

RESOLUTION NO. 234-23

**RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF ARCATA AMENDING THE CLASS AND PAY RESOLUTION**

**COMPENSATION & BENEFITS FOR HOURLY RATED PART-TIME, TEMPORARY, AND SEASONAL
PERSONNEL**

BE IT RESOLVED by the City Council of the City of Arcata that hourly rated part-time, temporary, and seasonal employees in the listed classifications shall be compensated as follows. This resolution supersedes Resolution No. 234-08.

Section 1. – SALARY SCHEDULE

Classification	Salary Grade		Salary Steps				
			1	2 +2.5%	3 +2.5%	4 +2.5%	5 +2.5%
Gymnastics Assistant Recreation Leader	PT15	Hourly	\$16.000	\$16.400	\$16.810	\$17.230	\$17.661
Drafting Aide Video Aide	PT19	Hourly	\$16.322	\$16.730	\$17.149	\$17.577	\$18.017
Gymnastics Instructor Recreation Specialist	PT20	Hourly	\$16.404	\$16.814	\$17.234	\$17.665	\$18.107
Sports Official (Youth Sports) Water Meter Reader	PT22	Hourly	\$16.568	\$16.983	\$17.407	\$17.842	\$18.288
Office Assistant Racial Equity Intern	PT26	Hourly	\$16.902	\$17.325	\$17.758	\$18.202	\$18.657
Community Service Officer Maintenance Trainee Parking Enforcement Officer	PT28	Hourly	\$17.072	\$17.499	\$17.936	\$18.384	\$18.844
Cashier/Finance Aide Environmental Programs Aide Program Supervisor	PT31	Hourly	\$17.329	\$17.762	\$18.206	\$18.662	\$19.128
Assistant Recreation Supervisor Community Ambassador GIS Technician Media Production Specialist Operator-In-Training Apprentice	PT41	Hourly	\$18.215	\$18.671	\$19.138	\$19.616	\$20.106
Administrative Aide Engineering Aide Forest Technician Sweeper Operator	PT44	Hourly	\$18.490	\$18.952	\$19.426	\$19.912	\$20.409

Classification	Salary Grade		Salary Steps				
			1	2 +2.5%	3 +2.5%	4 +2.5%	5 +2.5%
Heavy Equipment Operator Vehicle Abatement Officer	PT58	Hourly	\$19.827	\$20.323	\$20.831	\$21.352	\$21.885
Accounting Technician Communications Specialist Program Specialist Spanish Translator/Interpreter	PT65	Hourly	\$20.532	\$21.045	\$21.571	\$22.110	\$22.663
Building Inspector Trainee Lead Community Ambassador Police Officer Trainee (Academy Student)	PT79	Hourly	\$22.016	\$22.567	\$23.131	\$23.709	\$24.302
Equity Arcata Network Coordinator	PT98	Hourly	\$24.205	\$24.810	\$25.430	\$26.066	\$26.718
Special Projects Construction Inspector	PT139	Hourly	\$29.697	\$30.439	\$31.200	\$31.980	\$32.780

Classification	Salary Grade		Salary Steps					
			1	2	3	4	5	6
Professional Expert	ProExp	Hourly	\$50.00	\$55.00	\$60.00	\$65.00	\$70.00	\$75.00
Recreation Specialist (Self-Supporting)	SelfSup	Hourly	\$16.000	\$18.000	\$20.000			
Sports Official	SportOff	Per Game	\$16.500	\$16.913	\$17.335	\$17.769	\$18.213	
Work Study Intern	WrkStdy	Hourly	\$16.000					

Section 2. - DEFINITION OF PART-TIME, TEMPORARY AND SEASONAL STATUS

PART-TIME:

Part-time personnel shall be defined as hourly employees who regularly work a minimum of 30 hours per pay period but never more than 1040 hours per fiscal year. Part-time employees who do not perform any work (including paid time off) over two consecutive pay periods or for more than 4 pay periods per fiscal year, will be separated from employment or changed to a Seasonal status, at the discretion of the Department Head.

TEMPORARY:

Temporary personnel shall be defined as hourly employees who are employed for a limited time or a specific project. Employees can work unlimited hours for no more than twelve (12) months (measured forward from the first day of temporary employment). Employees will be classified as temporary only after documentation of the temporary assignment, and its expected duration, has been signed by both the department head and the employee. A break of at

least 18 consecutive months is required between temporary assignments for one individual in a particular position within the same department.

SEASONAL:

Seasonal personnel shall be defined as hourly employees who are employed on an intermittent basis not to exceed 1040 hours per fiscal year. Seasonal employees who do not perform any work for two consecutive pay periods shall be separated from employment, and can be rehired, if necessary, as long as the 1040 hour limit is not exceeded within the fiscal year.

Section 3. – SUPPLEMENTAL COMPENSATION AND BENEFITS

3.1 Salary

1. Salary Placement Upon Hire

Part-time, Temporary, and Seasonal personnel whose duties fall within a particular job classification shall be compensated at the hourly equivalent of an appropriate step in the salary range for the classification. The first step of the pay range will generally apply upon original hire. However, when experience, education or special circumstances warrant, the Department Head may authorize an original appointment up to the third step. Original appointment above the third step must be authorized by the Human Resources/Administrative Services Director.

2. Step Increases After Initial Hire

- A. All Hourly employees may, with Department Director (or designee) approval, receive a step increase to the next step in the employee’s salary grade after at least six (6) months of employment or reemployment; and then annually from that date thereafter until reaching the top step in the salary grade.
- B. Upon demonstration of exceptional performance of duties, the Department Director may grant an employee an extra step increase. An employee must be employed or reemployed at least six (6) months to receive an extra step increase.

3.2 Retirement

1. Retirement System

The City contracts with the California Public Employees’ Retirement System (CalPERS) to provide an employee benefit package which includes service retirement, death, and disability benefits. Hourly rated (Part-time, Temporary, Seasonal) employees are excluded from CalPERS membership because the City of Arcata’s contract with CalPERS excludes Hourly employees.

3.3 California Paid Sick Leave Policy *(with adoption of Resolution No. 234-23, this policy section supersedes Resolution No. 156-05)*

1. Eligibility:

- A. New hires shall receive 40 hours of paid sick leave and will be eligible to begin using paid sick leave after 90 calendar days of employment.
- B. Upon meeting the initial eligibility requirements in 3.3.1(A), employees shall receive 40 hours of paid sick leave at the beginning of each fiscal year. No unused sick leave balance shall be carried over to the following fiscal year.
- C. If an employee separates from employment and is rehired within the same fiscal year, previous unused paid sick leave hours shall be reinstated to the extent required by law. However, if a rehired employee had not yet met the requisite 90 calendar days of employment to use paid sick leave at the time of

separation, the employee must still satisfy the 90 days of employment requirement collectively over the periods of employment with the City before any paid sick leave can be used. If an employee is rehired in a new fiscal year and meets the requisite 90 calendar days of employment, the employee will receive 40 hours of paid sick leave.

- D. If an employee is separated from employment for more than twelve (12) months, they are required to meet a new eligibility requirement as defined in 3.3.1(A).
- E. Paid sick leave must be used in quarter hour increments. Sick leave can only be used for hours the employee was scheduled and expected to be at work. Paid sick leave will NOT be considered hours worked for purposes of overtime calculation. An employee will not receive compensation for unused paid sick leave upon separation from employment.

2. Permissible Usage:

In accordance with California's Paid Sick Leave law, an employee may use paid sick leave for the following reasons:

- A. Diagnosis, care, or treatment of an existing health condition of, or preventative care for the employee themselves or any of the following family members of the employee: a child of any age or dependency status; a parent; a parent-in-law; a spouse; a registered domestic partner; a grandparent; a grandchild; or a sibling; or
- B. For an employee who is a victim of domestic violence, sexual assault, stalking, or other crime in order for the employee to engage in any of the following activities: (1) obtain or attempt to obtain a temporary restraining order or other court assistance to help ensure the health safety or welfare of the employee or their child; or (2) obtain medical attention or psychological counseling, services from a shelter, program or crisis center, or (3) participate in safety planning or other actions to increase safety.

3. Requesting Time:

- A. An employee shall provide reasonable advance notification of their need to use paid sick leave to their supervisor if the need for paid sick leave use is foreseeable (i.e., doctor's appointment scheduled in advance). *Typically, the employee should notify their supervisor as soon as the need for time off is determined.* If the need for paid sick leave use is unforeseeable, the employee shall provide notice of the need for the leave to their supervisor as soon as is practicable. *Typically, the employee should notify their supervisor at least one (1) hour prior to the start of the employee's scheduled work shift so that arrangements can be made to cover the employee's shift.*
- B. Employer may, at its discretion, require an employee who has a medically related absence for more than three (3) consecutive scheduled work days to furnish medical certification of the illness or injury necessitating the absence. Employer may also, at its discretion, require an employee absent for more than three (3) days of consecutively scheduled work days to furnish medical certification that they are fit for duty prior to returning to work.

4. Policy Violations:

- A. Retaliation or discrimination against an employee who requests paid sick days or uses paid sick days or both is prohibited.
- B. Sick leave shall not be considered as a privilege, which an employee may use at their discretion, but shall be allowed only in case of necessity and as defined within. Abuse of sick leave privileges including but not limited to using sick leave for a reason other than one listed in Section 3.3.2 above, shall be cause for disciplinary action.

PERS annuitants are not eligible for this benefit, per Sections 21221(h) and 21224 of the Public Employees' Retirement Law (PERL), in which annuitants may not receive benefits, incentives, compensation in lieu of benefits, or other forms of compensation in addition to the hourly pay rate.

3.4 Holidays

1. Employees receive five (5) holidays (Christmas Day, New Year's Day, Martin Luther King Jr. Day, Fourth of July, Thanksgiving Day) paid at four hours per day if work has been performed within the week the holiday falls in.
2. Part-time, Temporary, Seasonal employees required to work on any of the holidays enumerated above shall receive time and a half for all hours worked on the holiday, in addition to the four (4) hours holiday pay at straight time. To further clarify, this additional time and one-half pay is for hours worked on the actual holiday (Christmas DAY, New Year's DAY, Martin Luther King Jr. DAY, 4th of July DAY, Thanksgiving DAY). If it is an "observed" holiday (for example Christmas DAY falls on a Saturday and the City is closed on Friday in observance of the holiday) the time and one-half pay would only apply when the employee actually works on that Saturday-Christmas DAY. If the employee works on Friday [the observed holiday], they will receive regular pay for all hours actually worked.

PERS annuitants are not eligible for this benefit, per Sections 21221(h) and 21224 of the Public Employees' Retirement Law (PERL), in which annuitants may not receive benefits, incentives, compensation in lieu of benefits, or other forms of compensation in addition to the hourly pay rate.

3.5 Premium Pay

1. Applies to the following classifications:
 - Maintenance Trainee
 - Forest Technician
2. Premium pay may apply under the following conditions:
 - A. Human Waste (shall apply to human feces) and Bodily Fluids (shall apply to blood, vomit, and used hypodermic syringe/needle). May apply when assigned to work directly with or directly pick up human waste or bodily fluids outside the collection system, treatment process, custodial work duties, or otherwise outside normal job duties.
 - B. Dead Animal – when assigned dead animal pick-up for animals that are not trapped or disposed of as part of an employee's normal job duties.
3. When premium pay is determined applicable, an employee shall be paid their regular hourly base rate, plus an additional \$12.00 per hour, for actual time performing the authorized duties and reasonable time for disinfection for performing the duties above. Actual time performing these duties shall be paid in quarter hour (.25) increments.
4. Employee shall not be assigned these duties until there is documented training and/or certification to perform the duties.
5. Final determination as to whether such activity is compensable under the intent of this Section shall be at the discretion of the Supervisor.

PERS annuitants are not eligible for this benefit, per Sections 21221(h) and 21224 of the Public Employees' Retirement Law (PERL), in which annuitants may not receive benefits, incentives, compensation in lieu of benefits, or other forms of compensation in addition to the hourly pay rate.

3.6 Free Bus Service

1. Part-time, Temporary, and Seasonal employees and their immediate family members are eligible to receive a monthly pass for bus service as outlined in the City Employee Bus Pass policy.

PERS annuitants are not eligible for this benefit, per Sections 21221(h) and 21224 of the Public Employees' Retirement Law (PERL), in which annuitants may not receive benefits, incentives, compensation in lieu of benefits, or other forms of compensation in addition to the hourly pay rate.

3.7 Police Officer Trainee (Academy Student) classification only

1. Employees classified as Police Officer Trainee shall be covered under the medical/dental/vision plans, in the same manner as full-time employees, while attending the Police Academy.

Section 4. - ADDITIONAL COMPENSATION/BENEFITS FOR PART-TIME STATUS ONLY:

4.1 Short-Term Disability

1. Short-term disability benefits shall be paid in accordance with the City of Arcata Short-Term Disability Program. The basic monthly earnings for the short-term disability benefit for part-time employees shall be the average monthly earnings for the preceding six-month period.

PERS annuitants are not eligible for this benefit, per Sections 21221(h) and 21224 of the Public Employees' Retirement Law (PERL), in which annuitants may not receive benefits, incentives, compensation in lieu of benefits, or other forms of compensation in addition to the hourly pay rate.

4.2 Tobacco Cessation Incentive

1. An employee, who is a tobacco user, can sign up for the "tobacco cessation plan." Employee must agree to enroll in and successfully complete a Tobacco Cessation Program of their choice. If employee does not use tobacco for twelve consecutive months from the time of sign-up and certifies that they have not used tobacco for one (1) year at the end of the twelve (12) months, employee will receive two hundred dollars (\$200). For the purposes of this Section, a tobacco user is defined as an eligible employee who attests they have used tobacco products (i.e., cigarettes, cigars, chewing tobacco) at least 100 times in their lifetime, and, on average, currently uses tobacco products at least 15 days out of a month. This is a one-time benefit.

PERS annuitants are not eligible for this benefit, per Sections 21221(h) and 21224 of the Public Employees' Retirement Law (PERL), in which annuitants may not receive benefits, incentives, compensation in lieu of benefits, or other forms of compensation in addition to the hourly pay rate.

Section 5. - EFFECTIVE DATE

The effective date for changes in California Paid Sick Leave will be the pay period that includes January 1, 2024. The effective date for all other changes will be December 10, 2023.

DATED: December 20, 2023

ATTEST:

APPROVED:

CITY CLERK, CITY OF ARCATA

MAYOR, CITY OF ARCATA

CLERK'S CERTIFICATE

I hereby certify that the foregoing is a true and correct copy of Resolution No. 234-23 passed and adopted at a regular meeting of the City Council of the City of Arcata, Humboldt County, California, on the 20th day of December 2023, by the following vote:

AYES:

NOES:

ABSENT:

ABSTENTIONS:

CITY CLERK, CITY OF ARCATA