



DATE: December 14, 2021

CATEGORY: Consent

DEPT.: Human Resources

TITLE: **Revised Salary Plan for Regular and Hourly Employees for Fiscal Year 2021-22**

RECOMMENDATION

Adopt a Resolution of the City Council of the City of Mountain View Adopting Revised Salary Plans for Regular and Hourly Employees for Fiscal Year 2021-22, 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 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.

There are proposed changes due to the annual increase in the minimum wage which will apply to some hourly classifications and other miscellaneous adjustments to the regular salary plan.

ANALYSIS

Hourly Salary Plan

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.

Beginning January 1, 2022, the minimum wage in Mountain View will be \$17.10.

There are currently eight classifications in the Hourly Salary Plan that have a minimum salary of \$17.03 per hour. In order to be in compliance with the Minimum Wage

Ordinance, those classification ranges are being adjusted so that the minimum wage will be \$17.10.

Regular Salary Plan

With the current City Attorney retiring in December, the salary plan needs to change from the actual salary of the incumbent to the salary range for the City Attorney position while the recruitment is in progress.

The Water Quality Supervisor classification has a title change to Water Supervisor. This revision allows for the position to be assigned to oversee one of three water work groups: water quality/meters, distribution, or operations. This flexibility provides a better opportunity for staff to promote into a supervisory role by creating pathways through each water work group to gain necessary experience. There are no changes to the salary range.

Exhibit 1 to the resolution reflects the areas that were updated in red, and Exhibit 2 to the resolution is the clean copy of the revised regular and hourly salary plans.

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

ALTERNATIVES

1. Direct staff to provide additional information.
2. Provide other direction.

PUBLIC NOTICING – Agenda posting.

Prepared by:

Ada Chang
Senior Human Resources Analyst

Sue C. Rush
Human Resources Director

Approved by:

Audrey Seymour Ramberg
Assistant City Manager/
Chief Operating Officer

AC-SCR/2/CAM/036-12-14-21CR
201608

Attachment: 1. Resolution – Adopt Revised Fiscal Year 2021-22 Salary Plans