



Staff Report

File #: 23-0978

REQUEST FOR CITY COUNCIL ACTION

DATE: 12/06/2023

TO: Honorable Mayor and City Council Members

FROM: Human Resources Department

SUBJECT:

CITY COUNCIL CONSIDERATION OF APPROVING RESOLUTION NO. 2023-116, CITY OF CORONA POSITION LIBRARY AND COMPENSATION PLAN AND REPEALING ALL PRIOR PLANS, INCLUDING RESOLUTION NO. 2023-104, TO IMPLEMENT SALARY RANGE INCREASES FOR MINIMUM WAGE PER CALIFORNIA STATE LAW

EXECUTIVE SUMMARY:

This staff report asks the City Council to approve Resolution No. 2023-116 which includes updates to select compensation ranges due to compliance with Senate Bill 3 (SB 3). SB 3 amended section 1182.12 of the Labor Code and now requires a minimum wage increase to sixteen dollars (\$16.00) per hour on January 1, 2024, for employers who employ 26 or more employees.

RECOMMENDED ACTION:

That the City Council adopt Resolution No. 2023-116, approving the City of Corona Position Library and Compensation Plan and repealing all prior Plans, including Resolution No. 2023-104, which was effective November 1, 2023.

BACKGROUND & HISTORY:

State regulations for public employers require disclosure of position classifications and corresponding compensation. To ensure compliance, and for even greater transparency, the City Council has previously adopted and updated the Position Library and Compensation Plan, a document which includes a list of all authorized employment positions for the City and their corresponding compensation ranges ("Plan").

The Plan provides added organizational efficiency and permits departments to continue streamlining operations without impacting service levels. Additionally, it allows members of the public to see what any given position, even those not currently filled, is paid. To this end, it is essential to note that this document is strictly a resource document of available employment positions, as the positions

listed will not necessarily be budgeted or funded in any given fiscal year. A list of full-time budgeted positions is located on the City’s website.

ANALYSIS:

Minimum Wage and Part-Time Recreation Position Compaction

Compensation ranges are updated to comply with SB 3, which amended section 1182.12 of the Labor Code to require a minimum wage increase to sixteen dollars (\$16.00) per hour on January 1, 2024.

One of the protections of the minimum wage law is an annual review of the wage rate using the U.S. Consumer Price Index for Urban Wage Earners and Clerical Workers (U.S. CPI-W). The Department of Finance calculated that the U.S. CPI-W increased by 6.16 percent for the period July 1, 2022, to June 30, 2023, compared to the prior 12-month period. The minimum wage increases each year by the lesser of 3.5 percent, and the rate of change in the averages of the two most recent U.S. CPI-W, unless those averages are negative. If the averages are negative, there is no change in the minimum wage for the following year. On July 31, 2023, Governor Newsom certified the minimum wage increase for all employers for 2024.

The classifications that will be impacted by the January 1, 2024, minimum wage increase as well as their current and proposed salary ranges are as follows:

Classification	Current Range	Current Amount	Proposed Range	Proposed Amount
Animal Care Attendant	T028	\$15.63 - \$18.99	T033	\$16.02 - \$19.47
Fire Prevention Assistant	T027	\$15.55 - \$18.90	T033	\$16.02 - \$19.47
Lifeguard	T032	\$15.94 - \$19.38	T033	\$16.02 - \$19.47
Literacy Assistant	T027	\$15.55 - \$18.90	T033	\$16.02 - \$19.47
Management Intern	T027	\$15.55 - \$18.90	T033	\$16.02 - \$19.47
Student Aide	T027	\$15.55 - \$18.90	T033	\$16.02 - \$19.47

FINANCIAL IMPACT:

The minimum wage increase to \$16.00 per hour will be effective the first pay period in January 2024. As January 1st falls within a pay period, the increase will be effective for pay period dates of 12/30/23-01/12/24. Of the six part-time positions impacted by the change, only the Literacy Assistant is budgeted in the current fiscal year. The Literacy Assistant is a grant-funded position and the number of hours worked through June 30, 2024 will be adjusted to accommodate the additional cost of the minimum wage increase. Therefore, no budgetary appropriations are needed for the January 2024 minimum wage change and there is no fiscal impact with the recommended action.

ENVIRONMENTAL ANALYSIS:

This action is exempt pursuant to Section 15061(b)(3) of the Guidelines for the California Environmental Quality Act (CEQA), which states that a project is exempt from CEQA if the activity is covered by the commonsense exemption that CEQA applies only to projects that have the potential for causing a significant effect on the environment. Where it can be seen with certainty that there is

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no possibility that the activity in question may have a significant effect on the environment, the increases wages of those employees who would be under the State mandated amount as of January 1, 2024, are not subject to CEQA. There is no possibility that the acceptance of this report will have a significant effect on the environment.

PREPARED BY: REBECCA CHRISTOPHER, HUMAN RESOURCES SUPERVISOR

REVIEWED BY: ANGELA RIVERA, CHIEF TALENT OFFICER

Attachments:

1. Exhibit 1 - Position Library and Compensation Plan - Redline
2. Exhibit 2 - Resolution No. 2023-116, Exhibit "A" Position Library and Compensation Plan - Clean