



# COUNCIL REPORT

**DATE:** December 12, 2023  
**CATEGORY:** Consent  
**DEPT.:** Human Resources  
**TITLE:** **Revised Salary Plan for Hourly Employees for Fiscal Year 2023-24**

## **RECOMMENDATION**

Adopt a Resolution of the City Council of the City of Mountain View Authorizing the City Manager or Designee to Amend the City of Mountain View's Salary Plan for Hourly Employees to Ensure All Classifications Reflect Mountain View's Minimum Wage, to be read in title only, further reading waived (Attachment 1 to the Council report).

## **BACKGROUND**

Government Code Sections 20636 and 7522.34 and California Code of Regulations Sections 570.5 and 571.1 require that the City's pay rates be reported pursuant to a publicly available pay schedule that has been duly approved and adopted by the employer, in accordance with applicable public meeting laws.

On November 10, 2015, the City Council adopted an ordinance increasing the Citywide minimum wage in Mountain View to \$15 per hour by 2018. Beginning January 1, 2019, and annually thereafter, the City will adjust the minimum wage based on the regional Consumer Price Index.

## **ANALYSIS**

Beginning January 1, 2024, the minimum wage in Mountain View will increase to \$18.75 per hour, as set forth by the Mountain View Minimum Wage Ordinance. There is currently one classification on the Salary Plan for Hourly Employees that has a pay rate lower than \$18.75. To remain in compliance with the ordinance, the City is updating the Salary Plan for Hourly Employees to increase the one hourly rate currently under \$18.75 to meet the minimum wage requirement. The revised salary plan will go into effect the pay period including January 1, 2024 and is included as Exhibit A to the Resolution.

**FISCAL IMPACT**

The minimum wage increase will not have a significant negative impact on the budget. Departments have sufficient budget to absorb any related increased costs for the remainder of the fiscal year.

**ALTERNATIVES**

Given the City and State legal requirements, the only alternative would be to direct staff to provide additional information.

**PUBLIC NOTICING**—Agenda posting.

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Attachment: 1. Resolution—Fiscal Year 2023-24 Hourly Salary Plan, Revision 1