

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2014

A RESOLUTION AUTHORIZING THE CITY MANAGER OR HIS DESIGNEE TO AMEND THE CITY OF MOUNTAIN VIEW'S SALARY PLANS FOR REGULAR AND HOURLY EMPLOYEES TO ENSURE ALL CLASSIFICATIONS REFLECT STATE MINIMUM WAGES ON AN ONGOING BASIS, TO UPDATE SALARY RANGES FOR POLICE RESERVE OFFICERS, AND TO ADJUST THE SALARY RANGE FOR THE CLASSIFICATIONS OF FIRE CHIEF AND HUMAN RESOURCES MANAGER

WHEREAS, Governor Brown signed AB 10 into law, raising California's minimum wage from \$8.00 per hour to \$9.00 per hour effective July 1, 2014 and \$10.00 per hour effective January 1, 2016; and

WHEREAS, State minimum wage laws do not apply to counties and charter cities; however, the City's intent is to ensure that the starting salary for all City classifications is no lower than the State minimum wage; and

WHEREAS, the Police Reserve Officer hourly rate for special events and Shoreline Amphitheatre are below Police Officer Step 1 and Police Officer overtime rate; and

WHEREAS, staff reviewed compensation for Fire Chief and Human Resources Manager;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Mountain View hereby authorizes the City Manager or his designee to amend the salary plans for regular and hourly employees as follows:

1. Adjust the salary ranges for classifications that fall below California's minimum wage of \$9.00 per hour effective July 1, 2014 and \$10.00 per hour effective January 1, 2016. Changes to the City's salary plan will be effective June 22, 2014 and the first pay period ending in January 2016, respectively.

2. Adjust the salary range for classifications which fall below California minimum wage, should the California minimum wage increase in the future.

3. Adjust the salary ranges for Police Reserve Officer effective June 22, 2014 as follows:

- a. Rate 1 from \$8.00 per hour for patrol duties to \$9.00 per hour.
- b. Rate 2 from \$38.79 per hour for special events to \$44.49 per hour.
- c. Rate 3 from \$58.18 per hour for Shoreline Amphitheatre events to \$66.74 per hour.

4. Adjust Police Reserve Officer salary for Rate 2 and Rate 3 duties to match Police Officer Step 1 and Police Officer overtime rate, respectively, when increases occur to the Police Officer salary range.

5. Adjust the salary range for the classification of Fire Chief to \$5,911.92 to \$8,627.15 biweekly (\$153,710 to \$224,306 annually) effective June 22, 2014.

6. Adjust the Human Resources Manager salary range from Family 2, Grade 34 \$4,234.79 biweekly control point (\$110,105 annual control point) to Family 2, Grade 41 \$5,134.12 biweekly control point (\$133,487 annual control point) effective June 22, 2014.

7. Funds have been appropriated in the Fiscal Year 2014-15 budget for the changes requested in this resolution.

MSD/3/RESO
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