



**DATE:** December 10, 2019

**CATEGORY:** Consent

**DEPT.:** City Manager's Office

**TITLE:** **Adopt a Resolution Approving Revisions to the Hourly Salary Plan for Fiscal Year 2019-20**

### **RECOMMENDATION**

Adopt a Resolution Authorizing the City Manager or His Designee to Set the Compensation for Hourly Employees and Revise the City's Hourly Salary Plan to Reflect these Compensation Changes, to be read in title only, further reading waived (Attachment 1 to the Council report).

### **BACKGROUND**

On March 17, 1992, City Council adopted a resolution to include the Stagehand I and Stagehand II classifications in the hourly salary plan. This resolution also adopted a four-hour minimum call and time-and-a-half compensation after eight consecutive hours of work.

On November 10, 2015, the City Council adopted an ordinance to increase Mountain View's minimum wage per the regional Consumer Price Index (CPI) for 2020.

California Code of Regulations Section 570.5 requires City Council to formally approve salary plans.

### **ANALYSIS**

Beginning January 1, 2020, the minimum wage in Mountain View will increase to \$16.05 per hour as set forth by the Mountain View Minimum Wage Ordinance. To remain in compliance with the ordinance, the City is updating the hourly salary plan to increase hourly rates that are under \$16.05 to meet the minimum wage requirement.

The proposed hourly salary plan also includes the time-and-a-half rate for hourly Stagehand classifications (classified as Stagehand I—1.5 Rate and Stagehand II—1.5 Rate). The 1992 resolution affords Stagehands to earn time-and-a-half after eight

consecutive hours of work. In order for the time-and-a-half earnings to be reportable to CalPERS, the rate must be published in the hourly salary schedule and approved by the City Council in compliance with C.C.R. Section 570.5.

The hourly salary plan is included as Exhibit A to the Resolution.

**FISCAL IMPACT** – There is no fiscal impact associated with this resolution.

**ALTERNATIVES**

1. Do not approve the recommended salary plan.
2. Direct staff to provide additional information.
3. Provide other direction.

**PUBLIC NOTICING** – Agenda posting.

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Attachment: 1. Resolution – Hourly Salary Plan