



# STAFF REPORT

## CITY of YORBA LINDA

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### ADMINISTRATION DEPARTMENT

**DATE:** DECEMBER 21, 2021

**TO:** HONORABLE MAYOR AND MEMBERS OF THE CITY COUNCIL

**FROM:** DAVID ALBAUGH, HUMAN RESOURCES MANAGER

**SUBJECT:** WAGE ADJUSTMENTS FOR NON-REPRESENTED PART TIME POSITIONS

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### **RECOMMENDATION**

It is recommended that the City Council Adopt Resolution No. 2021-5778 related to the compensation of non-represented part time employees.

### **DISCUSSION**

The wages for non-represented part time positions were last adjusted on December 15, 2020 by Resolution No. 2020-5731. Resolution 2021-5778 is being submitted for your consideration to update and adjust the hourly wage rates for non-represented part time positions.

The proposed changes to the wage tables for certain non-represented part time positions are primarily driven by Senate Bill 3 (SB 3) passed by the California Legislature and signed into law in 2016. SB 3 modifies California Labor Code 1182.12 and is reflected in the California Department of Industrial Relations Minimum Wage Order (MW-2019). SB 3 gradually increases the state minimum wage to \$15.00 per hour for all employees, effective January 1, 2022.

The purpose of this resolution is to advance the City's lowest wage structures to the \$15.00 per hour threshold in observance of the SB 3 statutory requirements to adjust subsequent wage steps to above \$15.00 per hour to negate the wage compression that occurs when those steps are at or below \$15.00 per hour. Starting wages beyond \$15.00 an hour adjust the wages for lead, senior, and quasi-professional classifications to maintain their wage differential above the minimum wage. These proposed changes ensure future compliance with state law and allow the City of Yorba Linda to continue to attract and retain qualified, high-performing employees.

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### **FISCAL IMPACT**

Due to current part time staffing levels in several City programs and the partial fiscal year implementation, the requested adjustments can be absorbed in the current year's budget. If appropriation adjustments are necessary in the future, the changes will be incorporated into the pending mid-year budget and two-year budget adjustments.

### **ATTACHMENTS**

1. Resolution No. 2020-5731
  2. Resolution No. 2021-5778
  3. Proposed 2021 Salary Table for non-represented part time employees affected by minimum wage adjustments
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