



City of Arts & Innovation

City Council Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: DECEMBER 1, 2020

FROM: HUMAN RESOURCES DEPARTMENT WARDS: ALL

SUBJECT: REVISIONS TO THE MASTER FRINGE BENEFITS AND SALARY PLAN TO REFLECT THE 2021 STATE MANDATED INCREASE TO THE MINIMUM WAGE AND SALARY ADJUSTMENTS TO ADDITIONAL TEMPORARY JOB CLASSIFICATIONS TO MAINTAIN MINIMUM WAGE INCREASE DIFFERENTIALS.

ISSUE:

Approve revisions to the Master Fringe Benefits and Salary Plan to reflect the 2021 State mandated increase to the minimum wage.

RECOMMENDATION:

That the City Council adopt the attached Resolution amending the Master Fringe Benefits and Salary Plan to reflect the 2021 State mandated increase to the minimum wage.

DISCUSSION:

Effective January 1, 2021, the State of California will increase the minimum wage from \$13.00 to \$14.00 per hour. In accordance with the law, the salaries of affected City classifications must be adjusted accordingly.

Additionally, the minimum wage is used as a benchmark for the salary ranges of the following classifications: Law Clerk, Legal Support Specialist, Management Intern, Minibus Driver, Minibus Driver Trainee and Outreach Worker. Therefore, the Human Resources Department recommends adjustments to these classifications. In addition, the pool/aquatics series was previously adjusted to maintain a specific differential between classification levels; therefore, adjustments will be made to the Pool Manager and Assistant Aquatics Coordinator. 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 18 classifications and 121 full-time equivalents. The estimated fiscal impact of \$318,000 has been included in the adopted FY 2020/21 budget.

Prepared by: Rene Goldman, 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: Kristi J. Smith, Interim City Attorney

Attachments:

1. Resolution Amending the Fringe Benefits and Salary Plan
 - a. Exhibit A – Amended Fringe Benefits and Salary Plan