Law and approve the minimum wage increase.

After additional analysis, Staff will follow up with the City Council on a recommendation to address further compaction on the Salary Steps as a result of the continued minimum wage increases.

#### **V. FISCAL IMPACT**

The annual fiscal impact to the General Fund will be confirmed at the January 14, 2020 City Council Meeting, noted and added the record.

#### **VI. EXHIBITS**

1. Resolution No. 20-005 (pgs. 3-5)

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