File #: 2020-159, **Version:** 1

Report to Mayor and City Council

Tuesday, March 17, 2020

Consent

SUBJECT:

CONSIDER RESOLUTION NOS. 20-048 AND 20-049 AMENDING AND RESTATING THE SALARY SCHEDULE TO INCLUDE THE STATE MANDATED INCREASE IN MINIMUM WAGE FOR CITY OF CARSON UNREPRESENTED PART-TIME EMPLOYEES AND AFSCME 809 PART-TIME EMPLOYEES PURSUANT TO CALIFORNIA STATE LAW FOR 2021 (CITY COUNCIL)

I. SUMMARY

This item is to approve increasing the hourly minimum wage for City of Carson 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. 20-048 (Exhibit No. 1) and Resolution No. 20-049 (Exhibit No. 3) are being presented to the City Council for consideration. The adoption of these resolutions would increase the minimum wage for City of Carson Unrepresented Part-Time employees and AFSCME 809 Unclassified, Part-Time employees from $13.00 to $14.00 per hour. The hourly rate for City of Carson full time employees already exceeds this State mandated increase.

II. RECOMMENDATION

1. WAIVE further reading and ADOPT Resolution Nos. 20-048, “A RESOLUTION OF THE CITY OF CARSON, CALIFORNIA, AMENDING AND RESTATING THE SALARY SCHEDULE TO INCLUDE THE STATE MANDATED INCREASE IN MINIMUM WAGE FOR CITY OF CARSON UNREPRESENTED PART-TIME EMPLOYEES PURSUANT TO CALIFORNIA STATE LAW FOR 2021.

2. WAIVE further reading and ADOPT Resolution Nos. 20-049, “A RESOLUTION OF THE CITY OF CARSON, CALIFORNIA, AMENDING AND RESTATING THE SALARY

SCHEDULE TO INCLUDE THE STATE MANDATED INCREASE IN MINIMUM WAGE FOR CITY OF CARSON AFSCME 809 PART-TIME EMPLOYEES PURSUANT TO CALIFORNIA STATE LAW FOR 2021.

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; $11.00 per hour in January 2018; $12.00 per hour in January 2019; and to $13.00 per hour in January 2020. At this time, for budget purposes, the City anticipates the need to take action to be in compliance with the State requirement.

V. FISCAL IMPACT

The anticipated fiscal impact to the General Fund for the balance of FY19/20 for the $13.00 increase will be $277,325. The anticipated fiscal impact to the General Fund for the $14.00 increase will be $689,520.

VI. EXHIBITS

1. Resolution No. 20-048 (pgs. 3-4)

2. Proposed Unrepresented Part-time Employees Salary Schedule for 2021

   (pg. 5)

3. Resolution No. 20-049 (pgs. 6-7)

4. Proposed AFSCME 809 Part-Time Employees Salary Schedule for 2021

   (pg. 8)

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