

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2017

A RESOLUTION AUTHORIZING THE CITY MANAGER OR HIS DESIGNEE TO SET THE COMPENSATION FOR UNREPRESENTED HOURLY EMPLOYEES FOR JULY 1, 2017 THROUGH JUNE 30, 2020 AND REVISE THE CITY'S HOURLY SALARY PLAN TO REFLECT THESE COMPENSATION CHANGES

WHEREAS, on June 23, 2015, the City Council of the City of Mountain View adopted a resolution for compensation for unrepresented hourly employees.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Mountain View hereby amends or approves the following compensation for unrepresented hourly employees for July 1, 2017 through June 30, 2020, as follows:

Hourly Employees and Salary Plan Adjustment

1. 4.0 Percent COLA Fiscal Year 2017-18: Effective the first pay period ending in July 2017, the City shall amend the salary plan to increase the salary ranges for certain hourly classifications by a four percent (4.0%) cost-of-living adjustment (COLA). This provision may not apply to hourly classifications already scheduled to be increased as a result of the Citywide minimum wage ordinance as described below.
2. 4.0 Percent COLA Fiscal Year 2018-19: Effective the first pay period ending in July 2018, the City shall amend the salary plan to increase the salary ranges for certain hourly classifications by a four percent (4.0%) COLA. This provision may not apply to hourly classifications already scheduled to be increased as a result of the Citywide minimum wage ordinance as described below.
3. 1.0 Percent COLA Fiscal Year 2019-20: Effective the first pay period ending in July 2019, the City shall amend the salary plan to increase the salary ranges for certain hourly classifications by a one percent (1.0%) COLA. This provision may not apply to hourly classifications already scheduled to be increased as a result of the Citywide minimum wage ordinance as described below.
4. Citywide Minimum Wage: As a result of the resolution adopted by the City Council on June 24, 2014 to ensure all classifications reflect State minimum wages on an ongoing basis and the ordinance adopted by the City Council on October 28, 2014 to require the payment of a Citywide minimum wage, the City Council adopted a

resolution on June 23, 2015 authorizing the City Manager or his designee to make future adjustments to the salary plan accordingly.

The most recent adjustment to the salary plan for hourly employees was on January 1, 2017 (Citywide minimum wage increased to \$13.00 per hour) and is scheduled to be adjusted again on January 1, 2018 (Citywide minimum wage increasing to \$15.00 per hour).

In an effort to comply with minimum wage and maintain appropriate internal alignment within the City's hourly classification system, the resolution in Attachment 2 seeks authority for staff to apply COLAs as appropriate to the City's Hourly Salary Plan related to any minimum wage increases.

Any hourly employees in a classification whose current hourly rate falls below the new salary range shall receive an increase sufficient to place them at the starting point of the salary range effective the first pay period ending in July 2017 or to be effective when the minimum wage increase occurs on January 1, 2018.

SCR/7/RESO
032-06-13-17r-E-2