



City of Rialto

Legislation Text

File #: 21-0892, **Version:** 1

For City Council Meeting [December 14, 2021]

TO: Honorable Mayor and City Council

APPROVAL: Marcus Fuller, City Manager

FROM: Scott Pilch, Director of Human Resources and Risk Management

Request City Council to Adopt **Resolution No. 7811** Amending the Citywide Classification and Compensation Plan/Table for Part-time Employees.

BACKGROUND:

October 26, 2021, the City Council approved the attached Resolution establishing an updated Citywide Classification and Compensation Plan, effective October 26, 2021.

Effective January 1, 2022, State of California minimum wage will increase to fifteen dollars (\$15.00) per hour for employers with twenty-six (26) or more employees.

To comply with current law, the pay rates of certain part-time classifications have been adjusted by way of an update to the City of Rialto Classification and Compensation Plan ("Class/Comp Plan"), this adjustment will be reflected in alignment with the pay period beginning December 19, 2021.

ANALYSIS/DISCUSSION:

Minimum Wage Updates: Concurrent with the knowledge and anticipated adjustments due to the State Minimum Wage increase, the Human Resources/Risk Management Department worked with Public Sector Personnel Consultants and HR Dynamics in 2019 to survey the City's Part-Time classifications and current salary table and developed a three (3) year comprehensive salary schedule. Throughout the analysis, internal salary relationships were considered per Equal Pay laws where similar skills and effort is required to be considered.

The costs associated with the increase and new salary schedule to the current and remaining 2021-2022 fiscal year operating budget is \$39,759.20 directly impacting sixty-two (62) employees at approximately 520 hours each.

Included with these changes to the Class/Comp Plan, is the addition of the High School Intern classification to allow for paid interns who are either Junior or Senior level High School students of 16 years of age and older with a valid worker's permit. This adds to the existing classification for paid interns who are a College level student.

ENVIRONMENTAL IMPACT:

This request is not a Project as defined by Section 15378 of the California Environmental Quality Act (CEQA) Guidelines. A "Project" means the whole of an action, which has a potential for resulting in

either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment. Pursuant to Section 15378 (b) (5) a project does not include organizational or administrative activities of governments that will not result in direct or indirect physical changes in the environment.

GENERAL PLAN CONSISTENCY:

This action is consistent with Guiding Principle 3A in the General Plan: Our City government will lead by example, and will operate in an open, transparent, and responsible manner that meets the needs of the citizens and is a good place to do business.

LEGAL REVIEW:

The City Attorney has reviewed and recommends this staff report and the attachments.

FINANCIAL IMPACT:

The Finance Department has reviewed and approved this staff report and the attachments associated.

Operating Budget Impact

The total approximate cost for the following items that will require an appropriation to the current 2021-2022 operating budget is \$39,759.20. Specifically related to minimum wage increases for certain part-time classifications and the implementation of the new part-time salary table.

Capital Improvement Budget Impact

This action has no impact on the Capital Fund Budget.

RECOMMENDATION

Staff recommends that City Council consider and adopt the Resolution establishing an updated citywide Classification and Compensation Table for part-time employees, effective January 1, 2022 (pay period starting December 19, 2021).