



City of Huntington Beach

File #: 19-127

MEETING DATE: 2/4/2019

REQUEST FOR CITY COUNCIL ACTION

SUBMITTED TO: Honorable Mayor and City Council Members

SUBMITTED BY: Fred A. Wilson, City Manager

PREPARED BY: Michele Warren, Director of Human Resources

Subject:

Approve Modifications to the Ambulance Operator Employment Agreement Reflecting Changes Related to the California Minimum Wage Effective January 1, 2019, through January 1, 2022

Statement of Issue:

The State of California minimum wage changed to \$12.00 per hour, effective January 1, 2019. Additional changes are scheduled for January 1, 2020, January 1, 2021 and January 1, 2022. In order to comply with the California Minimum Wage changes, updates to the existing Ambulance Operator Employment Agreement are required.

Financial Impact:

Funding for the implementation of the contractual modifications to comport with the State minimum wage change was incorporated into the FY 2018/19 Adopted Budget for the Fire Department; hence, no additional appropriations are necessary. Future California Minimum Wage changes will be incorporated as required into future fiscal year budgets.

Recommended Action:

Approve Modifications to the Ambulance Operator Employment Agreement Reflecting Changes Related to the California Minimum Wage Effective January 1, 2019.

Alternative Action(s):

Do not approve the Ambulance Operator Employment Agreement changes and direct staff to find an alternative means of reflecting the changes to the state-wide minimum wage for this employee group.

Analysis:

The State of California Minimum Wage increased to \$12.00 per hour effective January 1, 2019. Modifications to the Ambulance Operator Employment Agreement are needed to comport with the State of California Minimum Wage changes, effective January 1, 2019.

Henceforth, annually, beginning with January 1, 2020, additional California Minimum Wage changes will be implemented as referenced in the updated Ambulance Operator Employment Agreement which is included as Attachment #1.

Environmental Status:

Not applicable.

Strategic Plan Goal:

Enhance and Maintain City Service Delivery

Attachment(s):

1. Ambulance Operator Employment Agreement - Updated 01/01/19 including Exhibit A (Job Duties) and Exhibit B (Benefits)