

CITY OF YUBA CITY
STAFF REPORT

Date: November 19, 2019
To: Honorable Mayor & Members of the City Council
From: Human Resources
Presentation By: Natalie Springer, Human Resources Director

Summary

Subject: Implement the new California minimum wage rate effective January 1, 2020.

Recommendation: Adopt a Resolution to adjust the City's salary schedule to comply with the new California wage requirements effective January 1, 2020.

Fiscal Impact: Hourly rate increase of \$1.00 per classification affected. The overall estimated impact in 2020 is \$35,000 affecting 11 job classifications.

Purpose:

To comply with California minimum wage requirements effective January 1, 2020.

Background:

The California minimum wage increase is effective January 1, 2020 and will increase from \$12.00 to \$13.00 per hour. To be in compliance, an increase to some classifications in the Part-Time, Extra Help, Limited Term and At-Will Contract salary schedule are required.

Analysis:

The following job classifications will be affected:

- Intern Worker
- Public Works Maintenance Worker (Temp)
- Water/Wastewater Operator-in-Training
- Plan Checker – Permit Tech
- Reserve Police Officer I/II
- Relief Public Safety Dispatcher
- Police Officer Trainee
- Recreation Leader I/II/III
- Recreation Specialist
- Lifeguard/Instructor I/II
- Veterinary Assistant

Fiscal Impact:

Hourly rate increase of \$1.00 per classification affected. The overall estimated impact in 2020 is \$35,000 affecting 11 job classifications.

Alternatives:

If not adopted, the City will be in violation of state law.

Recommendation:

Approve the adjustment to the City's salary schedule to comply with the new California wage requirements effective January 1, 2020.

Attachments:

- A. Resolution
- B. Salary Schedule

Prepared By:

/s/ Ciara Wakefield
Ciara Wakefield
Administrative Analyst II

Submitted By:

/s/ Michael Rock
Michael Rock
City Manager

Reviewed By:

Human Resources
Finance
City Attorney

NS
RB
SLC by email

ATTACHMENT A

RESOLUTION NO. _____

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY
APPROVING THE ADJUSTMENT OF THE SALARY SCHEDULE TO REFLECT
THE NEW CALIFORNIA MINIMUM WAGE REQUIREMENT OF \$13.00 PER HOUR**

WHEREAS, it is the City responsibility to provide fair wages;

WHEREAS, the City complies with all mandatory Federal and State wage requirements;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Yuba City as follows:

Approve the adjustment to the City's salary schedule to implement the new California minimum wage requirement of \$13.00 hourly effective January 1, 2020.

The Human Resources Director is hereby authorized to modify the publicly available compensation schedule.

The Director of Finance is hereby authorized to make the necessary budget adjustments to implement the provisions of this resolution.

The forgoing Resolution of the City Council of the City of Yuba City was duly introduced, passed and adopted at a regular meeting thereof held on the 19th day of November 2019.

AYES:

NOES:

ABSENT:

Shon Harris, Mayor

ATTEST:

Patricia Buckland, City Clerk

Approved as to form:

Stacey Sheston
BB&K, Special Counsel

ATTACHMENT B

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JANUARY 1, 2020**

Part-Time, Extra Help, Limited Term and At-Will Contract Employees

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
0110*	Intern Worker		13.00		TO			17.00
	4000 Public Works Maintenance Worker (Temp)		13.00	13.50	14.00	14.50		15.00
	4125 Water/Wastewater Operator-in-Training		13.00	13.50	14.00	14.50		15.00
	4105 Plan Checker-Permit Tech		4,252	4,465	4,688	4,922		5,169
			24.53	25.76	27.05	28.40		29.82
2030*	Reserve Police Officer (Level I) - see notes 1 & 2		18.19	-	-	-		-
	Reserve Police Officer (Level Ia) - see notes 1,2&3		27.98	-	-	-		-
2020*	Reserve Police Officer (Level II) - see notes 1 & 2		14.55	-	-	-		-
2010*	Relief Public Safety Dispatcher		13.00	-	-	-		-
	300 Police Officer Trainee		13.00	-	-	-		-
0200*	Recreation Worker		13.00		TO			50.00
	* Recreation Leader I		13.00	13.38	14.05			
	* Recreation Leader II		14.05	14.75	15.49			
	* Recreation Leader III		15.49	16.26	17.07			
	* Recreation Specialist I		13.00		TO			25.00
	* Recreation Specialist II		25.00		TO			50.00
	* Lifeguard/Instructor I		14.05	14.75	15.49	16.26		17.07
	* Lifeguard/Instructor II		17.07	17.92	18.82	19.76		20.75
4116	Veterinary Assistant		2,346	2,463	2,586	2,715		2,851
			13.53	14.21	14.92	15.66		16.45
3410**	Fire Recruit		16.60	-	-	-		-
3310	Fire Recruit - 40 hour work week		23.24	-	-	-		-

- 1/ Reserves must serve a minimum of 16 hours per month reserve service.
- 2/ City purchases safety equipment and uniforms (except for regular employees who receive a uniform allowance). Shirts, ties, hats, and badge only are purchased.
- 3/ The Reserve Police Officer would only receive the higher pay after he/she has completed the Field Training Program, has already worked his/her mandatory sixteen hours per month, and is covering a shift or partial shift for a regular full-time Officer.
- * Indicates classifications which are not eligible for overtime compensation and are exempt from the Fair Labor Standards Act (FLSA).

** Indicates classifications whose hourly rates are computed on the basis of an average 56 hour duty week.
Effective date for minimum wage increases are based on the work date, not the pay date.

EMPLOYEE BARGAINING GROUPS

- | | |
|-----------------------------------|-------------------------|
| CON - Confidential | FLM - 1st Level Manager |
| PUE, Local #1 - General Employees | PD - Police Department |
| DH - Department Head | FIRE - Fire Department |
| MM - Middle Manager | PS - Police Sergeant |
| FM - Fire Management | |