



City of Arts & Innovation

City Council Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: NOVEMBER 19, 2019
FROM: HUMAN RESOURCES DEPARTMENT WARDS: ALL
SUBJECT: REVISIONS TO THE MASTER FRINGE BENEFITS AND SALARY PLAN TO REFLECT THE 2020 STATE MANDATED INCREASE TO THE MINIMUM WAGE

ISSUE:

Approve revisions to the Master Fringe Benefits and Salary Plan to reflect the 2020 State mandated increase to the minimum wage.

RECOMMENDATION:

That the City Council:

1. Adopt the Resolution amending the Master Fringe Benefits and Salary Plan (Exhibit A); and
2. Approve the attached amendments to the City’s Classification Plan to adjust salaries for classifications at the minimum wage (Exhibit B).

DISCUSSION:

Effective January 1, 2020, the State of California will increase the minimum wage from \$12.00 to \$13.00 per hour. In accordance with the law, the salaries of affected City classifications must therefore be adjusted.

Additionally, the minimum wage is used as a benchmark for the salary ranges of the following classifications: Clerical Assistant, General Service Worker, Management Intern, and Outreach Worker. Therefore, the Human Resources Department recommends adjustments to these classifications. The associated salary increases will maintain the salary differential between minimum wage classifications and higher-level classifications and avoid compaction issues.

FISCAL IMPACT:

The minimum wage increase will affect approximately 22 classifications and 115 full-time equivalents. The estimated fiscal impact of \$125,000 has been included in the adopted FY 2019/20 budget.

Prepared by: Stephanie Holloman, Human Resources Director
Certified as to availability of funds: Edward Enriquez, 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
2. Amended Fringe Benefits and Salary Plan