

RESOLUTION NO. 2019-134

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MARINA
APPROVING THE PROPOSED SALARY RANGE FOR THE RECREATION
INSTRUCTOR CLASSIFICATION

WHEREAS, The City Council approved the FY 2019-20 budget, which included salary adjustment for the recreation classification; and

WHEREAS, the salary range for the Recreation Instructor shall be adjusted to the appropriate step where Step A meets requirements of State mandated minimum wage.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Marina does hereby:

1. Approve a salary range adjustment of the Recreation Instructor as follows:

Tempoary Employees			Step				
			A	B	C	D	E
Recreation Instructors, hourly			13.17	13.83	14.52	15.25	16.01
Effective 1/1/2020							
Tempoary Employees			Step				
			A	B	C	D	E
Recreation Instructors, hourly			14.17	14.88	15.62	16.40	17.22
Effective 1/1/2021							

PASSED AND ADOPTED by the City Council of the City of Marina at a regular meeting duly held on December 17, 2019 by the following vote:

AYES, COUNCIL MEMBERS: Berkley, Urrutia, O'Connell, Morton, Delgado

NOES, COUNCIL MEMBERS: None

ABSENT, COUNCIL MEMBERS: None

ABSTAIN, COUNCIL MEMBERS: None

Bruce Delgado, Mayor

ATTEST:

Anita Sharp, Deputy City Clerk

Honorable Mayor and Members
Of the Marina City Council

City Council Meeting
of December 17, 2019

RECOMMENDATION TO CONSIDER ADOPTING RESOLUTION NO. 2019-, APPROVING THE PROPOSED SALARY RANGE FOR THE RECREATION INSTRUCTOR CLASSIFICATION

RECOMMENDATION:

It is recommended that the City Council:

1. Consider adopting Resolution No. 2019-, amending the City's Salary range for Recreation Instructor as of January 1, 2020 and January 1, 2021

BACKGROUND:

The City is required by law to adopt and post the City's salary schedule for all employees. As part of adopting the FY 2019-20 budget for the City of Marina, the budget was increased to pay for increased costs due to minimum wage. As of January 1, 2020, California's minimum wage will be \$13, increasing to \$14 as of January 1, 2021 from the current rate of \$12. The current salary range at Step A for Recreation Workers is below minimum wage. To comply with law, the City has been hiring employees at step C and not posting steps that fall below minimum wage as shown below.

Tempoary Employees			Step				
			A	B	C	D	E
Recreation Instructors, hourly					12.17	12.78	13.42
Current							

ANALYSIS:

Staff proposes adopting a salary schedule with Step A above minimum wage and moving all current Recreation Instructors to Step A as of January 1, 2020 and adopting the following salary ranges.

Proposed Salary Table

Tempoary Employees			Step				
			A	B	C	D	E
Recreation Instructors, hourly			13.17	13.83	14.52	15.25	16.01
Effective 1/1/2020							
Tempoary Employees			Step				
			A	B	C	D	E
Recreation Instructors, hourly			14.17	14.88	15.62	16.40	17.22
Effective 1/1/2021							

The proposed salary range adjustment would make the compensation for this classification up to minimum wage requirements and closer to the market rate for the performance of such responsibilities and for the respective required skills, qualifications and talents.

FISCAL IMPACT:

The City budgets for approximately 13,000 hours of hourly recreation instructor time. The minimum wage cost is just over \$13,000 plus 7.65% for social security and Medicare taxes. Funding for this classification is included in the 2019-20 budget.

CONCLUSION:

This request is submitted for City Council consideration and possible action.

Respectfully submitted,

Eric Frost
Finance Director
City of Marina

REVIEW AND CONCUR:

Layne Long
City Manager
City of Marina