



City of Arts & Innovation

City Council Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: NOVEMBER 27, 2018
FROM: HUMAN RESOURCES DEPARTMENT WARDS: ALL
SUBJECT: REVISIONS TO THE MASTER FRINGE BENEFITS AND SALARY PLAN TO REFLECT THE 2019 STATE MANDATED INCREASE TO THE MINIMUM WAGE

ISSUE:

Approve revisions to the Master Fringe Benefits and Salary Plan to reflect the 2019 State mandated increase to the minimum wage.

RECOMMENDATION:

That the City Council:

1. Adopt the Resolution amending the Master Fringe Benefits and Salary Plan (Attachment 1) to reflect the 2019 State mandated increase to the minimum wage; and
2. Approve amendments to the City's Classification Plan to adjust salaries for classifications at the minimum wage (Exhibit A).

DISCUSSION:

Effective January 1, 2019, the State of California will increase the minimum wage from \$11.00 to \$12.00 per hour. In accordance with the law, the salaries of affected City classifications will be adjusted accordingly.

FISCAL IMPACT:

The minimum wage increase will affect approximately 20 classifications. The overall fiscal impact is less than 2% for increases to the minimum wage and will be absorbed within existing departmental budgets. Future incremental increases in the minimum wage requirement have been included the City's Five-Year Plan adopted as part of the FY 2018-20 Two-Year budget process.

Prepared by:
Certified as to availability
of funds:

Stephanie Holloman, Human Resources Director
Edward Enriquez, Interim Chief Financial Officer/City Treasurer

Approved by: Rafael Guzman, Assistant City Manager
Approved as to form: Gary G. Geuss, City Attorney

Attachments:

1. Resolution Amending the Fringe Benefits and Salary Plan
 - a. Exhibit A – Changes to the Classification Plan