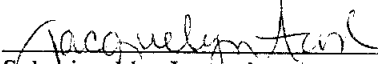


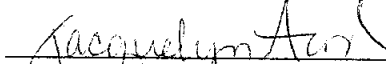


City of Carson Report to Mayor and City Council

February 18, 2014
New Business Discussion

**SUBJECT: CONSIDERATION AND APPROVAL OF RESOLUTION NOS. 14-019 AND 14-020
INCREASING THE MINIMUM WAGE FOR CITY OF CARSON EMPLOYEES**


Submitted by Jacquelyn Acosta
Acting City Manager


Approved by Jacquelyn Acosta
Acting City Manager

I. SUMMARY

This item to approve increasing the hourly minimum wage for City of Carson part-time employees is being presented tonight at the request of Councilmember Albert Robles. Resolution No. 14-019 (Exhibit No. 1) and Resolution No. 14-020 (Exhibit No. 2) are being presented to the City Council for consideration and the adoption of these resolutions would increase the minimum wage for City of Carson part-time employees from \$8.00 per hour to \$10.77 per hour.

II. RECOMMENDATION

TAKE the following actions:

1. WAIVE further reading and ADOPT Resolution No. 14-019, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE SALARY RANGES FOR UNCLASSIFIED, PART-TIME, UNREPRESENTED, HOURLY CLASSIFICATIONS TO INCREASE THE HOURLY MINIMUM WAGE TO \$10.77, EFFECTIVE MARCH 8, 2014."
2. WAIVE further reading and ADOPT Resolution No. 14-020, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE SALARY RANGES FOR AFSCME UNCLASSIFIED, PART-TIME, HOURLY CLASSIFICATIONS TO INCREASE THE HOURLY MINIMUM WAGE TO \$10.77, EFFECTIVE MARCH 8, 2014."

III. ALTERNATIVES

The City Council may take any other action deemed appropriate.

IV. BACKGROUND

This item increasing the hourly minimum wage for City of Carson part-time employees is being presented tonight at the request of Councilmember Albert Robles in response to President Obama's request to municipalities and governmental agencies throughout the country to increase the hourly minimum

wage. President Obama's call for municipalities and other governmental agencies to increase the minimum wage stems from Congress' inability to take action in this regard. President Obama raised the minimum wage for Federal contractors from \$7.25 to \$10.10, effective for new contracts beginning January 1, 2015.

The current Federal hourly minimum wage is \$7.25 and an increase has not been approved to date. The current State of California hourly minimum wage is \$8.00, with a scheduled increase to \$9.00, effective July 1, 2014, and a second increase to \$10.00, effective January 1, 2016. However, according to news reports, even with these state minimum wage increases, Californians would still have less purchasing power than the State's minimum wage gave them in 1968. The 1968 minimum wage, if adjusted for inflation, would be worth \$10.77 per hour today. Therefore, Councilmember Robles is requesting that all City classifications currently at the State's minimum wage of \$8.00 per hour, plus those classifications currently at an hourly rate of less than \$10.77, be adjusted to a new City minimum wage of \$10.77 per hour. The hourly minimum wage increase from \$8.00 to \$10.77 for City of Carson part-time employees is an increase of 34.63%, and will only affect 19 job classifications within the City's part-time workforce. The salary ranges for those affected classifications are being adjusted and are shown, in bold, on the attached resolutions/salary schedules.

It should be noted, though, that staff recommends that in addition to the classifications being adjusted if resolution Nos. 14-019 and 14-020 are adopted, the entire part-time salary plan should be revisited because the adjustments to those 19 classifications will now cause some classifications in the "job series" to be paid at the same rate and also cause compression with other job classifications within the "job series."

V. FISCAL IMPACT

The fiscal impact is being calculated and will be provided to the City Council under separate cover prior to the City Council meeting.

VI. EXHIBITS

1. Resolution No. 14-019. (pgs. 4-5)
2. Resolution No. 14-020. (pgs. 6-7)
3. Current Part-Time, Unclassified, Unrepresented, Hourly Classifications Salary Schedule (pg. 8)
4. Current AFSCME Unclassified, Part-Time Employees Bargaining Unit Salary Schedule (pg. 9)

TO: Rev10-14-2013

Reviewed by:

City Clerk	City Treasurer
Administrative Services	Public Works
Community Development	Community Services

Action taken by City Council

Date _____ Action _____

RESOLUTION NO. 14-019

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE SALARY RANGES FOR UNCLASSIFIED, PART-TIME, UNREPRESENTED, HOURLY CLASSIFICATIONS TO INCREASE THE HOURLY MINIMUM WAGE TO \$10.77, EFFECTIVE MARCH 8, 2014

WHEREAS, the City of Carson employs numerous part-time, unclassified, unrepresented employees in a variety of classifications; and

WHEREAS, the City of Carson values and recognizes the work performed by part-time, unclassified, unrepresented employees who assist the City of Carson in providing the quality and breadth of services it currently provides to the citizens of Carson.

WHEREAS, the Human Resources Officer is authorized and directed under the provisions of Sections 2797.1 and 2797.3 (d) of the Carson Municipal Code to prepare and recommend, after consultation with the Department Directors, a compensation plan which becomes effective upon approval by the City Council.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, HEREBY FINDS, DETERMINES AND RESOLVES AS FOLLOWS:

Section 1. The above recitals are true and correct.

Section 2. Part-time, unclassified, unrepresented employees are not covered by the City's Personnel Rules and are not represented by a recognized employee organization.

Section 3. The attached compensation plan for unclassified, part-time, unrepresented employees is hereby amended to increase the hourly minimum wage from \$8.00 to \$10.77, effective March 8, 2014.

PASSED, APPROVED and ADOPTED this 18th day of February, 2014.

Mayor Jim Dear

ATTEST:

City Clerk Donesia L. Gause, CMC

APPROVED AS TO FORM:

City Attorney

**City of Carson
Salary Schedule
Part-Time, Unclassified, Unrepresented, Hourly Classifications
Effective March 8, 2014 (Minimum Wage Increase to \$10.77)**

Position Title	Range No.	Step A	Step B	Step C	Step D
Administrative Intern I	413	12.75	13.37	14.02	14.72
Administrative Intern II	414	14.60	14.98	15.61	16.44
Administrative Intern III	435	16.68	17.56	18.50	19.47
Cashier Clerk	410	10.77	11.31	11.87	12.47
Crossing Guard	410	10.77	11.31	11.87	12.47
Fine Arts Academy Assistant	410	10.77	11.31	11.87	12.47
Fine Arts Academy Assistant II	410	10.77	11.31	11.87	12.47
Fine Arts Academy Assistant III	410	10.77	11.31	11.87	12.47
Fine Arts Academy Assistant IV	437	12.18	12.84	13.50	14.21
Fitness Director	418	18.77	19.70	20.68	21.71
Lifeguard	410	10.77	11.31	11.87	12.47
Planning Intern	435	16.68	17.56	18.50	19.47
Recreation Assistant I	410	10.77	11.31	11.87	12.47
Recreation Assistant I - Fitness	410	10.77	11.31	11.87	12.47
Recreation Assistant I - Membership and Sales	410	10.77	11.31	11.87	12.47
Recreation Assistant II	410	10.77	11.31	11.87	12.47
Recreation Assistant II - Fitness	410	10.77	11.31	11.87	12.47
Recreation Assistant II - Membership and Sales	410	10.77	11.31	11.87	12.47
Seasonal Aide	410	10.77	11.31	11.87	12.47
Sr. Lifeguard Instructor	414	14.60	14.98	15.61	16.44
Swim Instructor I	434	11.47	12.05	12.65	13.28
Swim Instructor II	413	12.75	13.37	14.02	14.72

RESOLUTION NO. 14-020

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE SALARY RANGES FOR AFSCME UNCLASSIFIED, PART-TIME, HOURLY CLASSIFICATIONS TO INCREASE THE HOURLY MINIMUM WAGE TO \$10.77, EFFECTIVE MARCH 8, 2014

WHEREAS, the City of Carson employs numerous part-time, unclassified, represented employees in a variety of classifications; and

WHEREAS, the City of Carson values and recognizes the work performed by part-time, unclassified, represented employees who assist the City of Carson in providing the quality and breadth of services it currently provides to the citizens of Carson.

WHEREAS, the Human Resources Officer is authorized and directed under the provisions of Sections 2797.1 and 2797.3 (d) of the Carson Municipal Code to prepare and recommend, after consultation with the Department Directors, a compensation plan which becomes effective upon approval by the City Council.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, HEREBY FINDS, DETERMINES AND RESOLVES AS FOLLOWS:

Section 1. The above recitals are true and correct.

Section 2. Part-time, unclassified represented employees are not covered by the City's Personnel Rules.

Section 3. The attached compensation plan for AFSCME unclassified, part-time, employees is hereby amended to increase the hourly minimum wage from \$8.00 to \$10.77, effective March 8, 2014.

PASSED, APPROVED and ADOPTED this 18th day of February, 2014.

Mayor Jim Dear

ATTEST:

City Clerk Donesia L. Gause, CMC

APPROVED AS TO FORM:

City Attorney

EXHIBIT NO. 02



City of Carson
Salary Ranges
AFSCME Unclassified Part-time Employees Bargaining Unit
Effective March 8, 2014 (Minimum Wage Increase to \$10.77)

Position Title	Range No.	Step A	Step B	Step C	Step D	Step E	Step F
Assistant Aquatics Program Supv.	416	19.28	20.26	21.26	22.31	23.44	24.62
Assistant Recreation Center Supv.	415	18.02	18.96	19.97	21.03	22.08	23.18
Buyer Assistant	417	19.45	20.50	21.58	22.71	23.85	25.04
Central Services Worker	410	10.77	11.31	11.87	12.47	13.09	13.75
Clerical Aide	410	10.77	11.31	11.87	12.47	13.09	13.75
Clerical Assistant	410	10.77	11.31	11.87	12.47	13.09	13.75
Maintenance Aide	409	11.29	11.90	12.52	13.18	13.82	14.51
Rec. Asst. III - Membership & Sales	409	11.29	11.90	12.52	13.18	13.82	14.51
Rec. Asst. IV - Membership & Sales	412	13.16	13.86	14.57	15.33	16.11	16.91
Receptionist/Switchboard Operator	410	10.77	11.31	11.87	12.47	13.09	13.75
Recreation Assistant III	409	11.29	11.90	12.52	13.18	13.82	14.51
Recreation Assistant III - Fitness	409	11.29	11.90	12.52	13.18	13.82	14.51
Recreation Assistant IV	412	13.16	13.86	14.57	15.33	16.11	16.91
Recreation Assistant IV - Fitness	412	13.16	13.86	14.57	15.33	16.11	16.91
Recreation Specialist	412	13.16	13.86	14.57	15.33	16.11	16.91
Senior Clerical Aide	410	10.77	11.31	11.87	12.47	13.09	13.75
Senior Maintenance Aide	410	10.77	11.31	11.87	12.47	13.09	13.75
Utility Worker I	409	11.29	11.90	12.52	13.18	13.82	14.51
Utility Worker II	411	12.37	12.99	13.67	14.34	15.06	15.81

Position Title	Range No.	Step A	Step B	Step C	Step D	Step E	Step F
Assistant Event Coordinator	424	18.3077	19.2234	20.1820	21.1909	22.2497	23.3584
Bus Driver	425	18.7582	19.6954	20.6830	21.7131	22.8004	23.9381
Custodian	426	15.0239	15.7750	16.5621	17.3918	18.2577	19.1733
Office Clerk	427	14.2870	15.0024	15.7536	16.5406	17.3705	18.2361
Recreation Coordinator	436	22.8506	23.9953	25.1972	26.4563	27.7798	29.1678
Senior Clerk	428	17.4206	18.2934	19.2091	20.1678	21.1765	22.2354
Storekeeper	428	17.4206	18.2934	19.2091	20.1678	21.1765	22.2354
Typist Clerk II	429	15.7750	16.5621	17.3918	18.2647	19.1805	20.1392

City of Carson
Salary Schedule
Part-Time, Unclassified, Unrepresented, Hourly Classifications
Effective June 26, 2010 (0% Increase)
(last increase effective June 28, 2008 was 3.6%)

Position Title	Range No.	Step A	Step B	Step C	Step D
Administrative Intern I	413	12.75	13.37	14.02	14.72
Administrative Intern II	414	14.60	14.98	15.61	16.44
Administrative Intern III	435	16.68	17.56	18.50	19.47
Cashier Clerk	406	8.94	9.41	9.90	10.43
Crossing Guard	431	9.60	10.11	10.65	11.21
Fine Arts Academy Assistant I	430	8.44	8.89	9.34	9.82
Fine Arts Academy Assistant II	431	9.60	10.11	10.65	11.21
Fine Arts Academy Assistant III	432	10.46	11.02	11.58	12.19
Fine Arts Academy Assistant IV	437	12.18	12.84	13.50	14.21
Fitness Director	418	18.77	19.70	20.68	21.71
Lifeguard	432	10.46	11.02	11.58	12.19
Planning Intern	435	16.68	17.56	18.50	19.47
Recreation Assistant I	430	8.44	8.89	9.34	9.82
Recreation Assistant I - Fitness	430	8.44	8.89	9.34	9.82
Recreation Assistant I - Membership and Sales	430	8.44	8.89	9.34	9.82
Recreation Assistant II	431	9.60	10.11	10.65	11.21
Recreation Assistant II - Fitness	431	9.60	10.11	10.65	11.21
Recreation Assistant II - Membership and Sales	431	9.60	10.11	10.65	11.21
Seasonal Aide	433	8.14	8.55	8.97	9.43
Sr. Lifeguard Instructor	414	14.60	14.98	15.61	16.44
Swim Instructor I	434	11.47	12.05	12.65	13.28
Swim Instructor II	413	12.75	13.37	14.02	14.72

City of Carson
AFSCME Unclassified Part-time Employees Bargaining Unit
Salary Ranges - Effective January 1, 2013 (Includes Step F)

Position Title	Range No.	Step A	Step B	Step C	Step D	Step E	Step F
Assistant Aquatics Program Supv.	416	19.28	20.26	21.26	22.31	23.44	24.62
Assistant Recreation Center Supv.	415	18.02	18.96	19.97	21.03	22.08	23.18
Buyer Assistant	417	19.45	20.50	21.58	22.71	23.85	25.04
Central Services Worker	408	10.50	11.04	11.63	12.25	12.85	13.49
Clerical Aide	401	8.38	8.79	9.23	9.68	10.18	10.68
Clerical Assistant	408	10.50	11.04	11.63	12.25	12.85	13.49
Maintenance Aide	409	11.29	11.90	12.52	13.18	13.82	14.51
Rec. Asst. III - Membership & Sales	409	11.29	11.90	12.52	13.18	13.82	14.51
Rec. Asst. IV - Membership & Sales	412	13.16	13.86	14.57	15.33	16.11	16.91
Receptionist/Switchboard Oper.	407	10.37	10.92	11.48	12.08	12.69	13.32
Recreation Assistant III	409	11.29	11.90	12.52	13.18	13.82	14.51
Recreation Assistant III - Fitness	409	11.29	11.90	12.52	13.18	13.82	14.51
Recreation Assistant IV	412	13.16	13.86	14.57	15.33	16.11	16.91
Recreation Assistant IV - Fitness	412	13.16	13.86	14.57	15.33	16.11	16.91
Recreation Specialist	412	13.16	13.86	14.57	15.33	16.11	16.91
Senior Clerical Aide	404	9.12	9.61	10.09	10.62	11.15	11.71
Senior Maintenance Aide	404	9.12	9.61	10.09	10.62	11.15	11.71
Utility Worker I	409	11.29	11.90	12.52	13.18	13.82	14.51
Utility Worker II	411	12.37	12.99	13.67	14.34	15.06	15.81

Position Title	Range No.	Step A	Step B	Step C	Step D	Step E	Step F
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Custodian	426	15.0239	15.7750	16.5621	17.3918	18.2577	19.1733
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Recreation Coordinator	436	22.8506	23.9953	25.1972	26.4563	27.7798	29.1678
Senior Clerk	428	17.4206	18.2934	19.2091	20.1678	21.1765	22.2354
Storekeeper	428	17.4206	18.2934	19.2091	20.1678	21.1765	22.2354
Typist Clerk II	429	15.7750	16.5621	17.3918	18.2647	19.1805	20.1392