



COUNCIL REPORT

DATE: December 10, 2024

CATEGORY: Consent

DEPT.: Human Resources

TITLE: **Revised Salary Plans for Regular and Hourly Employees for Fiscal Year 2024-25**

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 Plans for Regular and Hourly Employees, 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.

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.

Regular Salary Plan

On June 25, 2024, the Mountain View City Council adopted resolutions authorizing successor memorandums of agreement, including salary plans for employee compensation for the period of July 1, 2024 through June 30, 2025. The employee compensation was approved in the original Salary Plan and the subsequent Revision 1 for inclusion of EAGLES and Revision 2 for SEIU. Revision 2 of the regular Salary Plan was intended to include the Council-approved increases to employee career incentive level classifications (Levels 1 through 5) but was omitted as discussed in the Analysis section.

ANALYSIS

Hourly Salary Plan

Beginning January 1, 2025, the minimum wage in Mountain View will increase to \$19.20 per hour, as set forth by the Mountain View Minimum Wage Ordinance. There is currently one classification (Police Officer Reserve, Rate 1) in the Salary Plan for Hourly Employees (Salary Plan) that has a pay rate lower than \$19.20. To remain in compliance with the ordinance and with applicable government code, the City is updating the Salary Plan to increase the one hourly rate currently under \$19.20 to meet the minimum wage requirement. The revised Salary Plan will go into effect the pay period including January 1, 2025 and is included as Exhibit A to the Resolution.

Regular Salary Plan

A revision to the regular Salary Plan is needed to comply with applicable government code and to accurately reflect the terms of the Council-approved resolutions from June 25, 2024. The approved increases to career incentive-level classifications were erroneously omitted in Revision 2 of the regular Salary Plan, although employees have been compensated accurately. In addition, this revision to the Salary Plan includes cleanup in the bargaining unit and/or exempt status listing for established classifications of Finance Manager and IT Analyst II. Revision 3 to the Salary Plan for regular employees is included as Exhibit B to the Resolution and is effective as of June 23, 2024. There are no employee compensation changes or employee impacts as a result of the updates in Exhibit B.

Effective September 1, 2024, the classification of Public Safety Social Media and Communications Coordinator has been reclassified to Police Media and Community Relations Analyst. This approved classification change is to be reflected on Revision 4 of the Regular Salary Plan in accordance with applicable government code and is included as Exhibit C to the Resolution.

FISCAL IMPACT

Hourly Salary Plan

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

Regular Salary Plan

There is no fiscal impact related to the adoption of the revised regular Salary Plan.

LEVINE ACT

California Government Code Section 84308 (also known as the Levine Act) prohibits city officials from participating in any proceeding involving a “license, permit, or other entitlement for use” if the official has received a campaign contribution exceeding \$250 from a party, participant, or agent of a party or participant in the proceeding within the last 12 months. A city official is similarly prohibited from accepting, soliciting, or directing a campaign contribution exceeding \$250 from a party, participant, or agent of a party or participant to any proceeding involving a license, permit, or other entitlement for use for 12 months after a final decision is rendered in said proceeding.

Please refer to the “X” in the checklist below for information about whether the recommended action for this agenda item is subject to or exempt from the Levine Act.

SUBJECT TO THE LEVINE ACT

- Land development entitlements
- Other permit, license, or entitlement for use
- Contract or franchise

EXEMPT FROM THE LEVINE ACT

- Competitively bid contract
- Labor or personal employment contract
- General policy and legislative actions

For more information about the Levine Act, please see the Fair Political Practices Commission website: www.fppc.ca.gov/learn/pay-to-play-limits-and-prohibitions.html.

ALTERNATIVES

1. Given the City and state legal requirements for minimum wage, the only alternative would be to direct staff to provide additional information.
2. Approve the Salary Plan for Hourly Employees and request additional information on the revisions to the regular Salary Plan.

PUBLIC NOTICING—Agenda posting.

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Attachment: 1. Resolution