



# City of Huntington Beach

**File #:** 21-935

**MEETING DATE:** 12/1/2021

## REQUEST FOR CITY COUNCIL ACTION

**SUBMITTED TO:** Honorable Mayor and City Council Members

**SUBMITTED BY:** Oliver Chi, City Manager

**PREPARED BY:** Brittany Mello, Interim Administrative Services Director

**Subject:**

**Adopt Resolution No. 2021-73 modifying the pay schedule for part-time, non-permanent and non-classified employees to comport with the State minimum wage increase effective January 1, 2022**

**Statement of Issue:**

The State of California minimum wage law will increase to \$15.00 per hour, effective January 1, 2022. In order for the City to act in accordance with the State minimum wage change, the pay schedule for part-time / hourly / non-permanent and non-classified employees requires modification.

**Financial Impact:**

Staff is requesting a total appropriation of \$196,000 to address the financial impact associated with State minimum wage and classification adjustments to our part-time / hourly / non-permanent / non-classified pay schedule for Fiscal Year 2021-22.

**Recommended Action:**

Adopt Resolution No. 2021-73, "A Resolution of the City Council of the City of Huntington Beach Approving the Pay Schedule for Part-Time Non-Permanent and Non-Classified Employees Effective January 1, 2022," including Exhibit A, updated Pay Schedule, and authorize the City Manager to take the necessary actions to implement these budget adjustments.

**Alternative Action(s):**

Do not adopt the Resolution, and direct staff to find an alternative means of complying with the Statewide minimum wage requirements.

**Analysis:**

The State of California Minimum Wage will increase to \$15.00 per hour effective January 1, 2022. The City is required to modify its compensation schedules to comport with the law by the January 1, 2022, implementation date. Those employees currently at a pay scale below \$15.00 per hour will need to be increased to a minimum of \$15.00 per hour. The pay ranges in the proposed schedule have also been modified to align with the City's updated master salary range schedule.

Additional clean-up modifications to our part-time compensation schedules will be prepared as part of the Citywide Classification and Compensation Study, which began in April 2021, to ensure proper alignment between the pay schedule levels, taking into account job responsibilities, education, and experience requirements.

The updated pay schedule for Part-Time, Non-Permanent and Non-Classified Employees is included as Exhibit A.

**Environmental Status:**

Not applicable.

**Strategic Plan Goal:**

Non Applicable - Administrative Item

**Attachment(s):**

1. Resolution No. 2021-73, "A Resolution of the City Council of the City of Huntington Beach Approving the Pay Schedule for Part-Time Non-Permanent and Non-Classified Employees Effective January 1, 2022."
2. Exhibit A - Part-Time Pay Schedule Effective January 1, 2022