



AGENDA SUMMARY EUREKA CITY COUNCIL

TITLE: 2024 Salary Schedule

DEPARTMENT: Human Resources

PREPARED BY: Will Folger, Director of Human Resources

PRESENTED FOR: Action Information only Discussion

RECOMMENDATION

Adopt a Resolution of the City Council approving City's salary/pay rate schedule for all Regular Full-time, Regular Part-time, and Temporary position titles and classifications reflecting salary adjustments for various positions and establishing pay rates for new classifications.

FISCAL IMPACT

No Fiscal Impact Included in Budget Additional Appropriation

COUNCIL GOALS/STRATEGIC VISION

Financially sound City providing effective services.

DISCUSSION

The attached Resolution contains the City's updated salary schedule, which includes all Regular Full-Time, Regular Part-Time and Temporary position titles in the City's current Classification Plan. The schedule is being updated to reflect previously approved salary changes to existing positions, and to reflect the salary ranges of newly established classifications. Salary changes reflected herein are due to approved wage increases, routine organizational adjustments, reclassifications and position allocation/removal through the budget process.

This updated salary schedule incorporates changes in payrates for positions that were affected as a result of the increase of the CA State minimum wage from \$15.50 to \$16 per hour, which went into effect on January 1, 2024. In addition to the state increase, the City is proactively working towards setting an internal base wage standard for Regular positions of no less than \$17 per hour. This initiative is driven by the desire to create a wider gap between the state minimum wage and our city's base wages, providing a competitive payrate for entry level positions and a sustainable foundation for future wage increases. In order to achieve this in a fiscally responsible manner the City has identified all positions with a starting pay that would fall below the new state minimum wage and provides an additional 5% increase to those positions effective January 1, 2024.

This salary schedule implements the third and final installment of a previously negotiated base wage increase effective 1/1/2024, and extends it to all classifications equally, with the exception of classifications that received an independent market rate increase or compensation assignment during the current 3 year contract term.

The City's salary schedule is adopted annually by Council during the budget approval process, and also each time there is an update such as implementation of a base salary increase. The schedule identifies the pay rate, salary range and time base (yearly, monthly, semi/monthly and hourly) for all positions. Each annual City salary schedule is retained by the City for public inspection for not less than five years, and is available for public review on the City's website and in the Human Resources Department during normal business hours.

REVIEWED AND APPROVED BY:

- City Attorney
- City Clerk/Information Technology
- Community Services
- Development Services
- Finance
- Fire
- Human Resources
- Police
- Public Works